Emerging (and Continuing) Issues in Community Colleges

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Emerging
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Issues in Community Colleges

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Health Insurance

1. Carrier
   - HMOs/PPOs/EPOs/Self Insurance

2. Cost Containment: Rx, Deductibles, Office Visit Co-Pays, etc.
   - Generic - name brand - mail order

3. Premium Contributions
   - % vs. Flat $
Retiree Health Insurance

- Negotiability – Past and future retirees
- Eligibility – Years of service for Coverage/Scale
- Liability – Contract language, GASB
- Coverage – Individual, Family, Medicare
Retirement Incentives

• Level of Payment
• Incentive vs. Bonus
• Sick leave cash-out
  — Maximum accumulations
  — Tiered vs. Fixed rates
Family Issues

• Definitions
• Family Illness Leave
• Perceptions of Fairness
Distance Learning

- Office hours
- Course materials
- Class size
- Consortia
Accountability?

• Assessment - workload
• Evaluation
Leadership

• “Leadership and leaders matter”
  – Department chairs on the front line
  – Senior administrators
  – Presidents

• Lack of available training
  – Graduate programs
  – Community college leadership programs
  – Consequences for the campus
    • Negotiations/bargaining
    • Grievances
    • Arbitration
  – Consequences for the leader
    • Limits mobility
What they need

• Relevant law
• Bargaining models/preparation
• Contract language
  – Drafting
  – Interpreting
  – Contract administration
  – Effective Discipline
  – Grievance Handling
  – Preparation for Arbitration
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