



CCBC Catonsville – Dundalk – Essex
The Community College of Baltimore County
Professional Affairs Council

May 19, 2003
Minutes

Members Attending:

Mike Ehrlinger, Catonsville; Gary Keedy, Catonsville; Sue Fowler, Catonsville; Ira Albert, Dundalk; Brenda Fick, Dundalk; Ken MacLaughlin, Dundalk; John Bachelor, Essex; Nancy Harrer, Essex; Ann Kaiser-Stearns, Essex; Carol Eustis, Essex; Steve Kirchner, Ex-Officio Member; Lydia Martinez, Ex-Officio Member

Guests: Henry Linck, Brad Ebersole, Tom Knapp, James Robinson

1. Minutes for April 28, 2003: Minutes were approved with the following editorial changes:

- Page 1, last paragraph: delete “PPO for doctor visits, POS for hospital coverage”
- Page 1, Item #3: The sub-committee which Ira referred to is an Academic Affairs Sub-committee of the Dundalk campus Senate, not a sub-committee of PAC.

It was agreed to move the order of the agenda items so Steve and Lydia could give their reports early in the meeting.

3. Chancellor’s Cabinet Report:

1. Budget update: Steve stated that the County Council Budget Hearing will take place on May 20. He handed out CCBC’s Operating Budget Update which shows the County Executive’s recommended budget. This document also includes the County Executive’s Summary of Revenue and Expenditure Adjustments and our budget balancing adjustments. He stated that the merit increases will be deferred for two months and there will not be any furlough days. He explained that there are a lot of scenarios, depending on possibly more budget reductions by the State. If the State takes money away from the counties, we could have further budget reductions. Steve also passed out an article from the Baltimore Sun which stated that tax revenues are lower than expected and that Governor Ehrlich likely will make even deeper cuts. Steve reported that the projected deficit for future years is high. The “Doomsday View” could mean a 25% state aid reduction.
4. Human Resource change in benefits: Lydia presented the new Blue Cross/Blue Shield triple option plan. The County is still finalizing some elements of this plan. This plan will be consistent among the College, County Government, Board of Education, and the Library. Each employee must re-enroll; open enrollment will be in June. The new plan will be effective starting September 1, 2003. The following will remain the same: dental, vision, prescription plans, list of specialties and participating hospitals. The following will change: employee cost will rise to 15% from 10%, the plan structure of BS/BS, level of cost coverage for services, and stop loss provisions. The triple choice plan will give employees the choice to manage services; for example, Level 1 (with a referral) is the least expensive, Level 3 (out of network) is the most expensive. Stop loss provisions include the co-pay, deductible, and co-insurance. The deductible will be the amount that the employee must satisfy before BC/BS kicks in with their benefits. Co-insurance means that employees are responsible for a percentage of the cost of services provided. Lydia will e-mail the

summary of benefits to all employees on May 20 and will make presentations on the three campuses later this week.

2. Report from the Chair:

1. Professional Responsibilities by Job Type: There was nothing new to add
2. Promotion Equivalency Committee: Committee met on May 7; minutes of that meeting were distributed
3. Descriptions for Instructor and Assistant Professor: Mike stated that re-convening a sub-committee is worthwhile; Ann Kaiser Stearns may chair.
4. Dating Policy Approval Postings: When policies are approved, PAC would like to see the approval date. It was suggested that both the approval date and effective date be shown on the policies. Question was raised if it is possible to show specifically what has been changed in a policy. This would be very difficult to do, but could possibly be posted on the intranet.

3. Chancellor's Cabinet Report:

1. PAC Update:
 - a) Assignment to Teach Non-Credit Classes – Presidents are still reviewing
 - b) Extra Session Assignments – Approved by Cabinet
 - c) Pay Scale for Summer Sessions – Approved by Cabinet
 - d) Overload Assignments – Approved by Cabinet
 - e) Campus Faculty Meetings – Henry to take to the Presidents; this will come back to PAC in the fall

LAAC Update:

- a) Disruptive Behavior in Classroom – Unnecessary policy
- b) Student Academic Appeals – Approved by Cabinet
- c) Children on Campus – Question was raised about the necessity of this; has not been approved yet
- d) Code of Academic Integrity – Approved by Cabinet
- e) Developmental Education and Learning Assistance – Approved by Cabinet
- f) Non-matriculation Policy – Henry to send back to LAAC

4. Old Business:

1. Promotion Policy: Gary asked that PAC review the editorial changes, but stated that there are some points that may be changed in this policy. Motion was passed to accept the editorial changes.

5. New Business:

1. Classified Constitutional Change: John Bachelor introduced this proposal and the Constitutional Change, Hold Harmless, for consideration for PAC to vote on at the next meeting.

The meeting was adjourned.