

Des Moines Area Community College

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Board of Directors Meeting Minutes

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11-10-1975

### Board of Directors Meeting Minutes (November 10, 1975)

DMACC

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

SPECIAL MEETING

NOVEMBER 10, 1975

A special joint meeting of the Heartland Area Education Agency and the Des Moines Area Community College Board of Directors was held on November 10, 1975 in Building #25, Ankeny campus, 2006 S. Ankeny Blvd., Ankeny, Iowa. The meeting, which was preceded by dinner, was called to order by Max Kreager, DMACC Board President, at 6:15 p.m.

ROLL CALL

DMACC Board Members  
present:

Max Kreager  
Eldon Leonard  
Harry Bloomquist  
Donald Rowen  
Walter Hetzel  
Murray Goodman  
Maurice Campbell  
Harold Welin

AEA 11 Board Members  
present:

<sup>Mrs.</sup> John W. Carr  
Dean Cox  
Michael Hall  
Ralph Lynn  
William Underhill  
John McKee  
Joe Pratt

DMACC Board Members  
absent:

Cecil Galvin

AEA 11 Board Members  
absent:

Richard Lampshire  
E. E. Andrews

Others present:

Paul Lowery, President  
Jack Asby, Vice President, Business Affairs  
Irv Steinberg, Controller/Board Secretary  
K. W. Miller, AEA Chief Administrator  
Margaret Korshun, AEA Board Secretary  
Barbara Purdue, Secy. to Chief Admr.  
Nick Bellizzi, DMACC  
Dennis Krehbiel, DMACC  
Don Rhead, DMACC  
Mearle Griffith, DMACC  
Gary Wilcox, DMACC  
Marvin Davis, AEA  
Bill Clark, AEA  
Robert Gibson, AEA  
Greg Kucharo, AEA  
Leonard Bengtson, DMACC  
Curt Wiberg, DMACC  
Joe Borgen, DMACC  
Carroll Bennett, DMACC  
John Boesen, DMACC

## DISCUSSION

A discussion was held between board members and administrators concerning present areas of cooperation; areas of future cooperation for study; and problems to be solved as involved by the two educational agencies.

## ADJOURNMENT

It was moved by W. Hetzel, seconded by H. Bloomquist, that the meeting be adjourned. Motion passed and the meeting was adjourned at 7:00 p.m. The next joint meeting was set for February 9, 1975, starting at 5:30 p.m., to be held at the AEA 11 Center.

  
 \_\_\_\_\_  
 MAX KREAGER, President

  
 \_\_\_\_\_  
 IRV STEINBERG, Secretary

\*\*            \*\*            \*\*            \*\*            \*\*

## REGULAR MEETING

NOVEMBER 10, 1975

The regular meeting of the Des Moines Area Community College Board of Directors was held in Building #25, Ankeny campus, 2006 S. Ankeny Blvd., Ankeny, Iowa, on November 10, 1975. The meeting was called to order by Max Kreager, Board President, at 7:05 p.m.

## ROLL CALL

Members present:    Max Kreager  
                          Eldon Leonard  
                          Harry Bloomquist  
                          Donald Rowen  
                          Walter Hetzel  
                          Murray Goodman  
                          Maurice Campbell  
                          Harold Welin

Members absent:    Cecil Galvin

Others present:    Paul Lowery, President  
                          Jack Asby, Vice President, Business Affairs  
                          Irv Steinberg, Controller/Board Secretary  
                          Curt Wiberg, Admin. Assistant  
                          Nick Bellizzi, Dean, Adult Education  
                          Don Rhead, Director, Personnel  
                          Gary Wilcox, Dean, General Education  
                          Leonard Bengtson, Vice President, Student Life  
                          Joe Borgen, Vice President, Instruction  
                          Wayne Mitchell, CIVEC, Instructor  
                          Dave Palmer, Ankeny, Instructor  
                          Charles Roush, CIVEC, Instructor  
                          Leona Martin, Ankeny, Instructor  
                          Carl Rolf, Director, CIVEC  
                          Melinda Voss, R & T Reporter  
                          Wm. Rosebrook, Attorney  
                          Rus Slicker, Vice President, Mgnt. & Planning

APPROVAL OF  
MINUTES

It was moved by M. Campbell, seconded by D. Rowen, that the minutes of the special meetings held October 10, 1975 and October 15, 1975, and the regular meeting held October 13, 1975 be approved as presented. Motion passed.

NEW  
PERSONNEL

It was moved by H. Welin, seconded by M. Goodman, that employment be offered to the following for the position and salary indicated:

| <u>Name</u>     | <u>Position</u>              | <u>Salary</u> | <u>Eff. Date</u> |
|-----------------|------------------------------|---------------|------------------|
| Becky Ogden     | Work Sampling Eval.,CICOMP   | \$7,800       | 11- 3-75         |
| Raymond Johnson | Work Sampling Eval.,CICOMP   | 7,800         | 11- 3-75         |
| Patricia Chong  | Instr., Adult Ed., part-time | 5,898         | 10-23-75         |
| Keith Stephens  | Related Instr., part-time    | 12,787        | 11-17-75         |

Motion passed.

## RESIGNATIONS

It was moved by M. Goodman, seconded by W. Hetzel, that the following resignations be accepted: Ken King, High School Completion instructor, effective November 28, 1975; Peg Sutteck, Clerical instructor, effective November 14, 1975. Motion passed.

CONTRACT  
CHANGE

It was moved by H. Welin, seconded by M. Campbell, that a contract change be approved for Mary Feuling, Health Coordinator, Ankeny campus, placing her from 4/5 time to 3/5 time, effective September 8, 1975. Motion passed.

LEAVE OF  
ABSENCE

It was moved by E. Leonard, seconded by D. Rowen, that a leave of absence be approved for Linda Pederson, Fashion Merchandising instructor, from September 15, 1975 through November 27, 1975. Motion passed.

APPOINTMENT OF  
CAREER EDUCATION  
ADVISORY  
COMMITTEES

It was moved by D. Rowen, seconded by W. Hetzel, that members be appointed to the Career Education Advisory Committees as shown on the listings, copies of which are attached hereto and made a part of these minutes. Motion passed.

REVISED PROCEDURE  
FOR APPROVING  
CLAIMS & ACCOUNTS

It was moved by W. Hetzel, seconded by E. Leonard, that one or more board members be authorized to approve claims and accounts prior to regular board meetings, and to authorize the release of payment to vendors, with said approval to be certified to the board at the next regular meeting, and official board action to approve these payments to be made at that time. Motion passed.

APPROVAL OF  
SALARY  
ADJUSTMENTS

It was moved by H. Bloomquist, seconded by W. Hetzel, that salary adjustments, retroactive to July 1, 1975, be approved in accordance with the Appeals Committee's recommendation as shown on the listing attached hereto and made a part of these minutes. Motion passed.

CLAIMS AND  
ACCOUNTS

It was moved by D. Rowen, seconded by W. Hetzel, that the claims and accounts, as presented, be approved for payment. Motion passed.

GENERAL ADVISORY  
COMMITTEE  
APPOINTMENTS

It was moved by D. Rowen, seconded by M. Goodman, that General Advisory Committee replacements for retiring members be appointed for a 3-year period, with the exception of the student president, as shown on the listing, a copy of which is attached hereto and made a part of these minutes. Motion passed.

DISCUSSION BY  
ATTORNEY WILLIAM  
ROSEBROOK

A review of the Equal Pay Act of 1963 and the status of Des Moines Area Community College's noncompliance with said Act, as contended by the U.S. Department of Labor, was reviewed with the board by Attorney William Rosebrook.

RESOLUTION  
REGARDING FAIR  
STANDARDS ACT

Director H. Bloomquist introduced the following Resolution entitled "RESOLUTION REGARDING PROVISIONS OF THE FAIR LABOR STANDARDS ACT" and moved that same be adopted. Director E. Leonard seconded the motion to adopt. A vote was taken and carried unanimously. Whereupon the President of the Board declared said Resolution duly adopted as follows:

RESOLUTION REGARDING PROVISIONS OF THE FAIR LABOR STANDARDS ACT

WHEREAS, the United States Department of Labor, Employment Standards Administration Division, contends that the Des Moines Area Community College is not in compliance with the Equal Pay Act of 1963 in the administration of Career Education Division salaries and,

WHEREAS, the Equal Pay Act of 1963 prohibits discrimination on the basis of sex for jobs requiring equal skill, effort, and responsibility and,

WHEREAS, it is the intent of the Des Moines Area Community College Board of Directors to be in compliance with the Equal Pay Act of 1963 and,

WHEREAS, the Board of Directors have taken the following action to promote compliance with the Equal Pay Act of 1963:

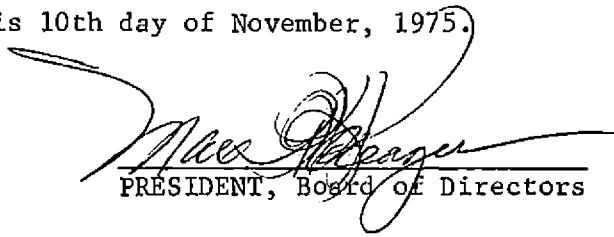
1. Adopted a salary schedule system which complies with both the spirit and the letter of the law and,
2. Currently applies the provisions of such compensation schedule in the salary placement of all new employees and has,
3. Executed on May 27, 1975 adjustments in salary of women in Health and Adult Education who were significantly below average departmental salaries. These adjustments were in addition to regular annual salary increases, and,
4. Executed on November 10, 1975 adjustments in salary retroactive to July 1, 1975, for individuals who were paid significantly below average in departments other than Health & Adult Education, and,
5. Placed all incumbent faculty on the proper salary lane with respect to formal academic and professional preparation, and
6. Developed a uniform salary schedule regulating pay for part time faculty and adjusted all employees salaries to be consistent with this schedule, and has,
7. Reaffirmed its policy of uniform fringe benefits for all,

WHEREAS, The Board of Directors wishes to continue its past support of nondiscriminatory practices.

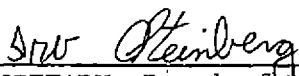
THEREFORE, BE IT RESOLVED THAT:

1. The administration will prepare and submit a plan for re-evaluation of level placement for all female faculty. This plan for re-evaluation will be consistent with the placement criteria established in the approved salary schedule and will determine proper level placement based upon re-evaluation of experience both inside and outside the College.
2. The Board will set aside an amount, over and above regular annual salary increases, to make such adjustments for level changes. These adjustments will be completed over the next three fiscal years.
3. Male employees shall not be penalized in the administration of salary increases occurring in the execution of the above plan.

PASSED AND APPROVED this 10th day of November, 1975.

  
PRESIDENT, Board of Directors

ATTEST:

  
SECRETARY, Board of Directors

EXECUTIVE  
SESSION

It was moved by D. Rowen, seconded by W. Hetzel, that the Board go into Executive Session to discuss personnel matters relative to collective bargaining strategy. Motion passed and all persons present, other than board members and Paul Lowery, were excused from the meeting at 9:35 p.m.

RECONVENE OF  
MEETING

The regular meeting reconvened at 9:55 p.m. All board members present prior to the Executive Session were again present, in addition to Paul Lowery and Irv Steinberg.

ADJOURNMENT

It was moved by W. Hetzel, seconded by H. Bloomquist, that the meeting be adjourned. Motion passed and the meeting was adjourned at 10:00 p.m. The next regular meeting was set for December 8, 1975, at the CIVEC Center, Des Moines.

  
MAX KREAGER, President

  
IRV STEINBERG, Secretary

*Steinberg*

DES MOINES AREA COMMUNITY COLLEGE  
Agenda - Regular Meeting  
Monday, November 10, 1975  
Building #25 - Rooms 2503A & B

5:30 P.M. DINNER AND DISCUSSION WITH HEARTLAND AREA EDUCATION AGENCY BOARD OF DIRECTORS (Exhibit A)

7:00 P.M. CALL TO ORDER OF REGULAR MEETING

1. APPROVAL OF MINUTES - October 10 special meeting; October 13 regular meeting; October 15 special meeting

*M. Campbell, 2d D. Rowen*

2. PERSONNEL (Exhibit B)

New

- a. Becky Odgen, Work Sampling Evaluator, CICOMP
- b. Raymond D. Johnson, Work Sampling Evaluator, CICOMP
- c. Patricia Chong, High School Equivalency Instructor
- d. Keith Stephens, Plant Maintenance Specialist Instr., Ankeny

*H. Welin  
2d M. Goodman*

Resignations

- a. Ken King, High School Completion Instr., November 28, 1975
- b. Peg Sutteck, Clerical Instructor, November 14, 1975
- c. Darlene Falck, Office Occupations Short Course Coordinator, November 28, 1975

*M. Goodman  
2d W. Hetzel*

Contract Change

- a. Mary Feuling, Health Coordinator, Ankeny, from 4/5 time to 3/5 time, September 8, 1975

*H. Welin  
2d M. Campbell*

Leave of Absence

- a. Linda Pederson, Fashion Merchandising, September 15, 1975-November 26, 1975

*Leonard  
2d D. Rowen*

3. REPORTS

- a. ICASB - Kreager
- b. Area Supts. - Lowery
- c. Mid-Iowa Computer Center - Hetzel
- d. Area Schools FTEE Composite Projections for Fiscal Years 76 thru 80
- e. Enrollment comparison - Fall 1974-Fall 1975
- f. Area School Administrative Salaries for 1975-76 School Year
- g. Summer term enrollment - 1974-75 school year
- h. Financial

4. COMMUNICATIONS

5. UNFINISHED BUSINESS

6. NEW BUSINESS

- a. Appointment of members to advisory committees in career education programs as per attached lists (Exhibit C).
- b. Budget for FY77.
- c. Bill paying procedures. *see notes*
- d. Salary adjustments as presented in Exhibit D.
- e. Consideration of members for General Advisory Committee.

*D. Rowen  
2d W. HETZEL  
Deferred*

*Per List  
Moved H. Blomquist  
2d W. Hetzel*

*Moved Don Rowen, 2d Murray Goodman*

7. OTHER

a. School board member orientation conference - Tuesday, December 2,  
Sheraton Inn, Des Moines

8. PRESENTATION OF CLAIMS AND ACCOUNTS *Don Rowen, rd Eldon Leonard*

9. ADJOURNMENT

~~9:30 P.M.~~

~~*D. Rowen, rd W. Hetsel*~~

*Executive Session on Collective Bargaining*



## PERSONNEL RESUME'

Exhibit B

Name: Becky Odgen  
 Age: 32  
 Position: Work Sampling Evaluator - CICOMP  
 Division: Adult Education  
 Recommended salary: \$7,800.00 annual  
 Most recent salary: \$6,600.00 annual  
 Salary in relation to staff  
 w/similar qualifications: Similar  
 Education: High School diploma  
 Experience: 2 1/2 years work  
 Reason for recommending this  
 person: Best suited for the position  
 Beginning date of employment: November 3, 1975  
 Length of contract: 12 months  
 Reason for employment: Addition

\* \* \* \*

Name: Raymond D. Johnson  
 Age: 29  
 Position: Work Sampling Evaluator - CICOMP  
 Division: Adult Education  
 Recommended salary: \$7,800.00 annual  
 Most recent salary: \$640/mo.  
 Salary in relation to staff  
 w/similar qualifications: Similar  
 Education: High school diploma; presently  
 liberal Arts major at DMACC  
 Experience: 3 years work  
 Reason for recommending this  
 person: Best candidate  
 Beginning date of employment: November 3, 1975  
 Length of contract: 12 months  
 Reason for employment: Replacement for Craig Phipps who  
 returned to graduate school

\* \* \* \*

Name: Patricia Chong  
 Age: 30  
 Position: Instructor - Part-time  
 Division: Adult Education  
 Recommended salary: \$5,898 annual  
 Most recent salary: Not available  
 Salary in relation to staff  
 w/similar qualifications: Based on part-time salary schedule  
 Education: B.A. plus 18 hours  
 Experience: 7 years teaching  
 Reason for recommending this  
 person: Ability to fit into a team-teaching situation  
 Beginning date of employment: October 23, 1975  
 Length of contract: 12 months  
 Reason for employment: Replacement for Natalie Holle who has taken  
 a full-time job with more pay.

(over)

Name: Keith Stephens  
Age: 57  
Position: Related Instr. for Plant Maint. Specialist  
program - part time  
Division: Career Education  
Recommended salary: \$12,787.25 annual - (4/5 time)  
Most recent salary: \$15,984 annual  
Salary in relation to staff  
w/similar qualifications: Comparable  
Education: Bachelor's degree in Voc. Ed. + 6 hours  
Experience: 4 yrs. work; 20 yrs. teaching  
Reason for recommending this  
person: Previous employee - on health leave of absence  
Beginning date of employment: November 17, 1975  
Length of contract: 12 months  
Reason for employment: New program

Once Per Quarter Meeting Required  
Next Meeting - tentative Feb 9 at AEA Center 5:30 P.M.

Joint Meeting of AEA 11 and the Des Moines Area Community College Boards of Education  
November 10, 1975  
5:30 P. M.  
Building #25  
College Campus

PROPOSED AGENDA

PRESENT AREAS OF COOPERATION

1. Use of AEA personnel in the areas of reading and specific learning disabilities.
2. Exchange of production facilities
3. Computer Center joint use and operation.
4. Knoxville and Carroll Schools  
Electrical, Auto, and Building Trades Classes
5. Adult Education courses in 54 school districts
6. School bus driver training course
7. Exploratory role with schools in area of careers.
8. Enrolling some seniors for college credit transfer courses.
9. Mobile career exploration units visit local school districts.

AREAS OF FUTURE COOPERATION FOR STUDY

1. Joint branch offices.
2. Testing service for G. ED. Certificates
3. Cooperative production of TV tapes and programs
4. Joint efforts to encourage more local districts to release students to attend college or early graduation for students.
5. Joint workshops for school personnel. (Suggested clerical employees of local schools)

PROBLEMS TO BE SOLVED

Where can funding be found for those who come to the Area College to take:

1. College transfer credit courses while still in High School
2. High School explanatory courses
3. Begin vocational courses while in High School.

Area School Administrative Salaries  
1975-1976 School Year

| Area | Supl.  | Ass't. Supl.                               | Adm. Ass't.                   | Director of Adult Education         | Director of Coll. Parallel | Director of Career Education | Director of Student Services        | Business Manager                               | Admissions Officer & Registrar                      | Deans of Campuses                       | Director of Institutional Services |
|------|--------|--|-------------------------------|-------------------------------------|----------------------------|------------------------------|-------------------------------------|--|---|---|------------------------------------|
| I    | 27,500 |  | 18,800                        | 22,750*                             |                            | 22,750*                      | 22,750*                             | 18,000   |   |   |                                    |
| II   | 31,500 | 24,000                                     | 23,500(a)<br>20,250<br>17,500 | 20,500                              |                            |                              | 22,500                              | 21,500<br><i>Bob<br/>church</i>                |   |   | 20,250                             |
| III  | 29,500 | 24,500                                     | 23,500                        |                                     |                            |                              |                                     | 19,000   | <i>Leonard Pock</i>                                 |   |                                    |
| IV   | 26,500 |  |                               | 18,500                              |                            | 23,952                       | 20,952                              | 18,952   | <i>VERA S.</i>                                      |   |                                    |
| V    | 31,500 | 24,750<br>24,750<br>24,750                 | 23,130                        | 22,000                              | 22,000                     | 22,000                       | 22,000                              | 22,000<br><i>DON K</i>                         | 19,350<br>Admissions Officer<br>19,350<br>Registrar |   |                                    |
| VI   | 28,900 | 26,900(h)                                  |                               | 23,200                              |                            |                              | 20,000<br>18,200                    | 21,000<br><i>LEONARD POK<br/>John Allan</i>    | 19,000<br>19,750                                    | 23,200                                  | 23,200                             |
| VII  | 31,000 |  |                               | 23,408                              |                            | 24,147                       | 21,647                              | 22,600<br><i>John Allan</i>                    | 18,150  | 20,150                                  |                                    |
| IX   | 27,500 |  | 23,000(b)<br>23,000(c)        | 19,547(d)<br>16,571(e)<br>17,413(f) | 18,873(e)<br>19,658(f)     | 18,312(d)<br>18,312(f)       | 18,873(d)<br>18,648(e)<br>18,872(f) | 17,525   | <i>DAVE ROLLER</i>                                  | 22,900(d)<br>22,600(e)<br>22,900(f)     |                                    |
| X    | 38,800 | 29,456                                     | 29,087(g)<br>26,998(g)        | 22,746                              | 24,470                     | 20,011                       | 24,640                              | 23,765<br><i>John Blawie</i>                   | 21,211<br>Registrar<br>19,902<br>Admissions Officer |   |                                    |
| XI   | 33,000 | 26,472<br>24,730<br>26,174<br>25,369       | 19,233                        | 23,577                              | 22,060                     | 24,266                       | 23,048<br>20,903                    | 19,093<br><i>IS</i><br><i>Charles Schubert</i> | 19,854<br>Adm. Off.<br>17,427<br>Reg.               | 21,508<br>Boone<br>20,141<br>Urban Ctr. |                                    |
| XII  | 28,965 | 25,115(h)                                  |                               | 21,192                              |                            |                              | 20,063                              | 19,465   | 17,979  |   |                                    |
| XIII | 32,500 | 28,000(i)<br>26,000(j) - <i>Dr. Andrew</i> | 23,000(o)                     | 24,000                              | 24,000                     | 23,000                       | 23,000                              | 15,800   | 16,242<br>Reg.<br>17,238<br>Adm. Off.               |   | 20,700<br>In.<br>Con. Ctr.         |
| XIV  | 27,500 | 24,946                                     |                               | 21,024                              | 6,500(k)                   | 19,971                       |                                     | <i>?</i><br><i>John Smith</i>                  |   |   | 22,340                             |
| XV   | 27,500 | 25,300                                     |                               | 21,963                              | 22,936                     | 22,000                       | 21,823                              | 19,473   | 18,531<br>Adms.                                     | 18,940                                  |                                    |
| XVI  | 29,300 | 23,586(l)                                  | 16,987                        | 23,341<br>15,591(m)<br>16,326(n)    |                            |                              | 23,054                              | 23,341<br><i>Bill<br/>Gehrmann</i>             | 19,873<br>17,753                                    | 23,341<br>20,259                        |                                    |

- (a) Dean of Instruction
- (b) College Parallel and Student Personnel
- (c) Adult Education and Career Education
- (d) Scott Community College
- (e) Clinton Community College

- (f) Muscatine Community College
- (g) Associate SuperIntendent
- (h) Also Director of Career Education
- (i) Associate SuperIntendent - Instruction
- (j) Assistant Supt. - Administrative Services

- (k) Part-time position
- (l) Instructional Services Director
- (m) Cont. Education Services Coordinator
- (n) H.S. Comp. & Learning Center Coordinator
- (o) Director, Research & Development

\*Assistant Superintendent

## DES MOINES AREA COMMUNITY COLLEGE

In response to the Appeals Committee's recommendation #3, I would recommend the following salary adjustments be made, retroactive to July 1, 1975, for individuals who are paid significantly below average in departments other than Health and Adult Education.

| DATE OF EMPLOYMENT | NAME             | 74-75 SALARY | 75-76 SCHEDULE | LANE | LEVEL | ADDED STEPS | REV. LEVEL | REV. LANE | REVISED SALARY |
|--------------------|------------------|--------------|----------------|------|-------|-------------|------------|-----------|----------------|
| Jan., 1970         | Martin, Kay      | \$10,300     | \$ 12,110      | 225  | 0.0   | 2.0         | 2.0        | 225       | \$13,217       |
| Sept., 1970        | Jones, Kathy     | 12,500       | 13,770         | 225  | 3.0   | 1.5         | 4.5        | 225       | 14,600         |
| Jan., 1971         | Robinson, Jon    | 12,600       | 13,770         | 225  | 3.0   | 1.5         | 4.5        | 225       | 14,600         |
| April, 1971        | Pitcher, Warren  | 12,500       | 13,770         | 225  | 3.0   | 1.5         | 4.5        | 225       | 14,600         |
| Aug., 1971         | Freeman, Jeanine | 12,475       | 13,720         | 225  | 3.0   | 1.5         | 4.5        | 225       | 14,600         |
| Oct., 1971         | Keefe, Ed        | 12,929       | 14,324         | 225  | 4.0   | 1.0         | 5.0        | 225       | 14,877         |
| May, 1972          | Anderson, Ev     | 12,878       | 14,324         | 225  | 4.0   | 1.0         | 5.0        | 225       | 14,877         |
| Sept., 1972        | Pederson, Linda  | 12,404       | 13,770         | 225  | 3.0   | 1.0         | 4.0        | 225       | 14,324         |
| Mar., 1973         | Smart, Charles   | 12,800       | 14,047         | 225  | 3.5   | 1.0         | 4.5        | 225       | 14,600         |
| Aug., 1973         | Twedt, Arlan     | 12,878       | 14,324         | 225  | 4.0   | 1.0         | 5.0        | 225       | 14,877         |
| Aug., 1973         | Johnson, Ken     | 12,400       | 13,770         | 225  | 3.0   | 1.0         | 4.0        | 225       | 14,324         |
| Sept., 1973        | Fortner, Delores | 12,434       | 13,770         | 225  | 3.0   | 1.0         | 4.0        | 225       | 14,324         |
| Sept., 1973        | Ghanatabodi, J.  | 11,550       | 12,663         | 225  | 1.0   | 1.0         | 2.0        | 225       | 13,217         |
| Sept., 1973        | Lynch, Diane     | 10,500       | 12,110         | 225  | 0.0   | 1.0         | 1.0        | 225       | 12,668         |
| Oct., 1973         | Mlcoch, Mary     | 11,500       | 12,663         | 225  | 1.0   | 1.0         | 2.0        | 225       | 13,217         |
| Nov., 1973         | Cadwell, Vernon  | 12,400       | 13,770         | 225  | 3.0   | 1.0         | 4.0        | 225       | 14,324         |
| Feb., 1974         | Hill, John       | 11,578       | 12,663         | 225  | 1.0   | 1.0         | 2.0        | 225       | 13,217         |

I estimate the cost of this proposal to be 20 steps at \$525 per step equaling \$10,500.00. Amount to be taken from Instruction budget.

NOTE: Students in special programs for secondary school students are included in line (\*) below. The number of secondary school students in those merged areas offering programs of at least half-time or more are described on Chart D.

SUMMER TERM ENROLLMENT  
1974-1975 School Year  
(Students enrolled in Career Education and College Parallel Divisions--  
does not include part-time enrollment in Adult Education Divisions)

\* Enrollments in all programs reported exclusive of Agricultural Production for Veterans  
\*\* Enrollment in Agricultural Production for Veterans.

| Area School   | Career Education |      |           |     | Total | College Parallel |           |      |       |           | Other |           |    |       |           | Total |           |      |       |       |
|---------------|------------------|------|-----------|-----|-------|------------------|-----------|------|-------|-----------|-------|-----------|----|-------|-----------|-------|-----------|------|-------|-------|
|               | Full-Time        |      | Part-Time |     |       | Full-Time        | Part-Time |      | Total | Full-Time |       | Part-Time |    | Total | Full-Time |       | Part-Time |      | Total |       |
|               | M                | W    | M         | W   |       | M                | W         | M    | W     | Total     | M     | W         | M  | W     | Total     | M     | W         | M    | W     | Total |
| I *           | 97               | 261  | -         | -   | 358   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 97    | 261       | -    | -     | 358   |
| **            | 237              | 3    | -         | -   | 240   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 237   | 3         | -    | -     | 240   |
| Totals        | 334              | 264  | -         | -   | 598   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 334   | 264       | -    | -     | 598   |
| II *          | 75               | 155  | 3         | 31  | 264   | 13               | 15        | 58   | 101   | 187       | -     | -         | -  | -     | -         | 88    | 170       | 61   | 132   | 451   |
| **            | 237              | 1    | -         | -   | 238   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 237   | 1         | -    | -     | 238   |
| Totals        | 312              | 156  | 3         | 31  | 502   | 13               | 15        | 58   | 101   | 187       | -     | -         | -  | -     | -         | 325   | 171       | 61   | 132   | 689   |
| III *         | 147              | 110  | 13        | 10  | 280   | 272              | 33        | 107  | 47    | 459       | 84    | 94        | -  | -     | 168       | 503   | 227       | 120  | 57    | 907   |
| **            | 99               | 4    | 5         | -   | 108   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 99    | 4         | 5    | -     | 108   |
| Totals        | 246              | 114  | 18        | 10  | 388   | 272              | 33        | 107  | 47    | 459       | 84    | 94        | -  | -     | 168       | 602   | 231       | 125  | 57    | 1015  |
| IV *          | 275              | 14   | -         | -   | 289   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 275   | 14        | -    | -     | 289   |
| **            | 62               | -    | -         | -   | 62    | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 62    | -         | -    | -     | 62    |
| Totals        | 337              | 14   | -         | -   | 351   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 337   | 14        | -    | -     | 351   |
| V *           | 105              | 204  | -         | -   | 309   | -                | -         | 95   | 97    | 192       | -     | -         | -  | -     | -         | 105   | 204       | 95   | 97    | 501   |
| **            | 214              | -    | -         | -   | 214   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 214   | -         | -    | -     | 214   |
| Totals        | 319              | 204  | -         | -   | 523   | -                | -         | 95   | 97    | 192       | -     | -         | -  | -     | -         | 319   | 204       | 95   | 97    | 715   |
| VI *          | 94               | 89   | 5         | -   | 188   | -                | -         | 153  | 147   | 300       | -     | -         | -  | -     | -         | 94    | 89        | 158  | 147   | 488   |
| **            | 258              | -    | -         | -   | 288   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 288   | -         | -    | -     | 288   |
| Totals        | 352              | 89   | 5         | -   | 476   | -                | -         | 153  | 147   | 300       | -     | -         | -  | -     | -         | 382   | 89        | 158  | 147   | 776   |
| VII *         | 325              | 258  | 25        | 12  | 620   | -                | -         | -    | -     | -         | 14    | 14        | -  | -     | 28        | 339   | 272       | 25   | 12    | 648   |
| **            | 132              | -    | -         | -   | 132   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 132   | -         | -    | -     | 132   |
| Totals        | 457              | 258  | 25        | 12  | 752   | -                | -         | -    | -     | -         | 14    | 14        | -  | -     | 28        | 471   | 272       | 25   | 12    | 780   |
| IX *          | 298              | 270  | 14        | 33  | 615   | -                | -         | 225  | 109   | 334       | -     | -         | 45 | 60    | 105       | 298   | 270       | 284  | 202   | 1054  |
| **            | 196              | -    | -         | -   | 196   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 196   | -         | -    | -     | 196   |
| Totals        | 494              | 270  | 14        | 33  | 811   | -                | -         | 225  | 109   | 334       | -     | -         | 45 | 60    | 105       | 494   | 270       | 284  | 202   | 1250  |
| X *           | 365              | 401  | 82        | 117 | 905   | 126              | 71        | 212  | 226   | 635       | -     | -         | -  | -     | -         | 431   | 472       | 294  | 343   | 1540  |
| **            | 226              | -    | -         | -   | 226   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 226   | -         | -    | -     | 226   |
| Totals        | 531              | 401  | 82        | 117 | 1131  | 126              | 71        | 212  | 226   | 635       | -     | -         | -  | -     | -         | 657   | 472       | 294  | 343   | 1766  |
| XI *          | 452              | 623  | 40        | 90  | 1205  | 315              | 144       | 318  | 255   | 1032      | 95    | 78        | -  | -     | 173       | 862   | 845       | 358  | 345   | 2410  |
| **            | 189              | -    | -         | -   | 189   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 189   | -         | -    | -     | 189   |
| Totals        | 641              | 623  | 40        | 90  | 1394  | 315              | 144       | 318  | 255   | 1032      | 95    | 78        | -  | -     | 173       | 1051  | 845       | 358  | 345   | 2599  |
| XII *         | 309              | 238  | -         | -   | 547   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 309   | 238       | -    | -     | 547   |
| **            | 167              | -    | -         | -   | 167   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 167   | -         | -    | -     | 167   |
| Totals        | 476              | 238  | -         | -   | 714   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 476   | 238       | -    | -     | 714   |
| XIII *        | 198              | 217  | -         | -   | 415   | -                | -         | 176  | 130   | 306       | -     | -         | -  | -     | -         | 198   | 217       | 176  | 130   | 721   |
| **            | 320              | 3    | -         | -   | 323   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 320   | 3         | -    | -     | 323   |
| Totals        | 518              | 220  | -         | -   | 738   | -                | -         | 176  | 130   | 306       | -     | -         | -  | -     | -         | 518   | 220       | 176  | 130   | 1044  |
| XIV *         | 113              | 31   | -         | -   | 144   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 113   | 31        | -    | -     | 144   |
| **            | 179              | 2    | -         | -   | 181   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 179   | 2         | -    | -     | 181   |
| Totals        | 292              | 33   | -         | -   | 325   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 292   | 33        | -    | -     | 325   |
| XV *          | 309              | 188  | 6         | 7   | 510   | -                | -         | 17   | 29    | 46        | -     | -         | 10 | 9     | 19        | 309   | 188       | 33   | 45    | 575   |
| **            | 190              | 1    | -         | -   | 191   | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 190   | 1         | -    | -     | 191   |
| Totals        | 499              | 189  | 6         | 7   | 701   | -                | -         | 17   | 29    | 46        | -     | -         | 10 | 9     | 19        | 499   | 189       | 33   | 45    | 766   |
| XVI *         | 176              | 80   | 6         | 114 | 376   | 1                | -         | 97   | 107   | 205       | -     | -         | 17 | 12    | 29        | 176   | 80        | 120  | 233   | 572   |
| **            | 90               | -    | -         | -   | 90    | -                | -         | -    | -     | -         | -     | -         | -  | -     | -         | 90    | -         | -    | -     | 90    |
| Totals        | 266              | 80   | 6         | 114 | 466   | 1                | -         | 97   | 107   | 205       | -     | -         | 17 | 12    | 29        | 266   | 80        | 120  | 233   | 662   |
| GRAND TOTALS: | 6086             | 3114 | 199       | 414 | 9832  | 727              | 263       | 1458 | 1248  | 3696      | 193   | 176       | 72 | 81    | 522       | 6086  | 3502      | 1729 | 1743  | 14050 |

ENROLLMENT COMPARISONS  
Fall, 1974-Fall, 1975

| <u>Institution</u> | <u>Total Headcount</u> | <u>New Freshmen</u> |
|--------------------|------------------------|---------------------|
| ISU                | + 6.5%                 | - 1.3%              |
| SUI                | + 5.8%                 | - .3%               |
| UNI                | + 6.9%                 | + 6.6%              |
| Drake              | - .7%                  | +16.1%              |
| Central            | + .9%                  | - 1.6%              |
| Simpson            | + 4.3%                 | +41.5%              |
| DMACC              | +15.1%                 | +33.5%              |
| Kirkwood           | +17.1%                 | + 9.0%              |
| Marshalltown       | +11.3%                 | + 2.7%              |
| Grand View         | + 8.5%                 | + 4.6%              |

| FISCAL YEAR 1980 FTEE | FTEE BY DIVISION |                 |              |              |              |               |               |                  |                     |                      | Totals        |
|-----------------------|------------------|-----------------|--------------|--------------|--------------|---------------|---------------|------------------|---------------------|----------------------|---------------|
|                       | MERGED AREA      | ADULT EDUCATION |              |              |              | SECONDARY     | CAREER        | COLLEGE PARALLEL | ACT. REL. TO INSTR. | ELIG.-STATE GEN. AID |               |
| Career                |                  | Coll. Par.      | Gen. Adult   | H.S. Comp.   |              |               |               |                  |                     |                      |               |
| I - Calmar            | 520              | - 0 -           | 275          | 200          | 200          | 1,500         | - 0 -         | 30               | 2,380               | 345                  | 2,725         |
| II - Mason City       | 435              | - 0 -           | 90           | 160          | 80           | 871           | 1,113         | - 0 -            | 2,651               | 98                   | 2,749         |
| III - Estherville     | 240              | 50              | 115          | 205          | 165          | 1,200         | 800           | 225              | 2,660               | 340                  | 3,000         |
| IV - Seldon           | 145              | 87              | 50           | 18           | 35           | 794           | - 0 -         | - 0 -            | 1,084               | 45                   | 1,129         |
| V - Fort Dodge        | 560              | - 0 -           | 150          | 115          | 245          | 1,015         | 1,130         | - 0 -            | 2,900               | 315                  | 3,215         |
| VI - Marshalltown     | 562              | - 0 -           | 172          | 145          | 25           | 640           | 1,340         | - 0 -            | 2,724               | 160                  | 2,884         |
| VII - Waterloo        | 410              | - 0 -           | 165          | 295          | 22           | 2,100         | - 0 -         | - 0 -            | 2,812               | 180                  | 2,992         |
| IX - Davenport        | 260              | - 0 -           | 120          | 270          | - 0 -        | 1,550         | 1,050         | - 0 -            | 2,996               | 254                  | 3,250         |
| X - Cedar Rapids      | 2,024            | - 0 -           | 780          | 1,586        | 332          | 2,875         | 1,424         | - 0 -            | 7,103               | 1,918                | 9,021         |
| XI - Ankeny           | 545              | 65              | 290          | 525          | 120          | 4,015         | 2,140         | - 0 -            | 7,055               | 645                  | 7,700         |
| XII - Sioux City      | 555              | 60              | 120          | 235          | 18           | 1,551         | - 0 -         | - 0 -            | 2,339               | 200                  | 2,539         |
| XIII - Council Bluffs | 478              | - 0 -           | 81           | 176          | 230          | 1,456         | 736           | - 0 -            | 2,678               | 479                  | 3,157         |
| XIV - Creston         | 310              | - 0 -           | 70           | 60           | - 0 -        | 559           | 375           | - 0 -            | 1,072               | 302                  | 1,374         |
| XV - Ottumwa          | 350              | 55              | 57           | 189          | 160          | 1,545         | 425           | - 0 -            | 2,541               | 240                  | 2,781         |
| XVI - Burlington      | 180              | 31              | 35           | 185          | 24           | 770           | 661           | - 0 -            | 1,660               | 226                  | 1,886         |
| <b>TOTALS</b>         | <b>7,574</b>     | <b>348</b>      | <b>2,570</b> | <b>4,364</b> | <b>1,656</b> | <b>22,441</b> | <b>11,194</b> | <b>255</b>       | <b>44,655</b>       | <b>5,747</b>         | <b>50,402</b> |

FTEE COMPOSITE PROJECTION (ALL AREA SCHOOLS)

|                  |       |     |       |       |       |        |        |     |        |       |        |
|------------------|-------|-----|-------|-------|-------|--------|--------|-----|--------|-------|--------|
| Fiscal Year 1976 | 5,807 | 250 | 1,796 | 3,524 | 1,058 | 19,513 | 9,998  | 130 | 37,779 | 4,297 | 42,076 |
| Fiscal Year 1977 | 6,194 | 294 | 1,968 | 3,715 | 1,203 | 20,313 | 10,402 | 165 | 39,626 | 4,628 | 44,254 |
| Fiscal Year 1978 | 6,617 | 318 | 2,134 | 3,931 | 1,362 | 20,831 | 10,697 | 195 | 41,136 | 4,949 | 46,085 |
| Fiscal Year 1979 | 7,006 | 324 | 2,337 | 4,142 | 1,495 | 21,655 | 10,949 | 225 | 42,815 | 5,318 | 48,133 |
| Fiscal Year 1980 | 7,574 | 348 | 2,570 | 4,364 | 1,656 | 22,441 | 11,194 | 255 | 44,655 | 5,747 | 50,402 |



AREA EDUCATION AGENCY

Phone 964-2550

November 1975

BOARD MEMBERS

- A - Dr. Richard Lampshire, President
- Mrs. John W. Carr, Vice President
- A - Mr. E. E. Andrews
- Mr. Dean Cox
- Dr. Michael Hall
- Mr. Ralph Lynn
- Dr. William Underhill
- Mr. John McKee
- Mr. Joe Pratt

STAFF

- Mr. K. W. Miller, Chief Administrator
- Mrs. Margaret Korshun, Board Secretary
- Mrs. Barbara Purdue, Secretary to Chief Administrator

RESOLUTION

regarding

PROVISIONS OF THE FAIR LABOR STANDARDS ACT

WHEREAS, the United States Department of Labor, Employment Standards Administration Division, contends that the Des Moines Area Community College is not in compliance with the Equal Pay Act of 1963 in the administration of Career Education Division salaries and,

WHEREAS, the Equal Pay Act of 1963 prohibits discrimination on the basis of sex for jobs requiring equal skill, effort, and responsibility and,

WHEREAS, it is the intent of the Des Moines Area Community College Board of Directors to be in compliance with the Equal Pay Act of 1963 and,

WHEREAS, the Board of Directors have taken the following actions to promote compliance with the Equal Pay Act of 1963:

1. Adopted a salary schedule system which complies with both the spirit and the letter of the law and,
2. Currently applies the provisions of such compensation schedule in the salary placement of all new employees and has,
3. Executed, on May 27, 1975, adjustments in salary of women in Health and Adult Education who were significantly below average departmental salaries. These adjustments were in addition to regular annual salary increases, and,
4. - Nov 10.
5. Placed all incumbent faculty on the proper salary lane with respect to formal academic and professional preparation, and has,
6. Developed a uniform salary schedule regulating pay for part time faculty and adjusted all employees salaries to be consistent with this schedule, and has,
7. Re-affirmed its policy of uniform fringe benefits for all faculty, and,

WHEREAS, the Board of Directors wishes to continue its past support of non-discriminatory practices,

4. Executed, on Nov 10, 1975, adjustments in salary retroactive to July 1, 75 for individuals who were paid significantly below average in departments other than Health & Adult Education.

PROVISIONS OF THE FAIR LABOR STANDARDS ACT continued

all caps → Therefore, be it resolved that

1. The administration will prepare and submit a plan for re-evaluation of level placement for all female faculty. This plan for re-evaluation will be consistent with the placement criteria established in the approved salary schedule and will determine proper level placement based upon re-evaluation of experience both inside and outside the College.
2. The Board will set aside an amount, over and above regular annual salary increases, to make such adjustments for level changes. These adjustments will be completed over the next three fiscal years.
3. Male employees shall not be penalized in the administration of salary increases occurring in the execution of the above plan.

all caps ← PASSED AND APPROVED This 10th day of November 1975.

ATTEST:

\_\_\_\_\_  
President, Board of Directors

\_\_\_\_\_  
Secretary, Board of Directors

November 10, 1975

Nov 10, 1975 BOARD MEETING

GUEST

NAME

|                     |                  |                              |
|---------------------|------------------|------------------------------|
| Jack Ashy           | Admin            | DMACC                        |
| Nick Bellizzi       | ADULT ED         | DMACC                        |
| Dennis F. Kuhlhal   | Special Services | DMACC                        |
| DON RHEAD           | PERSONNEL        | DMACC                        |
| <u>Mr. Griffith</u> | C.R.             | DMACC                        |
| GARY WILCOX         | ADMIN            | DMACC                        |
| Marvin Davis        | media            | AEA                          |
| Bill M. Clark       | Ed. Services     | AEA                          |
| Robert C. Gibson    | Special Educ     | AEA                          |
| Greg Kucharo        | Public Info      | AEA                          |
| Leonard Bengtson    | Student Life     | DMACC                        |
| Paul Wiberg         | Adm              | DMACC                        |
| JOSEPH BOESEN       | ADMINISTRATION   | Des Moines AREA COMM COLLEGE |
| John Boesen         | Student          | DMACC                        |
| CAROL BENNETT       | ADMINISTRATION   | DMACC                        |

~~Meeting~~ Wayne Mitchell

Dave Palmer

Chuck Roush

Leona ~~Boesen~~ <sup>meeting</sup>

~~Carl Goff~~

~~Paul Schuber~~

Melinda Voss

R.E.T. Reporter

Bill Rosebrook, Attorney

GENERAL ADVISORY COMMITTEE  
Proposed Replacements for  
1974-75 Retiring Members.

The following are submitted for consideration as new members for a three-year appointment, with the exception of the student president:

|                        |   |  |
|------------------------|---|--|
| istrict 1              | Daryl H. Nims<br>815 Murray Drive, Ames   | Nim's Sportmans of Ames                            |
| istrict 2              | Don M. Lamb<br>106 South Union, Madrid  | City State Bank                                    |
| istrict 3              | No replacements necessary   |  |
| istrict 4              | Donald Vanden Berg<br>Route 4, Knoxville<br>Pat Meyers<br>Route 2, Pleasantville  | Community National Bank<br>Attorney                |
| istrict 5              | Herbert E. Dykstra<br>Box 488, Monroe   | Exec. Dir., Jasper Mutual<br>Insurance Assoc.      |
| istrict 6              | Jack E. Ellenberger<br>214 N. Kline, Ankeny   | Elview Construction Company                        |
| istrict 7              | James Muto<br>4414 Beaver Crest, Drive Des Moines<br><br>Mrs. Daniel J. (Norma) Matthews<br>518 44th Street, Des Moines | Retired Educator<br><br>Housewife                  |
| istrict 8              | Dr. R. J. Fuller<br>2230 East 29th Street, Des Moines<br>Edwin R. Parker<br>916 E. 27th Street, Des Moines              | Dentist<br>Contract Administrator, Weitz Co., Inc. |
| istrict 9              | Russell K. Clingan<br>413 Glenview Drive, Des Moines  | Ed., Leetown News                                  |
| istrict<br>erintendent | Harold D. Isley<br>401 W. Pleasant, Pleasantville   | Superintendent of Schools                          |
| istrict Body           | Jon Katz<br>DMACC, Ankeny/Urban Campus  | 1975-76 President                                  |