

SJC BOARD
WORK SESSION MINUTES
January 9, 2024

The Work Session was called to order at 5:12 p.m. with the following Board members present:

Joseph Rasor, Chairman
Evelyn Benny, Vice Chairwoman
Valerie Uselman, Secretary
R. Shane Chance, Member

Staff Members Attending:

San Juan College administrators and staff in attendance included:

Toni Hopper Pendergrass, Edward DesPlas, Boomer Appleman, Yolanda Benally, Kerri Langoni Carpenter, Lorenzo Reyes, Brandon Whatley, Josh Bishop, Jordan Cepeda, Alicia Corbell, Gayle Dean, Kenny Hibner, John Hoff, Kris Kraly, Melissa Johnson, Amanda Jones, Roy Lytle, Murdoch Maloney, Robert Martinez, Kelly Olsen, Michael Ottinger, Sherry Paxson, Elizabeth Phelps, Eddy Rawlinson, Lorenzo Reyes, Chris Rosen, Rhonda Schaefer, Paulette Stanley, Carrie Tsosie-Jim, and Donna Ellis, Recorder

Guest(s): Mr. Larry Bird, Dr. Larry Sanderson, Ms. GloJean Todacheene

Topics Discussed Included:

1. Questions on Board Agenda Items

None.

2. Compensation Study

The College has engaged Gallagher Benefit Services to conduct a compensation study of support staff and professional staff salaries. Gallagher representatives presented their findings and recommendations to the Trustees. The recommendations provided four different options for implementation of improvements to the market position of staff salaries at the College.

Over the next three months, discussions will continue with our Trustee's to determine which option will best serve the College and the employees. Kerri Langoni Carpenter and Edward DesPlas will work with the PSA and SSA Chairs to schedule a meeting with professional and support staff to review the process of the compensation study and answer questions that staff might have regarding the study. Gallagher included a proposed salary schedule in their presentation. Part of the compensation study process is to review current grades of positions. As a result of the study, some positions may go down in grade and some positions may go up in grade. It is important to note that regardless of grade change, no employee will receive a pay cut as a result of the compensation study.

3. Reaccreditation Process Update

During Convocation, Dr. Pendergrass, Dr. Ottinger, and Dr. Sanderson talked about the background, the process, and the importance of our reaccreditation from the Higher

Learning Commission (HLC). In the Work Session, Larry Sanderson discussed the HLC accreditation and the re-accreditation process with the Trustees.

4. Four Corners Economic Development (4CED)

Mr. Scott Bird, Interim CEO for Four Corners Economic Development (4CED), delivered an informative presentation on the background, activities, and accomplishments of 4CED's efforts to enhance the business and economic realities of our region and provide higher quality of life levels.

Meeting adjourned at 6:15 p.m.