

Minutes
April 19, 2024
New River Community and Technical College, Beaver Campus (and Zoom)

MEMBERS PRESENT

Rebekah Hatch	Bluefield State University
Jane Fouty	BridgeValley Community and Technical College
Amy Pitzer	Concord University
Justine Bohon	Fairmont State University
Jenny Boggs	Glennville State University
Justin Tyler	Marshall University
Erin Trump	New River Community and Technical College
Yulia Friman	Shepherd University
Shelly Stewart	Southern WV Community and Technical College
Marcella Snyder	West Liberty University
Verne Britton	WVNET
Jenna Derrico	West Virginia Northern Community College
Scott Maxwell(*Proxy)	West Virginia School of Osteopathic Medicine for Sheldon Mullens
Jodi Vincent	West Virginia University
Melissa Graham	West Virginia University Parkersburg

MEMBERS ABSENT (Excused)

Vacant	Community and Technical College System of WV
Vacant	Eastern WV Community and Technical College
Vacant	West Virginia Higher Education Policy Commission
Vacant	West Virginia University Institute of Technology
Chip Hawkins	Pierpont Community and Technical College
Sarah Cross	Unofficial West Virginia University Potomac State College
Michael Casey	West Virginia State University
Dee Preston	Mountwest Community and Technical College

MEMBERS ABSENT (Unexcused)

Eric Unger	Blue Ridge Community and Technical College
------------	--

GUESTS

Bob Long	ACCE Emeritus
Bonny Copenhaver	President, New River CTC
Brian Weingart	Senior Director of Financial Aid, HEPC
Ken Harbaugh	ACCE Emeritus
Sonja Cool	Administrative Associate, Vice Chair, NRCTC Staff Council
John Hamon	Trades Associate, NRCTC Staff Council
Taran Wolford	Director of Classification and Compensation, HEPC



- 1) The Chair will determine that a quorum is present.
Meeting was called to order at 9:01 for Dr. Copenhaver to give welcome.
A quorum was determined at 9:07am.
- 2) Address from President Bonny Ball Copenhaver
We are thriving and happy that you are here. We love the students that we have and not that we wish we had. Thank you for coming.
- 3) Review of Minutes
Minutes were reviewed and amended. Melissa Graham moved to accept the minutes as amended. Justin Tyler seconded. Minutes were approved.
- 4) Updates from the Commission and Council – Brian Weingart, Senior Director of Financial Aid
How can ACCE be better serving our students with Financial Aid regarding FAFSA?
Brian spoke with ACCE regarding the federal government's Better FAFSA. There are still many issues with FAFSA and Brian will share his PP presentation with us.
Higher Education Grant extended to July 1 State Aid Update. Max amount \$3400.
Roll out – May 1 for new students; May 15 returning students.
Promise Scholarship \$5500 beginning Sept 1, fall 24-25 If you do not apply in time for this one you cannot get a full award. Degree Pursuant Coursework – Financial Aid Office can help students who can appeal to be able to still receive state aid if cannot receive federal aid. They do have a portal for management of aid to be taken care of all-in-one place.

Taran Wolford, Director of Classification and Compensation

The HEPC reached out to the CHROs and have begun the job description/benchmarking through MarketPay. HEPC is conducting biweekly calls and hoping to get an estimated timeline. Most institutions provided between 35 and 60 jobs and faculty and dean positions aren't being included right now.

The HEPC approved an amended salary schedule for 2024-2025 on April 12, 2024. The information was based on the Federal Bureau of Labor Statistics, focusing on wages and salaries. New minimums are generally what the 2017 mid-points were. Nothing has been sent out to the institutions yet but CHROs are aware of the new schedule. Institutions are not REQUIRED but are encouraged to implement it. Chair Derrico asked if the CHROs are aware this is temporary until the new market study is in place; Taran answered yes. It's a bridge until we get the market data, and then a new schedule will be created for hopefully 2025. HEPC also hopes to maintain this going forward so we're not using years-long outdated data. WVU ACCE Rep met with President Gee – adamant they are exempt from participation. They are independently looking at the materials sent to see if the information can be provided. We'll move forward no matter what but would like the larger schools to be actively participating.



5) Committee Updates

Benefits – employees shoulder 20% of the 10.5% PEIA premium increase. There is still concern that salary increases won't cover increased premiums.

Communications – survey meeting with Chancellor and ACCE Executive Committee needed. Chair Derrico to set meeting.

Legislative – wanted to pull together a brochure by the retreat in July. Have copy ready for July meeting.

By-Laws – we need to get a copy of the new bylaws up on the website.

Retreat – Chief Logan State Park in Logan has been proposed for our July 22-23 meeting for training and elections. Jodi Vincent motioned to select Chief Logan. Amy Pitzer seconded. A vote was called for with all in favor.

Retreat Ideas:

Invites to Commission and Council, House and Senate Education Committees, Trainings on Laws, Kristin Boggs, PEIA, elevator pitch to the legislature, go over our bylaws before we vote for new officers; go over Roberts rules.

Student Advocacy– No new updates currently

New ACCE members who were not on a committee yet, were given choice of which committees they would like to be a member. Our two new members chose as follows:

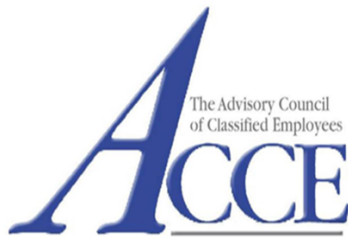
Melissa Graham – Benefits and Retreat Committees

Rebekah Hatch – Student Advocacy Committee

6) Old Business

Amy Pitzer, commenting on what Taran Wolford just shared, the longer the time between the actual salary survey and the time the data is aged should not normally be more than two years. All major firms agree that data should not be aged more than two-three years maximum. Factors: 1. Use apples to apples comparisons: USDOL, Cost Index – Total Compensation salary is not broken out separately. 2. Must have a common date. Aging data is a complicated process and requires a common date to be used for the data gathering to make it an apples-to-apples comparison. We do not know if a common date was used. So if this market study says we are not lagging behind, then there is something wrong. ACCE reps need to have discussions with Staff Council, BOG, CHRO to determine if your school has fallen behind or are lagging the other employees, since faculty and non-classified positions at most schools are using most recent CUPA data when determining pay for those employees. Staff members should be checking institutional compensation policies.

Amy also wanted to point out on the new 2024 HEPC scale, that the minimum is set at 77% of midpoint and the maximum is at 122% of the midpoint of the new schedule. There is 16% difference between pay grades because they were placing



people on the scale at their current salary not by position. Typically, there is a 10-20% difference between a supervisor and employee but there could be a 60% range width according to the chart because of the broad banding perimeters built into the schedule.

Chair Derrico is to get together soon with Staff Council Chairs.

7) New Business

Invite Kristin Boggs, HEPC Legal Counsel, to May ACCE meeting to answer questions regarding new Campus Carry policies. Goal for education pieces. Also invite someone who can answer questions regarding outcome-based funding for May meeting.

Verne shared the HEPC talked about the student survey and that it is a long-term survey. Key legislators are interested in the student survey and HEPC should be ready to present to legislators.

8) Adjourn

We thank Erin Trump and New River Community and Technical College for hosting us. Call for motion to adjourn. Motioned by Jane Fouty to adjourn. Seconded by Rebekah Hatch. The group agreed unanimously. Chair Derrico called meeting to a close.

Minutes submitted by:

Jodi Vincent
ACCE Secretary