

Des Moines Area Community College

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Board of Directors Meeting Minutes

5-23-1974

Board of Directors Meeting Minutes (May 23, 1974)

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DES MOINES AREA COMMUNITY COLLEGE
2006 Ankeny Boulevard
Ankeny, Iowa 50021

SPECIAL MEETING

MAY 23, 1974

A special meeting of the Des Moines Area Community College Board of Directors was held in Building #5, Ankeny Campus, 2006 Ankeny Blvd., Ankeny, Iowa on May 23, 1974. The meeting was called to order by the Board President, Rolland Grefe, at 5:30 p.m.

ROLL CALL

Members present: Rolland Grefe
Rodney Carlson
Walter Hetzel
Maurice Campbell
Ross Cramlet
Max Kreager
Harold Welin
Harry Bloomquist

Members absent: Cecil Galvin

Others present: Paul Lowery, Superintendent
Jack Asby, Asst. Supt., Business Affairs
Irv Steinberg, Business Manager/Board Secretary
Curt Wiberg, Administrative Assistant
Various members of administrative & instructional staff

DISCUSSION OF
SALARY ADJUST-
MENTS AND FY75
BUDGET

A proposed budget for FY75 and salary adjustments contained therein were reviewed and discussed with the Board by Supt. Lowery and various staff members.

RECESS OF
MEETING

It was moved by R. Carlson, seconded by W. Hetzel, that the board meeting be recessed for a dinner break. Motion passed and the meeting was recessed at 6:45 p.m.

RECONVENE OF
BOARD MEETING

The special board meeting reconvened at 7:45 p.m. at the same location. All those present prior to the recess were also present at this time.

EXECUTIVE
SESSION

After some additional discussion on the proposed FY75 budget and salary adjustments, it was moved by M. Campbell, seconded by M. Kreager, that the Board go into executive session to discuss personnel matters. Motion passed and all staff in attendance at the meeting were excused.

RECONVENE OF
BOARD MEETING

The executive session having ended at 9:30 p.m., the special board meeting was reconvened and all interested staff invited back into the meeting room.

APPROVAL OF
SALARY ADJUST-
MENTS FOR FY75

It was moved by R. Carlson, seconded by M. Kreager, that the salary adjustments for FY75, as proposed by Supt. Lowery and as indicated on the listing attached hereto and made a part of these minutes, be approved and that contracts be issued to staff in accordance with said salary adjustments. Motion passed.

APPROVAL OF SALARY SCALE FOR ADULT ED INSTRUCTORS

It was moved by M. Kreager, seconded by R. Cramlet, that the proposed salary scale for continuous part-time adult education instructors, a copy of which is attached hereto and made a part of these minutes, be approved. Motion passed.

APPROVAL OF HOURLY SALARY RANGE FOR PART-TIME EMPLOYEES

It was moved by W. Hetzel, seconded by H. Bloomquist, that the proposed hourly salary range for part-time employees, including instructors in adult, career, and arts and science, a copy of which is attached hereto and made a part of these minutes, be approved. Motion passed.

WAYNE MITCHELL VS DMACC SUIT

A motion was made by R. Carlson, seconded by M. Campbell, that Supt. Lowery be instructed to notify the school's legal counsel that the appeal of the Wayne Mitchell case be dropped. Motion passed.

ICASB BUDGET

It was moved by M. Campbell, seconded by R. Carlson, that the proposed funding of the Iowa Council of Area School Boards be approved, provided there is a \$5,000 base charge to each area school and that any additional charges necessary be assessed each school on the basis of a proration of the most recent known FTE. Motion passed.

ATHLETIC COMMITTEE REPORT

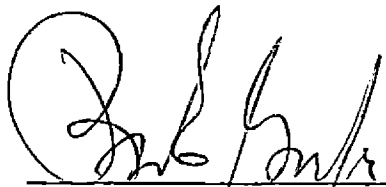
It was moved by M. Kreager, seconded by R. Carlson, that the following resolution concerning financial aid and dividing the state into regions for conference purposes be adopted:

"That the Board go on record as being in favor of conducting a comprehensive study of all area school activities for both men and women, with women on an equal basis with men, including recreation, athletics, intramurals, and that the 5 point motion of the Athletic Committee be adopted, with the exception that in point 4 all references to the use of federal aid in determining scholarships be omitted."

Motion passed.

ADJOURNMENT

A motion was made by W. Hetzel, seconded by H. Bloomquist, that the meeting be adjourned. Motion passed and the meeting was adjourned at 10:45 p.m. The next regular board meeting was set for 5:30 p.m., June 10, 1974, at Carroll, Iowa.


ROLLAND GREEE, President


IRV STEINBERG, Secretary

DES MOINES AREA COMMUNITY COLLEGESALARY SCALE FOR CONTINUOUS PART-TIME
ADULT EDUCATION INSTRUCTORS

HOURS WORKED	Cadet Instructor \$6.00 Base	Instructor \$6.50 Base	Master Instructor \$7.00 Base	Master Instructor plus 5 yrs. exp. in Adult Education with DMACC \$7.50 Base
1	6.00	6.50	7.00	7.50
2	12.00	13.00	14.00	15.00
x3	15.50	16.75	18.00	19.25
x4	19.00	20.50	22.00	23.50
x5	22.50	24.25	26.00	27.75
x6	26.00	28.00	30.00	32.00
x7	29.50	31.75	34.00	36.75

x = Adjusted rate = $\frac{1}{2}$ base rate plus \$.50

Assistant I - \$2.00/hr.
Assistant II - \$2.50/hr.
Assistant III - \$3.00/hr.

The assistant categories relate to individuals employed periodically to assist lead instructors. The criteria utilized for determining instructor titles and assistants is attached.

Board Approved
5-23-74

CLASSIFICATION OF PART-TIME INSTRUCTORS
IN
HIGH SCHOOL EQUIVALENCY AND ADULT BASIC EDUCATION

Assistant I	No experience necessary-works under the supervision of an instructor.
Assistant II	One year of experience in working with under-educated adults under the supervision of an instructor or three months of experience with some college or college degree and no experience.
Assistant III	Two years of experience in working with under-educated adults under the supervision of an instructor or one year of experience and some college or college degree with at least three months of experience in working with adults.
Cadet Instructor	Three years of experience in working with under-educated adults or one year of experience with some college preparation or college degree and no prior experience.
Instructor	Two years of experience in working with under-educated adults and some college preparation or college degree and one year of experience.
Master Instructor	Three years of experience in working with under-educated adults and some college preparation or college degree and two years of experience.

DES MOINES AREA COMMUNITY COLLEGE
Agenda - Special Meeting
Thursday, May 23, 1974 - 5:30 P.M.
Room 503 - Building #5

5:30 - 6:30 P.M.

1. CALL TO ORDER
2. DISCUSS WITH PROGRAM DIRECTORS AND OTHER STAFF MEMBERS PROPOSED SALARY ADJUSTMENTS

6:30 - 7:30 P.M. - DINNER

7:30 P.M. - RECONVENE

3. REPORTS

- ✓ a. Title VII-A Construction Grant award in the sum of \$170,288

4. UNFINISHED BUSINESS

- a. Consideration of budget for Iowa Council of Area School Boards.
- b. Schedule for the funding of athletic scholarships in the area schools and division of the state into regional conferences.
- ✓ c. Consideration of affirmative action plan (you received copy at May 13 meeting).

5. NEW BUSINESS

- ✓ a. Consideration of salary scale for continuous part-time adult education instructors (schedule enclosed).
 - ✓ b. Consideration of hourly salary range for part-time instructors (this involves all types of instructors--adult, career, and arts & science. Schedule enclosed).
 - ✓ c. Establish selling price of house built by building trades students at 1209 Cortina Street, Ankeny.
 - ✓ d. Consider salary adjustments and budget for the 1974-75 school year (this information will not be available until the meeting on Thursday).
- Hold for June*

6. OTHER

7. ADJOURNMENT

10:50 Hetzel, 2d —

Summary of Proposed Total 1974-75 Salary Revisions

	FY73-74 Salaries	Cost of living 10.5%	Competitive Adjustment	Total Adjustment	Proposed FY74-75 Salaries
All Secretarial/Clerical	459,440.65	48,243.33	-0-	48,243.33	507,686.98
Student Services	443,081	46,247	6,028	52,275	495,356
Career Education	1,493,511	143,087	45,997	189,084	1,682,595
Adult Education	163,466	17,158	5,058	22,216	185,682
General Education	506,358	52,085	7,489	59,574	565,932
Administration					
IDP	43,300	4,547	1,206	5,753	49,053
Bus. Office	48,236	4,196	608	4,804	53,040
Bookstore	10,000	1,050	450	1,500	11,500
Central Admin.	82,845	3,307	150	3,457	86,302
Informations Office	21,000	2,206	-0-	2,206	23,206
Research & Development	29,500	3,050	-0-	3,050	32,550
Educational Media	130,191	12,937	2,607	15,544	145,735
Total	3,720,746.65	367,788.33	75,094	442,882.33	4,163,628.98
Percentage Increase	$\$442,882 \div \$3,720,746 = 11.89\%$				

Detailed listing attached.

DEFINITIONS

- VOCATIONAL - Instructors teaching basic, entry level skills for the occupation.
- TECHNICAL - Instructors teaching advanced occupational skills and information for specialists in the occupation.
- SUPERVISORY - Instructors teaching the management skills necessary for directing the work and production of others in the occupation.
- PRE-PROFESSIONAL - Instructors with a professional background teaching skills for a high level of specialization in the occupation.
- PROFESSIONAL - Physicians
- TAILORED - Courses especially designed for and presented to a company, organization, association or trade union.
- WORKSHOPS - Occupational learning opportunities scheduled for less than 8 hours, usually held for one day or less and utilizing the leadership skills of one or more individuals.
- AVOCATIONAL - General interest, leisure time and recreational classes.
- NON-TEACHING - Includes persons who are employed to perform a function on a part-time basis that does not include preparation time normally associated with instruction.

DES MOINES AREA COMMUNITY COLLEGE
PART-TIME INSTRUCTOR SALARY SCHEDULE

May 1974

Effective July 1974

HOURLY SALARY RANGE	VOCATIONAL	TECHNICAL	SUPERVISORY	PRE-PROFESSIONAL	PROFESSIONAL	TAILORED	WORKSHOPS	AVOCATIONAL
(\$9.00-\$10.00) Business & Management	(Basic-Occup. Skills) \$9.00	(Specialized) \$10.00				\$10.00	Honorarium	
(\$6.50-\$10.00) Health Occup	\$7.00*	\$ 8.00	\$8.00	\$10.00	\$15.00		Honorarium	
(\$7.00-\$10.00) Home Economics	\$7.00	\$ 8.00	\$9.00	\$10.00			Honorarium	
(\$8.00-\$10.00) Office Occup.	\$8.00	\$ 9.00	\$9.00			\$10.00	Honorarium	
(\$8.00-\$10.00) Trade & Ind.	\$8.00	\$ 9.00	\$9.00	\$10.00		\$10.00	Honorarium	
(\$6.50-\$10.00)** Adult & Cont. Ed	\$8.00-\$9.00			\$ 9.00-\$10.00	\$ 9.00-\$10.00		Honorarium	\$6.50
(\$12.00) College Transfer					\$12.00			
(\$2.00-\$8.00) Non teaching All divisions								

*(Exception - clinical supervision - Nurse Aide - \$6.50)

** (All courses offered through local high schools - \$6.50 per contact hour.)

(OVER)

DES MOINES AREA COMMUNITY COLLEGE
CAREER EDUCATION DIVISION

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Vandenburg, E.	Practical Nurse Chairman	12	\$ 9,700	\$ 11,200	\$ 1,176	\$ 500	\$ 1,676	\$ 12,876
vonGrabow, J.	Practical Nurse Chairman	12	10,500	11,400	1,197	500	1,697	13,097
Wagner, John	Data Process.	12	11,200	11,800	1,239	700	1,939	13,739
Wedemeyer, V.	Dental Asst.	12	8,925	9,525	1,000	600	1,600	11,125
White, Margaret	Practical Nurse	12	8,700	9,400	987	713	1,700	11,100
Wood, Ronald	Data Process.	12		11,400	600		600	12,000
Yarrow, Marvin	Bldg. Trades, Chairman	12	13,250	13,950	1,465	535	2,000	15,950
Young, Robert	Accounting	9		11,300	1,187	500	1,687	12,987
Zeller, Jack	Accounting	9	11,650	12,200	1,281	500	1,781	13,981
Clark, Marg	Related	9		8,632	906	422	1,328	9,960
Delaney, Mike	Related	9	8,964	9,464	994	307	1,301	10,765
<u>Supplemental</u>								
Cutlip, M.	Coord.Home Ec. (1/4)	12		2,350	247		247	2,597
Feuling, Mary	Coord.Health (4/5)	12	6,000	9,000	945	500	1,445	10,445
Hietbrink, Linda	Coord.Health (3/5)	12		6,300		200	200	6,500
Hockett, Dianne	Coord.Ofs.Ed. (2/5)	9		4,000	420		420	4,420
Keating, Ardelle	Coord.Home Ec. (1/2)	12	5,400	5,750	604		604	6,354
Luiken, Norman	Coord. T & I	12	13,700	14,400	1,512	338	1,850	16,250
Powell, Melody	Coord.Ofs.Ed.	12	13,050	14,250	1,496	504	2,000	16,250
Wertz, Earl	Coord. T & I	12		12,000		1,000	1,000	13,500
GRAND TOTAL			\$1,493,011	\$143,087	\$46,497	\$189,084	\$1,682,595	

*Nine month contract

**Ten one-half month contract

DES MOINES AREA COMMUNITY COLLEGE
CAREER EDUCATION DIVISION

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Renwick, James	Automotive	12	\$ 13,175	\$ 13,675	\$	\$ 750	\$ 750	\$ 14,425
Ross, Lynne	Hotel & Rest. Chairman	12	14,000	14,600	1,533	467	2,000	16,600
Rowe, Margaret	Medical Lab, Chairman	12	12,500	13,150	1,381		1,381	14,531
Rummans, M.	Diesel, Chrnm.	12	14,475	15,075	1,583	417	2,000	17,075
Russell, R.	Vet. Ag.	12		11,500	1,208	500	1,708	13,208
Sampson, Weslie	Accounting	9	11,300	11,850	1,244	500	1,744	13,594
Saville, Larry	Financial Serv.	12	13,075	14,000	1,470	200	1,670	15,670
Schroeder, E.	Practical Nurse	12	9,800	10,000	1,050	500	1,550	11,550
Schulte, Joan	Practical Nurse, Chairman	12	10,100	10,850	1,139	500	1,639	12,489
Scoville, Lewis	Diesel	12	12,200	12,900	1,355	645	2,000	14,900
Scroggs, Richard	Printing	12	11,600	12,250	1,286	500	1,786	14,036
Seliger, Richard	Tool & Die	9		10,600	557		557	11,157
Shepard, Del	Retail Mktg.	12		11,000	1,155	500	1,655	12,655
Sherman, True	Legal Sec.	9	9,750	10,300	1,082	500	1,582	11,882
Shlaes, Ben	Acctg. Chrnm.	12	14,875	15,875	1,667	333	2,000	17,875
Smith, Jeanette	Practical Nurse	12	8,590	9,200	966	721	1,687	10,887
Spicer, Carole	A.D. Nursing	10 1/2		9,200	966	422	1,388	10,588**
Spotts, Daniel	Vet. Ag.	12		11,500	1,208	500	1,708	13,208
Stennes, B.	Sec/Clerical	12		12,500	1,313	500	1,813	14,313
Stephens, Keith	Diesel	12	13,425	13,975	1,467	533	2,000	15,975
Stewart, Wm.	Tool & Die, Chairman	12	15,150	15,650	1,643		1,643	17,293
Stock, Kathryn	Practical Nurse	12	8,500	9,200	966	500	1,466	10,666
Stolze, Doreen	Child Care(3/5)	9		5,000	525	300	825	5,825
Storey, June	Retail Mktg.	9	10,050	10,600	1,113	500	1,613	12,213
Switras, E.	A.D. Nursing	10 1/2		10,300	592	500	592	10,892**
Taylor, Robert	Diesel	12		12,000	300	750	1,050	13,050
Tays, Glenny	Sec/Clerical	12	11,879*	15,350	1,612		1,612	16,962
Tharp, Mary	Accounting	9		10,000	1,050	500	1,550	11,550
Thomson, Mildred	Medical Sec.	12	12,150	12,750	1,339	500	1,839	14,589
Thorsheim, R.	Ag. Supply	12		14,000	1,470		1,470	15,470
Threadgill, P.	Sec/Clerical	9	9,500	10,050	1,055	500	1,555	11,605
Tyler, L.	Welding, Chrnm.	12	12,925	13,625	1,431	500	1,931	15,556

DES MOINES AREA COMMUNITY COLLEGE
 CAREER EDUCATION DIVISION

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Kearney, Kathy	Sec/Clerical	12	\$	\$ 13,000	\$ 1,365	\$ 500	\$ 1,865	\$ 14,865
Kees, Eugene	Automotive	12	12,990	13,590	1,427	573	2,000	15,590
Kerr, Ronald	Vet. Ag.	12		12,000	1,260		1,260	13,260
Keul, Ralph	Data Process.	12	14,350	14,750	1,549		1,549	16,299
Kinsey, David	Building Trades	12	12,600	12,900	1,355	645	2,000	14,900
Koepsell, J.	Child Care	9		8,500	893	500	1,393	9,893
Lee, Alberta	Dental Asst. (1/2 time)	12	4,050	4,350	457	200	657	5,007
Lehmkuhl, Lois	Practical Nurse	12		10,100		500	500	10,600
Lintner, R.	Health Care	12	16,700	17,200	1,806		1,806	19,006
Manning, G.	Marketing, Chairman	12	14,315	14,915	1,566	434	2,000	16,915
Marten, Dennis	Sec/Clerical	12	13,000	13,750	1,444	556	2,000	15,750
Martin, Leona	Medical Asst.	9	7,300	7,850	824	700	1,524	9,374
Mastrofski, J.	Comm. Art	9	10,650	11,200	1,176		1,176	12,376
Miller, Arthur	Vet. Ag.	12	11,800	12,800	1,344	656	2,000	14,800
Mitchell, R.	Accounting	9	10,150	10,800	1,134	500	1,634	12,434
Modtland, Ole	Automotive	12	13,925	14,525	1,625	375	2,000	16,525
Moore, Patricia	Acctg. Lab Asst.	9	6,000	6,550	688	512	1,200	7,750
Moore, Sharon	Dental Asst., Chairman	12	11,000	11,700	1,229		1,229	12,929
Muehlenthaler, S.	Medical Asst., Chairman	12	10,650	11,300	1,187	442	1,629	12,929
Nelson, Bonnie	Practical Nurse	12	9,050	9,600	1,008	500	1,508	11,108
Ostring, Kerry	Data Process.	12		11,400	600		600	12,000
Peckumn, J.	Sec. Clerical- Lab Asst.	12	6,300	6,700	704	500	1,204	7,904
Pederson, L.	Fashion Merch.	12	8,500*	11,225	1,179		1,179	12,404
Quick, Francis	Practical Nurse	12	9,800	10,150	1,066	500	1,566	11,716

DES MOINES AREA COMMUNITY COLLEGE
CAREER EDUCATION DIVISION

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Dockendorff, M.	Vet. Ag. (1/2)	12	\$	\$ 6,000	\$	\$	\$ -0-	\$ 6,000
Donovan, D.	Practical Nurse	12	9,800	10,150	1,066	500	1,566	11,716
Dowis, James	Data Processing Chairman	12	14,815	16,000	1,680		1,680	17,680
Dunsmore, T.	Elect. Tech., Chairman	12	14,750	15,500	1,628		1,628	17,128
Dye, James	Related Inst.	9	10,500	11,050	1,160	500	1,660	12,710
Edmondson, A.	Practical Nurse	12	9,100	9,400	987	500	1,487	10,887
Falck, Darlene	Sec/Clerical	12	10,600	11,300	1,187	813	2,000	13,300
Fisher, Clair	Related	9	10,900	11,450	1,202	200	1,402	12,852
Fortner, Delores	Sec/Clerical	12		10,800	1,134	500	1,634	12,434
Frisbie, Janet	Practical Nurse	12	8,500	9,200	966	500	1,466	10,666
Gartin, Richard	Printing, Chrmn.	12	14,350	14,900	1,565		1,565	16,465
Gaster, Donald	Automotive	12	12,750	13,400	1,407	593	2,000	15,400
Ghanatabadi, J.	Sec/Clerical	12		10,000	1,050	500	1,550	11,550
Grasman, Nancy	Sec/Clerical	12		9,600	1,008	500	1,508	11,108
Hansen, Dennis	Related	9		9,800	1,029	750	1,779	11,579
Hay, Barbara	Medical Lab	12	8,500*	11,225	1,179		1,179	12,404
Heaberlin, S.	Vet. Ag. (1/2)	12		6,000			-0-	6,000
Henry, Dean	Related	9	10,350	10,900	750		750	11,650
Heuer, Karen	Fashion Merch.	9		8,750	919		919	9,669
Hill, John	Elect. Tech.	12		11,000	578		578	11,578
Hintz, Anne	Com. Cook. (3/4)	9		6,000	630	375	1,005	7,005
Holder, Lupe	Practical Nurse	12	9,900	10,150	1,066	500	1,566	11,716
Holland, R.	A.D. Nursing	10 1/2		10,000	588		588	10,588**
Huntoon, D.	Accounting	12	13,775	14,375	1,509	491	2,000	16,375
Hutton, M.	Practical Nurse	12		8,900		700	700	9,600
Johanningsmeier, B.	Dental Hygiene Chairman	12		15,500	900		900	16,400
Johnson, Dolores	Com. Art, Chrmn.	12	14,300	14,900	1,565		1,565	16,465
Jugenheimer, H.	Auto Parts Lab Asst.	9	6,500	7,000	735	1,000	1,735	8,735

DES MOINES AREA COMMUNITY COLLEGE
CAREER EDUCATION DIVISION

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
<u>Administration</u>								
Bennett, Carroll	Director	12	\$ 17,500	\$ 20,000	\$ 2,100	\$ (100)	\$ 2,000	\$ 22,000
Gamm, Harold	Asst. Director	12	15,750	17,000	1,785	215	2,000	19,000
Harder, Eugene	Supervisor	12	16,315	16,915	1,776		1,776	18,691
<u>Instruction</u>								
Adams, Joan	Practical Nurse	12		8,900	935	721	1,656	10,556
Allen, Barbara	Practical Nurse	12		9,100	956	500	1,456	10,556
Anderson, Duane	Comm. Hort.	12	10,278*	14,100	1,481	300	1,781	15,881
Anderson, Robert	Mech. Drafting, Chairman	12	13,675	14,275	1,499		1,499	15,774
Anhorn, Eve	Practical Nurse	12		10,200	1,071	500	1,571	11,771
Arbuckle, John	Elect. Tech.	12	9,560*	12,825	1,347	653	2,000	14,825
Arrowood, R.	Data Proc (4/5)	9	17,150	10,900	1,145		1,145	12,045
Ashby, Janet	OR Tech (PT)	12	6,795	7,245	761		761	8,006
Benning, Deloris	OR Tech, Chrmn.	12	12,775	13,375	1,404		1,404	14,779
Berger, Roy	Arch. Drafting, Chairman	12	14,150	14,750	1,549		1,549	16,299
Betts, Marine	Nursing, Chrmn.	12	14,000	14,900	1,565	435	2,000	16,900
Biner, Willard	Auto, Chairman	12	14,725	15,400	1,617	383	2,000	17,400
Branigan, Denis	Elect. Tech.	12	14,447	15,000	1,575		1,575	16,575
Brazie, Ted	Bricklaying, Chairman	9		11,500	1,208		1,208	12,708
Brown, Debra	A.D. Nursing	12		11,000	-0-	(412)	(412)	10,588**
Buwalda, Wm.	Cond. Air, Chrmn.	12	14,125	14,775	1,551	449	2,000	16,775
Buysman, P.	Hotel & Rest.	9		8,500	893	1,107	2,000	10,500
Caldwell, R.	Ag. Supply, Chrmn.	12	14,000	14,800	1,554		1,554	16,354
Carpenter, R.	Automotive	12		12,500	1,313	687	2,000	14,500
Carson, Linda	Child Care, Chairman	12	8,000*	11,600	1,218	500	1,718	13,318
Chalup, Claire	Financial Serv.	12		13,000	700		700	13,700
Clark, Jean	Sec/Clerical	12	11,550	12,000	1,260	500	1,760	13,760
Collins, Steve	Accounting	9		11,000	1,155	500	1,655	12,655
Cooper, Richard	Auto Parts	12		12,500	1,313	687	2,000	14,500

DES MOINES AREA COMMUNITY COLLEGE
GENERAL EDUCATION

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Aurelius, Ruth	Speech Instr.	9	10,197.00	10,722.00	1,126.00		1,126.00	11,848.00
Beck, Thomas	Pol.Sci. Instr.	9	10,654.00	11,629.00	1,221.00	250.00	1,471.00	13,100.00
Bergstrom, Eldon	Coop. Ed. Chmn.	12	15,986.00	15,000.00	1,575.00		1,575.00	16,575.00
Chapman, Richard	English Instr.	9	9,124.00	9,474.00	995.00	296.00	1,291.00	10,765.00
Clinkenbeard, Theo.	Math Instr.	9	11,060.00	11,610.00	1,219.00	351.00	1,570.00	13,180.00
Eastwood, Barbara	Biology Instr.	9	9,296.00	9,646.00	1,013.00	508.00	1,521.00	11,167.00
Franke, Dorothy	Biology Instr.	9	11,873.00	12,623.00	1,326.00	37.00	1,363.00	13,986.00
Gingerich, Julia	English Instr. 3/5 of 9		6,960.00	7,160.00	752.00	150.00	902.00	8,062.00
Griffith, Mearle	Comm.Jour.Instr.	12		12,000.00	1,260.00	550.00	1,810.00	13,810.00
Haggar, Julia	English Instr.	9	9,296.00	9,846.00	1,034.00	966.00	2,000.00	11,846.00
Hann, Bruce	English Instr.	12	14,600.00	15,200.00	1,596.00	404.00	2,000.00	17,200.00
Harris, Rudolph	Sociology Instr.	9	10,541.00	11,068.00	1,162.00		1,162.00	12,230.00
Hunt, Thomas	Ment.Hlth.Instr.	12	15,000.00	15,725.00	1,651.00		1,651.00	17,376.00
Kaesser, Donald	Psychology Instr.	9	8,632.00	9,132.00	959.00	271.00	1,230.00	10,362.00
McCardell, Margery	Psychology Instr.	9	8,300.00	9,082.00	954.00	326.00	1,280.00	10,362.00
Miller, Lloyd	Anthro. Instr.	12	13,600.00	14,300.00	1,502.00		1,502.00	15,802.00
Palmer, David	History Instr.	9	11,767.00	12,517.00	1,314.00		1,314.00	13,831.00
Sartain, Harold	English Instr.	9	11,689.00	12,289.00	1,290.00		1,290.00	13,579.00
Shriver, Burgess	Chemistry Instr.	9	10,111.00	10,761.00	1,130.00	319.00	1,449.00	12,210.00
Snyder, Lawrence	Law Enf. Instr.	12	16,500.00	16,800.00	1,764.00		1,764.00	18,564.00
Stewart, Edward	Law Enf. Instr.	9		10,800.00	1,134.00	486.00	1,620.00	12,420.00
Surran, Robert	Law Enf. Instr.	9	13,500.00	11,340.00	1,121.00	510.00	1,701.00	13,041.00
Trumpy, Franklin	Physics Instr.	9	9,545.00	10,145.00	1,065.00		1,065.00	11,210.00
Wagner, Richard	History Instr.	9	9,389.00	9,858.00	1,035.00	274.00	1,309.00	11,167.00
Wisnieski, Gerald	Math Instr.	9	13,347.00	14,014.00	1,471.00		1,471.00	15,485.00
York, David	Psychology Instr.	9	9,254.00	9,717.00	1,020.00	353.00	1,373.00	11,090.00
Abbott Clair	Anthro. Instr.	9	14,379.00	14,929.00	1,568.00		1,568.00	16,497.00
Bauman, Richard	Recrea.Lead.Instr.	12		14,836.00	1,558.00		1,558.00	16,394.00
Berge, William	English Instr.	9	11,773.00	12,273.00	767.00		767.00	13,040.00
Fernandes, Joseph	Chemistry Instr.	9	12,745.00	13,345.00	1,401.00		1,401.00	14,746.00
Hamilton, Virjama	English Instr.	9	11,429.00	11,928.00	1,252.00		1,252.00	13,180.00
Johnson, Harold	Biol. Sci. Instr.	9	11,929.00	13,229.00	1,389.00	611.00	2,000.00	15,229.00
Liepa, John	Pol. Sci. Instr.	9		8,632.00	906.00	422.00	1,328.00	9,960.00
Nauman, Jerome	P.E. Instr.	9	12,674.00	13,224.00	827.00		827.00	14,051.00

DES MOINES AREA COMMUNITY COLLEGE
GENERAL EDUCATION

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Ryan, Bill	Science Instr.	9	14,379.00	14,929.00	1,568.00		1,568.00	16,497.00
Schaaf, Joel	Physics Instr.	9		10,941.00	1,149.00		1,149.00	12,090.00
Schaeffer, Charles	Speech Instr.	9	13,975.00	14,525.00	1,525.00	190.00	1,715.00	16,240.00
Smith, John	Bus. Adm. Instr.	9	12,118.00	13,018.00	1,367.00		1,367.00	14,385.00
Tays, Richard	Psychology Instr.	9	14,066.00	14,566.00	1,529.00		1,529.00	16,095.00
Wilcox, Gary	Acting Director	12	13,700.00	17,000.00	1,785.00	215.00	2,000.00	19,000.00
Hamlett, Zack	Coord. Urban Cen.	12		16,525.00	1,735.00		1,735.00	18,260.00
GRAND TOTALS				\$506,358.00	52,085.00	\$7,489.00	\$59,574.00	\$565,932.00

DES MOINES AREA COMMUNITY COLLEGE
ADMINISTRATIVE SALARIES

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
<u>GENERAL ADMINISTRATION</u>								
Open	Asst. Supt. Instruction	12		23,850.00		150.00	150.00	24,000.00
Lowery, Paul	Superintendent	12	25,000.00	27,500.00				27,500.00
Wiberg, Curtis	Admin. Asst.	12	14,500.00	16,500.00	1,733.00		1,733.00	18,233.00
Suby, Allen	Evening Suprv.	12	14,270.00	14,995.00	1,574.00		1,574.00	16,569.00
Gilliland, Dorothy	Community Serv.	12	10,000.00	10,700.00	1,124.00		1,124.00	11,824.00
Rigsby, Jay	Asst. Public Relations	12	10,000.00	10,300.00	1,082.00		1,082.00	11,382.00
TOTAL GENERAL ADMINISTRATION				\$103,845.00	\$5,513.00	\$150.00	\$5,663.00	\$109,508.00
<u>BOOKSTORE</u>								
Morr, Joe	Manager	12	8,000.00	10,000.00	1,050.00	450.00	1,500.00	11,500.00
<u>BUSINESS OFFICE</u>								
Steinberg, Irv	Business Mgr.	12	14,510.00	15,310.00	1,607.00	393.00	2,000.00	17,310.00
Michels, Leo	Purchasing Agent	12	10,166.00	10,666.00	1,119.00	215.00	1,334.00	12,000.00
Asby, Jack	Asst. Supt., Business Affairs	12	21,260.00	22,260.00	1,470.00		1,470.00	23,730.00
TOTAL BUSINESS OFFICE				\$48,236.00	\$4,196.00	\$608.00	\$4,804.00	\$53,040.00
<u>INSTITUTIONAL DATA PROCESSING</u>								
Hennick, Norman	Computer Op.	12		7,000.00	735.00		735.00	7,735.00
Kaltenheuser, Rodney	Programmer	12	8,500.00	8,700.00	914.00	386.00	1,300.00	10,000.00
Horner, Ed	Programmer	12	10,700.00	11,600.00	1,218.00	500.00	1,718.00	13,318.00
Richards, Robert	Director	12	15,050.00	16,000.00	1,680.00	320.00	2,000.00	18,000.00
TOTAL IDP				\$43,300.00	\$4,547.00	\$1,206.00	\$5,753.00	\$49,053.00

DES MOINES AREA COMMUNITY COLLEGE
ADMINISTRATIVE SALARIES

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY	
<u>RESEARCH & DEVELOPMENT</u>									
Byerly, Richard	Director	12	18,500.00	19,500.00	2,000.00		2,000.00	21,500.00	
Schneider, Jon	Foundations Officer	12		10,000.00	1,050.00		1,050.00	11,050.00	
TOTAL RESEARCH & DEVELOPMENT					\$29,500.00	\$3,050.00		\$3,050.00	\$32,550.00
<u>AIDP</u>									
Slicker, Rus	Coordinator	12		20,000.00	2,100.00	100.00	2,000.00	22,000.00	

DES MOINES AREA COMMUNITY COLLEGE - ADULT EDUCATION

5-20-74

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Bellizzi, Nick	Director	12 mo.	\$18,550	\$19,375	\$2,034	\$(34)	\$2,000	\$21,375
Bell, Don	Coordinator	12 mo.	14,124	14,849	1,559	--	1,559	16,408
Johnson, Bill	Coordinator	12 mo.	15,110	15,835	1,662	--	1,662	17,497
Rolinger, Jack	Coordinator	12 mo.	15,110	15,835	1,662	--	1,662	17,497
Boldt, Gene	Coordinator	12 mo.	13,790	14,690	1,542	368	1,910	16,600
Niemeyer, John	Coordinator, Comp. Lrn. Center (CLC)	12 mo.	14,750	15,350	1,611	--	1,611	16,961
Johnson, Nancy	Instructor (CLC)	12 mo.	9,429	10,229	1,074	926	2,000	12,229
Pitz, Jane	Instructor (CLC)	12 mo.	8,700	9,025	947	1,000	1,947	10,972
Custer, Harriet	Instructor Urban Center	12 mo.	9,600	9,925	1,042	200	1,242	11,167
Dobbins, Willis	Supt/Inst Branch Office	12 mo.	11,567	12,167	1,277	--	1,277	13,444
Rife, Loretta	Outreach Worker Urban Center	12 mo.	5,200	5,824	611	665	1,276	7,100
Gaines, Peggy	Instructor Urban Center	12 mo.	5,050	5,640	592	1,000	1,592	7,232
Floor, Buddy	Inst. Aide (CLC)	12 mo.	4,784	5,616	589	695	1,284	6,900
Meyer, Barbara	Evaluator (CEC)	12 mo.	8,673	9,106	956	238	1,194	10,300
TOTALS				\$163,466	\$17,158	\$5,058	\$22,216	\$185,682

DES MOINES AREA COMMUNITY COLLEGE - EDUCATIONAL MEDIA

5-20-74

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Walton, Eldon	Director	12 mo.	\$17,450	\$18,275	\$1,919	--	\$1,919	\$20,194
Carr, Arlys	Media Tech. Photography	12 mo.	--	7,000	735	--	735	7,735
Chesebrough, Peter	Ed. Media Spec.	12 mo.	--	13,000	1,365	--	1,365	14,365
Cole, Eldon	Electronics Technician	12 mo.	--	11,500	1,208	--	1,208	12,708
Freeman, Jeanine	Librarian	12 mo.	9,975	10,475	1,100	900	2,000	12,475
Freier, Sharon	Media Tech.	12 mo.	--	7,000	735	600	1,335	8,335
Messersmith, Diana Jo	Librarian	12 mo.	--	8,500	893	1,107	2,000	10,500
Miller, Paul	Media Spec.	12 mo.	--	13,000	1,365	--	1,365	14,365
Palmer, Darlene	Media Tech.	12 mo.	--	7,000	--	--	--	7,000
Rees, Merrill	Librarian	12 mo.	14,750	15,500	1,628	--	1,628	17,128
Tillson, Jack	Librarian	12 mo.	13,297	13,847	1,454	--	1,454	15,301
Williams, Herschel	Library Clerk	12 mo.	4,661	5,094	535	--	535	5,629
TOTALS				\$130,191	\$12,937	\$2,607	\$15,544	\$145,735

DES MOINES AREA COMMUNITY COLLEGE - STUDENT PERSONNEL SERVICES

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Bengtson, Leonard	Asst. Supt.	12 mo.	\$20,730	\$21,730	\$2,000	--	\$2,000	\$23,730
Anderson, Evelyn	Counselor	12 mo.	10,750	11,225	1,179	474	1,653	12,878
Baugous, Charles	Adm. Dir.	12 mo.	18,085	18,910	1,986	--	1,986	20,896
Brown, Joyce	Counselor	12 mo.	11,100	11,750	1,234	397	1,631	13,381
Clark, Kenneth	Counselor	12 mo.	13,700	14,385	1,510	--	1,510	15,895
Dart, Tom	Placement Dir.	12 mo.	13,500	14,200	1,491	--	1,491	15,691
Frazee, James	Adm. Counselor	12 mo.	15,025	15,750	1,654	--	1,654	17,404
Frazee, Maralee	Fin. Aid Dir.	12 mo.	9,075	9,800	1,029	345	1,374	11,174
Johnson, Equilla	CHESS Counselor	12 mo.	9,600	10,080	1,058	150	1,208	11,288
Keefe, Edward	Counselor	12 mo.	10,500	11,700	1,229	--	1,229	12,929
Kerr, Donald	Counseling Dir.	12 mo.	16,390	17,150	1,801	--	1,801	18,951
Krehbiel, Dennis	Spec. Needs Coordinator	12 mo.	15,575	16,355	1,717	--	1,717	18,072
McClurg, Ron	Counselor	12 mo.	11,045	11,750	1,234	529	1,763	13,513
Patrick, Michael	Counselor	12 mo.	--	13,000	1,365	--	1,365	14,365
Perry, Michael	Adm. Counselor	12 mo.	--	14,080	1,478	--	1,478	15,558
Rooney, Peggy	Campus Nurse	12 mo.	9,000	9,475	995	330	1,325	10,800
Schreurs, Christian	Asst. Registrar	12 mo.	--	9,000	945	315	1,260	10,260
Smith, Kenneth	Counselor	12 mo.	14,200	14,910	1,566	--	1,566	16,476
Twedt, Arlen	Counselor	12 mo.	--	11,500	1,208	70	1,278	12,778
Vandivier, Curt	Placement Off.	12 mo.	8,700	9,300	977	418	1,395	10,695
Wagner, Dale	Student Act. Director	12 mo.	12,100	12,800	1,344	--	1,344	14,144
Weieneth, Arlyn	V.A. Counselor	12 mo.	--	11,500	1,208	175	1,383	12,883
Craig, Vonda	Counselor Aide	12 mo.	6,825	7,205	757	108	865	8,070
Marquardt, Cindy	Financial Aide	12 mo.	--	6,280	659	--	659	6,939
Philips, Mary	Counselor Aide	12 mo.	--	7,000	735	105	840	7,840
Recher, Bruce	Counselor Aide	12 mo.	--	6,500	683	1,317	2,000	8,500
<u>BOONE CAMPUS</u>								
Finnestad, Richard	Head Stud. Ser.	12 mo.	14,700	15,425	1,620	--	1,620	17,045
Silberhorn, George	Counselor	12 mo.	11,500	12,225	1,284	306	1,590	13,815

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
<u>URBAN CENTER</u>								
Burdick, Marilyn	Counselor	12 mo.	10,700	11,800	1,239	342	1,581	13,381
Johnson, Morris	Student Ser. Officer	12 mo.	--	11,000	1,155	--	1,155	12,155
<u>CAREER EXPLORATION CENTER</u>								
Boozell, Vincent	Counselor	12 mo.	--	13,000	1,365	--	1,365	14,365
Broderick, Thomas	Psychologist	12 mo.	15,825	16,425	1,725	--	1,725	18,150
Dayton, Bruce	Graphic Arts	12 mo.	--	11,250	1,181	--	1,181	12,431
Martin, Willie	JEVS Evaluator	12 mo.	6,300	6,700	704	235	939	7,639
Petrone, William	Evaluator	12 mo.	10,520	11,046	1,160	--	1,160	12,206
Watt, Margaret	Evaluator	12 mo.	7,500	7,950	835	278	1,113	9,063
Zimmerman, Patricia	Evaluator	12 mo.	8,500	8,925	937	134	1,071	9,996
TOTALS				\$443,081	\$46,247	\$6,028	\$52,275	\$495,356

DES MOINES AREA COMMUNITY COLLEGE
SECRETARIAL/CLERICAL

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Akers, Jeanette	Acct. Cl. II	12		5,006.17	525.65		525.65	\$5,531.82
Allen, Connie	Personnel Secy	12	7,341.61	7,747.91	813.53		813.53	8,561.44
Bauer, Maudie	Recp/S'board	12	5,006.17	5,271.97	553.56		553.56	5,825.53
Berl, Evalotte	Bookkeeper I	12	6,064.47	6,398.02	671.79		671.79	7,069.81
Blaskey, Sharon	Acct. Cl. I	12	4,477.02	4,600.14	483.01		483.01	5,083.15
Bogard, Dixie	Records Cl. II	12	4,966.68	5,242.02	550.41		550.41	5,792.43
Boley, Lucille	Records Cl. II	12		5,006.17	525.65		525.65	5,531.82
Branstrator, Mary	Info. Asst.	12	5,649.74	5,983.29	628.25		628.25	6,611.54
Burrell, Rosa	Clerk Typist II	12	4,477.02	4,741.59	497.87		497.87	5,239.46
Bush, Donna	Secretary II	12	5,978.70	6,312.25	662.79		662.79	6,975.04
Carlson, Cheryl	Clerk Typist II	12	5,097.77	5,387.66	565.70		565.70	5,953.36
Cobon, Marge	Bookkeeper I	12	6,244.40	6,592.50	692.21		692.21	7,284.71
Cook, Nancy	Secretary II	12	5,807.22	6,164.47	647.27		647.27	6,811.74
Corwin, Debbie	Steno. I	12	5,006.17	5,270.74	553.43		553.43	5,824.17
Crabtree, Shirley	Clerk Typist III	12		5,006.17	525.65		525.65	5,531.82
Curphey, Sheila	Secretary II	12	6,329.05	6,677.15	701.10		701.10	7,378.25
Dearinger, Pam	Steno. I	12	5,270.74	5,512.24	578.79		578.79	6,091.03
Deuel, Mary	Secretary III	12	6,464.04	6,826.69	716.80		716.80	7,543.49
Faidley, Margie	Records Cl. II	12	4,927.20	5,133.66	539.03		539.03	5,672.69
Ferguson, Kay	Records Cl. II	12		5,270.74	553.43		553.43	5,824.17
Fernandez, Linda	Acct. Cl. I	12	4,741.59	5,001.63	525.17		525.17	5,526.80
Fisher, Jeanette	Clerk Typist III	12		5,006.17	525.65		525.65	5,531.82
Friest, Geraldine	Clerk Typist II	12	4,741.59	5,281.51	554.56		554.56	5,836.07
Gause, Conni	Corresp. Secy	12		5,270.74	553.43		553.43	5,824.17
Gilbaugh, Marlys	Clerk Typist II	12		4,848.24	509.07		509.07	5,357.31
Goolsby, Doreen	Clerk Typist I	12	4,477.02	5,002.38	525.25		525.25	5,527.63
Hadley, Leona	Secretary I	12	5,799.90	6,118.89	642.48		642.48	6,761.37
Haley, Katy	Secretary I	12		5,270.74	553.43		553.43	5,824.17
Hedges, Deanna	Clerk Typist III	12	5,006.17	5,029.11	528.06		528.06	5,557.17
Hicklin, Kathy	Sr. Corr. Secy	12	5,535.32	5,712.91	599.86		599.86	6,312.77
Hill, Olga	Records Cl. II	12	6,064.47	6,398.02	671.79		671.79	7,069.81
Holt, Evelyn	Steno. I	12	5,270.74	5,536.39	581.32		581.32	6,117.71
Howell, Myna	Secretary I	12		5,270.74	553.43		553.43	5,824.17
Hughes, Lois	Clerk Typist III	12	5,535.32	5,839.76	613.17		613.17	6,452.93
Husted, Faune	Clerk Typist III	12	5,799.90	6,118.89	642.48		642.48	6,761.37
Huston, Martha	Steno. I	12		5,270.74	553.43		553.43	5,824.17
Johnson, Sandi	Secretary II	12	6,064.47	6,398.02	671.79		671.79	7,069.81
Jackson, Nedra	Secretary II	12		6,064.47	636.77		636.77	6,701.24

DES MOINES AREA COMMUNITY COLLEGE
SECRETARIAL/CLERICAL

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Jones, Ardella	Secretary I	12	4,690.32	5,270.74	553.43		553.43	5,824.17
Kopaska, Raetta	Dup. Mach. Op.	12	5,270.74	5,553.42	583.11		583.11	6,136.53
Kouri, Margaret	Mail Disp.	12		4,741.59	497.87		497.87	5,239.46
Krumrey, Nancy	Secretary I	12		5,270.74	553.43		553.43	5,824.17
Lewis, Bonnie	Records Mgr.	12	6,286.72	6,632.49	696.41		696.41	7,328.90
Little, Trudy	Secretary I	12	5,270.72	5,553.26	583.09		583.09	6,136.35
Locker, Marilyn	Steno. I	12	5,270.74	5,386.65	565.60		565.60	5,952.25
Lourens, Lillian	Acct. Cl. II	12	5,535.32	5,839.76	613.17		613.17	6,452.93
McCreary, Dorothy	Steno. I	12	6,064.47	6,677.15	701.10		701.10	7,378.25
McLaughlin, Janice	Console Op.	12		4,477.02	470.09		470.09	4,947.11
Meisel, Debbie	Records Cl. II	12	5,006.17	5,029.11	528.06		528.06	5,557.17
Meyer, Janice	Clerk Typist III	12	5,006.17	5,029.11	528.06		528.06	5,557.17
Minor, Helen	Records Mgr.	12	5,763.90	6,164.47	647.27		647.27	6,811.74
Mitchell, Corinne	Clerk Typist III	12	5,192.80	5,482.69	575.68		575.68	6,058.37
Moore, Margaret	Secretary I	12	5,190.10	5,479.99	575.40		575.40	6,055.39
Morris, Mildred	Secretary I	12		5,270.74	553.43		553.43	5,824.17
Mortensen, Pat	Records Cl. II	12	5,006.17	5,143.81	540.10		540.10	5,683.91
Owen, Margaret	Clerk Typist II	12	4,741.59	4,741.59	497.87		497.87	5,239.46
Pestotnik, Martha	Bookkeeper I	12	7,122.78	7,514.53	789.03		789.03	8,303.56
Pluckhahn, Jean	Cl/Typist II P/T	12	3,556.19	3,637.64	381.95		381.95	4,019.59
Preston, Maxine	Acct.Cl. II P/T	12	3,754.63	3,926.63	412.30		412.30	4,338.93
Price, Donna	Steno. II	12	5,535.32	6,064.47	636.77		636.77	6,701.24
Priest, Dee	Steno II	12	6,593.63	6,956.28	730.41		730.41	7,686.69
Santi, Janice	Clerk Typist III	12	4,729.80	5,106.17	536.15		536.15	5,642.32
Schmitz, Joyce	Clerk Typist III	12		5,006.17	525.65		525.65	5,531.82
Sherbini, Irene	Supr.- W.P.C.	12	7,500.00	7,900.68	829.57		829.57	8,730.25
Sherman, Loris	Secretary I	12	5,006.17	5,454.00	572.67		572.67	6,026.67
Sherman, Wanda	Receptionist	12	4,704.33	4,965.12	521.34		521.34	5,486.46
Shultz, Marian	Secretary III	12	7,122.78	7,514.53	789.03		789.03	8,303.56
Skarda, Pauline	Secretary IV	12	7,916.52	8,351.92	876.95		876.95	9,228.87
Stanley, Velma	Secretary I	12	5,393.64	5,698.08	598.30		598.30	6,296.38
Stewart, Carolyn	Clerk Typist I	12	4,477.02	4,723.26	495.94		495.94	5,219.20
Van Tuyl, Sharon	Steno. I	12		5,270.74	553.43		553.43	5,824.17
Volz, Mary Ann	Secretary II	12	6,329.05	6,677.15	701.10		701.10	7,378.25
Vulcano, Phyllis	Receptionist	12	5,006.17	5,281.51	554.56		554.56	5,836.07
Wagner, Elaine	Inv. Cont. Cl.	12		5,006.17	525.65		525.65	5,531.82
Wagner, Genevieve	Clerk Typist III	12	6,064.47	6,398.02	671.79		671.79	7,069.81

DES MOINES AREA COMMUNITY COLLEGE
SECRETARIAL/CLERICAL

May 20, 1974

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Warner, Joan	Corresp. Secy	12		5,270.74	553.43		553.43	5,824.17
Weimer, Sally	Library Cl. III	12		5,270.74	553.43		553.43	5,824.17
Wheatcraft, Joan	Clerk Typist II	12	4,741.59	4,763.32	500.15		500.15	5,263.47
White, Ella	Acct. Cl. II	12		5,006.17	525.65		525.65	5,531.82
Wiese, Kay	Clerk Typist III	12		5,006.17	525.65		525.65	5,531.82
Wilgenbusch, Mary	Key Punch Op. II	12	4,741.59	5,270.74	553.43		553.43	5,824.17
Wright, John	Bookkeeper I	12	5,115.04	6,064.47	636.77		636.77	6,701.24
GRAND TOTAL				\$459,440.65	\$48,243.33		\$48,243.33	\$507,683.98

NAME	TITLE	LENGTH OF CONTRACT	1972-73 SALARY	1973-74 SALARY	COST-OF-LIVING INCREASE	COMPETITIVE ADJUSTMENT	TOTAL ADJUSTMENT	PROPOSED 1974-75 SALARY
Zuck, Don	Director	12 mo.	\$19,034	\$19,859	\$2,085	\$(85)	\$2,000	\$21,859
Arnburn, Max	Bldg. Maint.	12 mo.	8,925	9,625	1,000	--	1,000	10,625
Blair, James	Head Cust.	12 mo.	9,125	9,625	1,000	--	1,000	10,625
Bohling, Lynn	Groundskeeper Helper	12 mo.	--	6,450	675	200	875	7,325
Huser, John	Groundskeeper Head	12 mo.	8,725	9,225	1,000	--	1,000	10,225
Jacobs, Marvin	Bldg. Maint.	12 mo.	9,125	9,625	1,000	--	1,000	10,625
Preston, Quintin	Supervisor	12 mo.	10,250	10,750	1,125	--	1,125	11,875
Pentico, Francis	Custodian	12 mo.	6,850	7,222	753	200	953	8,175
Redshaw, Sydney	Bldg. Maint.	12 mo.	8,500	9,075	950	50	1,000	10,075
Sherrow, John	Maint. Helper	12 mo.	--	7,350	775	500	1,275	8,625
Skinner, Robert	Head, Bldg. & Mech. Maint.	12 mo.	10,950	11,525	1,200	--	1,200	12,725
Ihle, Nilus	Bldg. Maint.	12 mo.	--	8,500	900	--	900	9,400
Sturtz, George	Head Cust.	12 mo.	6,850	7,950	825	600	1,425	9,375
Wheeler, Richard	Eve. Cust.	12 mo.	--	6,800	725	300	1,025	7,825
Young, William	Bldg. Maint.	12 mo.	--	7,950	825	400	1,225	9,175
TOTALS				\$141,531	\$14,838	\$2,165	\$17,003	\$158,534

	<u>Salary</u>	<u>Contract</u>	<u>Starting Date</u>
<u>Career Education</u>			
Accounting Specialist Instructor	\$ 9,000	12	8-19-74
Apprenticeship Instructor (1/2)	7,000	12	7-1-74
Business (Economics) Instructor	12,000	9	8-19-74
Business Department Chairman (½)	8,500	12	8-1-74
Clerk Typist Instructor	5,500	6	1-1-75
Communication Skills Instructor	10,500	9	9-1-74
Dental Asst./Dental Hygiene Instructor	8,800	12	8-19-74
Dental Hygiene Instructor	12,500	12	7-1-74
Dental Hygiene Clinical Instructor (½)	4,500	9	12-1-74
Dietetic Technician Instructor	10,500	12	8-19-74
Financial Services (Insurance) Instructor	15,000	12	7-1-74
Health Department Chairman (½)	8,500	12	8-1-74
Lab. Asst. (Bldg. 23) (Acct. & Secretarial)	5,200	12	9-1-74
Lab. Assistant (Building Trades)	8,000	12	7-1-74
Legal Secretarial Instructor	9,000	12	8-19-74
Plant Engineering Techn. Chairman	6,750	12	1-1-75
Respiratory Therapy Chairman	14,000	12	7-1-74
Supplemental Coordinator (3/5 - Office Education)	5,200	12	9-1-74
Telephone Technician Chairman	8,000	9	1-1-75
Trade & Industrial Department Chairman (½)	8,500	12	8-1-74
Truck Driver	9,000	12	9-1-74
Clerk Typist III (Bldg. 7)	5,400	12	7-1-74
Dental Assisting	6,000	12	10-15-74
	<u>\$197,350</u>		
<u>Student Personnel Services</u>			
Clerk Typist III - Placement	5,400	12	7-1-74
Secretary - ½-time Admissions, ½-time Special Needs.	5,800	12	7-1-74
Educational Advisor	7,000	12	7-1-74
Activities Assistant	7,000	12	7-1-74
Admissions Counselor (Mike Perry)	15,558	12	7-1-74
	<u>\$40,758</u>		

DES MOINES AREA COMMUNITY COLLEGE

5/20/74

NEW POSITIONS - FY 75

	<u>Salary</u>	<u>Contract</u>
<u>Administration.</u>		
Personnel Director	\$20,000	12
Director, College Relations	15,000	12
Information Specialist	7,000	12
TOTAL	<u>\$42,000</u>	
<u>Research & Development</u>		
Research Specialist	16,000	12
TOTAL	<u>16,000</u>	
<u>Plant Services</u>		
Mechanical Maintenance Man	10,500	12
Bus/Driver - Custodian	7,000	12
Groundskeeper Helper (1/2 year)	3,500	
TOTAL	<u>21,000</u>	
<u>Educational Media</u>		
Library Clerk	5,940	12
Graphic Artist	10,000	
Media-Librarian Asst., Boone	8,500	
TOTAL	<u>24,440</u>	
<u>Adult Education</u>		
High School Completion Instr., Urban Ctr.	10,800	12
Learning Center Clerk	4,741	12
Instructor/Supervisor, Urban Center	13,500	12
Arts/Science Coordinator	15,000	
TOTAL	<u>44,041</u>	
<u>General Education - Ankeny Campus</u>		
Dept. Chairman, Comm. & Humanities	8,500	(½ salary)
Dept. Chairman, Social & Behavioral	8,500	(½ salary)
Dept. Chairman, Math/Science	8,500	(½ salary)
Humanities-Philosophy Instructor	11,000	
Music/Dramatic Arts Instructor	7,500	(½ position)
Math Lab Associate (paraprofessional)	7,500	
Chemistry/Math Instructor	12,500	
Integrated Science Instructor	5,000	(part time)
Law/Political Science Instructor	14,000	
Legal Assistant (Program Chairman)	10,000	
Science Lab Associate (P/T Paraprofessional)	5,000	
<u>Urban Center</u>		
English Instructor (9 mo)	11,000	
Soc/Psych Instructor	11,000	
Business Instructor	11,000	
Adaptor Instructor	11,000	
<u>Boone Campus</u>		
Recreation Sales & Service Instructor	15,000	
TOTAL	<u>\$157,000</u>	