

## Compensation Committee Meeting

9-23-2020

3:00 p.m. Meeting called to order.

Members Present: Dr. George Pimentel (information only, not a voting member), Amy West, Powell Franklin, Amy Wake (substitute for Amy Luckey), Ben Lawrence, Melissa Lyles, Lisa Matlock, Ruthea Coleman, Laurie Weaver, Patti Tanski-Mego

- I. Discussion regarding- raises for degree attainment for faculty based on verbiage in new study.

Committee decided that the raises for degree attainment and the target pay should be based on the actual degree attained (even if it is the terminal degree recognized by TBR for that field of study). Faculty receive the raise prescribed by the study based on the change in degree level.

The terminal degree attainment is only recognized for promotion in rank ability (TBR Policy).

The committee reviewed the language on the raise increments and determined there is a 5% increase between each degree level (Bachelors to Masters, Master to Masters + 45 hours, and Master to Doctorate).

- II. Committee recommendation to review and adopt a degree attainment award (one-time payment) for staff members. This would be an award similar to other institutions in TBR have (Vol State, Pellissippi State, and Roane State).

Committee discussed leaving faculty with the increase to base pay starting the month after degree is attained; as is currently prescribed in the current salary study.

The degree attainment award would allow JSCC to add a one-time payment for staff members attaining a degree.

Dr. Pimentel expressed his willingness to submit a change of this nature to TBR as an out of cycle change.

A motion was moved by Patti Tanski-Mego, seconded by Lisa Matlock to submit the degree attainment award to the Executive Committee and then to President's Cabinet for review.

- III. Meeting adjourned at 4:28 p.m.