

**West Virginia Northern Community College Staff Council**  
**ACCE Report – October 3, 2019**

**July 22-23 – ACCE Retreat at Canaan Valley. Minutes to be posted within the next week.**

- Discussed how institutions are using funds from the governor for pay raises and whether they're moving to an all-staff model (see attached chart), whether they're asking for exemption from HEPC rules, whether they're making changes to the makeup of their staff councils.
- Prepared "all staff" legislative language if 18b-6-5 and 18b-6-6 are opened for revision
- Prepared a list of legislative priorities and concerns – continuing the work of building relationships with legislators and educating them on the history of staff concerns and management in the state. Asking legislators not to sacrifice accountability when granting flexibility to institutions.

**September 26 – Meeting at Pierpont CTC. Minutes not yet approved.**

Included a discussion with WV Senator Bob Beach and Delegate Linda Longstreth.

- Prepare for a 4% cut to Higher Ed
- There is still discussion of eliminating the HEPC/CCTCE.
- Election year might make some legislators more open to constituent concerns.

Prepared the presentation for the HEPC meeting the next day.

**September 27 - ACCE presented at a meeting of the HEPC**

Concerns expressed:

- Job Classification Committee last met October 2018, Compensation Planning & Review Committee has never met. VC of HR has been on extended leave and has not allowed these committees to meet in her absence.
- Commission and Council are supposed to be using Workforce, CUPA, and other readily accessible data to establish appropriate markets for classified positions.
- Staff are losing a voice at institutional and state level. There are efforts to limit staff's ability to participate in statewide meetings or institutional decision-making, as well as increased fear of reprisal and retaliation, particularly with several schools moving all staff to a non-classified status.
- PEIA still has no permanent funding solution, and attempts to privatize it could leave employees vulnerable to increased rates or denied coverage.
- NO ACCOUNTABILITY. HEPC exists to ensure unbiased oversight as well as to collect data in order to use for evidence-based decisions. Delegation/flexibility has resulted in 26 silos operating independently with nominal oversight of millions in state tax dollars.

Results from the presentation:

- HEPC Chairman Farrell asked if ACCE has met with VC of HR on concerns (she's out on extended leave) or Chancellor Tucker (we have not been allowed on her schedule yet). He told us to work with the Chancellor and he also wants a list of violations of HEPC rules and/or state code at the next HEPC meeting. He wants names of schools/presidents staff think are taking liberties not allowed by law. ACCE continues to invite Commission and Council leadership to all ACCE meetings.
- ACCE Chair learned that West Liberty has notified HEPC that they wish to be an exempted school. Unsure on the date that happened.
- There is no more Council of Presidents. Instead, at each HEPC meeting a different President will present about their school, master facilities plans, strategic plans, missions, etc. This method is likely to result in the HEPC only hearing the positives, as happened in September when West Liberty presented.

HEPC rules out for 30 day comment period – Sent to Council via email.

<b>Institution</b>	<b>Salary Increases</b>	<b>All Staff</b>
WVNET	\$1118 across the board. Effective July 1, 2019	No discussion of moving to all Non-Classified
Shepherd University	Increases on hold till September and review of enrollment numbers	Still have Classified and Non-Classified. Salary policy just refers to staff now.
WVHEPC	\$2370 across the board. Effective July 1, 2019	Still have Classified and Non-Classified.
Fairmont State University	2% across the board. Effective August 1, 2019	Fully implemented move to all Non-Classified.
Southern WV CTC	\$2370 across the board. Effective July 1, 2019	No discussion of moving to all Non-Classified.
West Liberty University	No information on increases	All Non-Classified – No Classified staff
WV Northern CC	Different rates based on how far each employee is from market. Effective July 1, 2019	Moved all staff to Non-Classified by saying everyone is critical to the operation of the institution
Eastern WV CTC	4.5% across the board for all permanent employees	Still have Classified and Non-Classified employees. New jobs are listed as either Non-Classified or no classification type is listed
Mountwest CTC	5% across the board for all permanent employees	No recent discussion to change employees to all Non-Classified
Concord University	\$1000 across the board. Effective August 1, 2019	Still have Classified employees
WV State University	\$1198 across the board. Do not know if VP's are included in increase this year.	Moved all staff to Non-Classified. All staff are considered critical. Extended Progressive discipline to all employees below Director level
New River CTC	\$1800 across the board. Effective July 19, 2019	Still have Classified employees
Marshall University	4% across the board. Effective July 6, 2019	Still have Classified employees
WVU	No word on increases	Still have Classified employees
Bluefield State College	No increases, but will be reviewed in January 2020	Still have Classified employees
WVSOM	\$2379 across the board	All employees are Non-Classified and considered critical
Glenville State College	4.1% for all staff and faculty. Four employees below minimum before increase. Three of the four were brought to minimum.	All employees are Non-Classified and considered critical
Pierpont CTC	No information so far on any increase [update after retreat: 5% across the board.]	Still have Classified employees
BridgeValley CTC	\$2000 across the board. Effective July 1, 2019	Still have Classified employees