

NORTH HARRIS COUNTY COLLEGE UNITED FACULTY

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THE ADVOCATE

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Edited by Steve Davis

PRESIDENT'S COLUMN---TRUSTEES APPOINT NEW BOARD MEMBER

In a specially called meeting on March 4, the Board of Trustees voted to appoint Jay McIlvain to fill the Position 1 vacancy created by the resignation of Dwayne Collins. McIlvain decided not to run for re-election in January, 1991 for his position on the Spring ISD Board, which he had held since 1985. Now it seems apparent why--the fix was in. AFT officers had been led to believe that the purpose of the March 4 meeting would be to appoint a search committee and review procedure. Regrettably, classes prevented AFT officers from attending, but the proceedings were reported by an observer. According to the observer, the meeting was called to order; the purpose of filling the vacancy announced; McIlvain's name put forward, seconded, approved unanimously; and the meeting adjourned having lasted approximately five minutes.

The Board did nothing illegal--it was within its rights--but the procedure smacks of the old days at NHCC, days when secretive decisions were made in smoke-filled rooms.

The Board set a good precedent in its appointment of Dwayne Collins who filled a vacancy created by Charlie Phillips's resignation. The Board took applications and conducted interviews for the vacant position. In fact, that is how we learned of Diana Taylor's interest in NHCC. She applied and indicated in her interview that, if she were not appointed, she would run for election in 1989. That is exactly what happened, and Taylor is now Board President. Dwayne Collins was a very fine Board member, and his appointment grew out of this open application/interview process.

McIlvain may do a fine job on the Board, but other qualified candidates should have been considered. For instance, Margaret Cox ran with AFT support in January and came in second for the open seat now held by Gene Caldcleugh. If McIlvain were interested in serving on the Board, why didn't he get out there in the arena like Margaret and let the voters

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decide? The answer is apparently clear. He didn't have to run--the fix was in. Some South Campus Faculty officers have expressed some interest in Peggy Reap, a former NHCC instructor, as a Board member. Peggy is a retired business instructor, a former Faculty Senate President, and the College's first Director of Institutional Research. She deserved an interview. Several Board members have verbally expressed to AFT an interest in expanding minority representation on the Board. Dwayne Collins's plans to resign were no secret. He notified union officers of his intent well before the January election. In anticipation of his move, AFT leaders were careful to include a question about filling a vacant position with a qualified minority in their questionnaire for prospective candidates in the January election. Don Stewart, Gene Caldcleugh, and Martin Basuldua gave written commitment to supporting, not just considering, a minority appointment should a vacancy occur. Roy Cook, a black, ran in the 1991 election. He deserved an interview. State Representative Sylvester Turner has a number of associates that he considers qualified to serve. They deserved interviews. In addition, six or seven other citizens have expressed interest in serving on the Board either by running in public elections or the open application/interview process. Who knows who else in the community might have been interested in serving?

You may wonder how this Board decision affects you. After all, Board members have little contact with faculty and staff. However, it does affect you directly. There's a message in it. It's a reflection of the past and a harbinger of things to come. Board members have told AFT leaders publicly and privately that they appreciate the work of the AFT--our professional, cooperative efforts in working toward common goals, our openness, fairness, and willingness to work within the system. However, the cooperativeness, the willingness to be open and work together have proven to be coming from one side only at a time when many decisions need to be made which will affect the future of us all. There's an old message in what they did. Are you listening?

Alan Hall

PSRP_NEWS

The future is not what it used to be. Since this column last appeared a Chancellor, a President, and two Board members have bid us farewell.

Brad York decided not to seek re-election, while Dr. Collins resigned. York was replaced by Dr. Caldcleugh in the regular election. Dr. Collins was replaced by Jay McIlvain who was selected by the Board. Dr. Phillips took a presidency at another college. Dr. Airola is in retirement at the time of this writing. Both of these men were true administrators.

Our new Chancellor, Dr. John Pickelman, has indicated that he is willing to have all groups have their views expressed. We hope this openness leads to more tangible inclusiveness for employees and students.

The results of TRACE are now a fact of life. This new method of grouping classified employees is still a mystery to most involved. More information has been requested and will be shared as soon as possible.

What we know so far is the salary range for paygrades S1 through S9.

Typical job titles for S1 are students and part time workers. These positions are paid between \$4.89 and \$6.61 an hour. S2 positions are Custodian, Food Service Worker I, and Mail Clerk. These positions pay between \$5.38 and \$7.27 an hour. S3 positions are Records Clerk, Groundskeeper, and Lead Custodian. These positions pay from \$5.91 to \$8.00. S4 positions include Admissions Clerk, Accounts Payable Assistant, Food Service Worker II, and Maintenance Worker. They pay from \$6.51 to \$8.80. S5 positions are Career Placement Secretary, Circulation Asst., Faculty Secretary, Information Station Receptionist, Key Press Operator, Mail and Transportation Supervisor, Registration Records Specialist, Secretary I, and Veterans Clerk. These positions earn from \$7.16 to \$9.68. S6 positions are Accounting Clerk, Bookkeeper, Cataloging Asst., Division Secretary, Financial Aid Specialist, Graduation Clerk, Media Asst., PBX Receptionist, Plant Operator, and Secretary II. These wages run from \$7.87 to \$10.65. S7 positions include Administrative Secretary, Benefits Coordinator, Desktop Publisher, LRC Secretary/Records Manager, and Reporting Analyst. These positions pay between \$8.66 and \$11.71 per hour. S8 positions are Accounts Payable Coordinator, Acquisition/Records Secretary, Campus Police, Electronics Technician, Executive Secretary, Food Service Supervisor, Grounds Supervisor, Media Technician, Office Manager, and Veterinary Technician. These earn from \$9.52 to \$12.89. Finally, S9 covers Career Assistance Program Specialist, Media Supervisor, and Office Services Supervisor. These positions pay from \$10.48 to \$14.17.

This is only basic placement and remuneration scheduling information. We have some remaining questions. What was the range of points that decided each S category? Why start a system with employees already "topped out" and many more close to doing so? When the results of the initial study came in, did the District make any major change? If so, what was the problem that necessitated change? After the internal committee was finished, were revisions made to jobs at some sites and not others? We soon hope to have answers to these and many other questions. As Emerson wrote in "Intellect," "God offers to every mind its choice between truth and repose. Take which you please, you can never have both."

Greg Mitchell, District PSRP President

HOW ABOUT JOINING AFT?

All faculty and staff can enjoy the benefits of association with other employees committed to making NHCC an excellent place to work and teach--and the benefits of strong legal and professional liability protection should you ever need them. Monthly dues rates are \$18.85 for fulltime faculty, \$11.70 for fulltime staff and adjunct faculty, and \$8.60 for part-time staff. Please discuss membership with Alan Hall (443-5544), Greg Mitchell (359-1640), or any other of the usual suspects (Cher Brock, Marge Brown, Steve Davis, Bob Locander, Mel McFadden, Allen Vogt) on the union executive committee.