



Minutes
November 15, 2024
Zoom meeting

MEMBERS Present

Jane Fouty	BridgeValley Community and Technical College
Amy Pitzer	Concord University
Justine Bohon	Fairmont State University
Jenny Boggs	Glenville State University
Erin Trump	New River Community and Technical College
Verne Britton	WVNET
Jenna Derrico	West Virginia Northern Community College
Jodi Vincent	West Virginia University
Michael Casey	West Virginia State University
Yulia Friman	Shepherd University
Marcella Snyder	West Liberty University
Melissa Graham	West Virginia University Parkersburg
Julie Cepec	West Virginia School of Osteopathic Medicine
Dee Preston	Mountwest Community and Technical College
Chip Hawkins	Pierpont Community and Technical College

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
Vacant	Marshall University
Vacant	West Virginia University Potomac State College
Vacant	Blue Ridge Community and Technical College
Shelly Stewart	Southern WV Community and Technical College
Rebekah Hatch	Bluefield State University

GUESTS

Ken Harbaugh	ACCE Emeritus
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1) Welcome

Chair Derrico determined that a quorum was present, and the meeting was called to order at 1:05pm.

2) Old Business

A discussion was held on moving the March 2025 meeting at BridgeValley to Friday, March 14. It was a unanimous decision for this change.

PEIA discussion:

- PEIA - increases are going to be difficult for everyone, we still need a permanent funding solution
- Many institutions did not get raises last year, few got raises that will cover the increases
- Could change wording so employee will pay no more than 20%
- PEIA virtual hearing on proposed increases to be held November 18th at 6:00pm
- Dale Lee, WVEA President, was on Concord's campus - and Amy Pitzer asked him about PEIA issues with funding

- Colleges, universities, and some other agencies are looking at finding their own source of insurance for employees that is cheaper than PEIA. The concern for employees is that it won't be a benefit to employees because they will choose low benefits for cheap price.
- Higher Education Employees are the ONLY ones in America that have had a 49% increase in 3 years
- Can you opt out of health insurance if your spouse, has it?
 - You can opt out of insurance plan if you have private insurance
- Cheaper when everyone is all together -- if WVU leaves, they are so big its feared costs will go up for the much smaller group left in PEIA
- Single - out of pocket max increase, basically paying for it yourself, don't need it (penalized for being healthy)
- What are presidents doing to advocate for a system-wide change in PEIA the health care issue?

Other Legislative Issues:

- Protections for colleges and universities to have to pay out to athletic students,
- Campus police officers don't have pensions, feel that they should
- DEI will come up



ACCE agenda for the December meeting at HEPC

- Funding Model
- Filling vacancies
- Market study update?
- What will Matt Turner put forward to the legislature
- Kristin Boggs is leaving
- (9-10 AM - guests) - including Trish Humphries and Taran Wolford
- 10:00-10:30 AM - open session - reserve to talk about ACCE and what staff councils are up to
- Connecting with advisory council for faculty and/or students
- 10:45 AM - faculty join
- Advocating for full funding of performance-based funding model with inflation increase

Fair Labor Standards Act (FLSA) discussion

On November 15th a federal judge struck down the FLSA overtime rule that was to take effect Jan 1, 2025 which would make any employee making less than \$58,656 a year eligible for overtime. It also struck down the July 1, 2024 change which increased the minimum salary threshold required to be exempt from overtime from \$35,568 to \$43,888.

The ACCE is disappointed in the reversal and would urge schools to take the opportunity to review the duties portion of the law for each employee whose salary falls between \$35,568 - \$58,656. Schools should consider that careful reviews can protect institutions from fines and potential audit findings.

The group also discussed that every institution should have a plan for how they are going to pay employees more as they gain experience and jobs become more complicated. Money should be set aside for increased salaries.

December 2024 ACCE Presentations to the HEPC and CTCS

ACCE has been communicating similar concerns to the HEPC and CTCS in the past 5 years of presentations. This year's presentation will include a review of prior years' concerns, and a reiteration of the need for a classification and compensation system based on recent and valid market data.

3) A motion was made and seconded to adjourn the meeting. The vote was unanimous.

Minutes submitted by:

Jodi Vincent
ACCE Secretary