

Des Moines Area Community College

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Board of Directors Meeting Minutes

8-19-1992

Board of Directors Meeting Minutes (August 19, 1992)

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Aug. 19, 1992

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DES MOINES AREA COMMUNITY COLLEGE
Board of Directors

Special Meeting
August 19, 1992
DMACC Commons - Ankeny Campus

A G E N D A

1. Call to order - 4 p.m.
2. Roll call.
3. Consideration of tentative agenda.
4. Consideration of Human Resources report.
5. Consideration of part-time hourly rates.
6. Consideration of unified salary schedule.
7. Consideration of FY1993 salary recommendations for Educational Services Association, Confidential Clerical staff, and Administrative/Professional/Technical staff.
8. Adjournment.

**BOARD OF DIRECTORS
DES MOINES AREA COMMUNITY COLLEGE
2006 South Ankeny Boulevard
Ankeny, Iowa**

**SPECIAL MEETING
AUGUST 19, 1992**

A special meeting of the Des Moines Area Community College Board of Directors was held in The DMACC Commons on the Ankeny Campus, on August 19, 1992, for the purpose of consideration of part-time hourly pay rates, unified salary schedule and salary recommendation for ESA, confidential clerical staff, and administrative/professional/technical staff. The meeting was called to order at 4 p.m. by Board President Sue Clouser.

ROLL CALL

Members Present:

| | |
|-----------------|------------------|
| Harold Belken | Eldon Leonard |
| DeVere Bendixen | Gerry Pecinovsky |
| Sue Clouser | Doug Shull |
| Lloyd Courter | Nancy Wolf-Keith |
| Dick Johnson | |

Others Present:

Joseph A. Borgen, President
Helen Harris, Board Secretary
Don Zuck, College Treasurer
Gene Boldt, Executive Director, Human Resources
Kim Linduska, Executive Dean, Academic/Student Services

**APPROVAL OF
TENTATIVE AGENDA**

A motion to approve the tentative agenda as presented was made by H. Belken, seconded by D. Bendixen.

Motion passed unanimously.

**APPROVAL OF
HUMAN RESOURCES
REPORT**

It was moved by E. Leonard, seconded by H. Belken, that the board approve the following personnel items:

New Personnel

Cullinan, Thomas E., Instructor, Biology. Annual salary \$27,619. Effective August 27, 1992. Continuing contract with licensed faculty, probationary.

New Personnel (cont.)

Duggal, Paramjit K., Instructor, Biology. Annual salary \$23,794. Effective August 27, 1992. Nine-month position. Continuing contract with licensed faculty, probationary.

Ellis, Sharran S., Instructor, English. Annual salary \$22,838. Effective August 27, 1992. Nine-month position. Continuing contract with licensed faculty, probationary.

Hauser, Davis W., Instructor, Philosophy. Annual salary \$24,750. Effective August 27, 1992. Nine-month position. Continuing contract with licensed faculty, probationary.

Moss, Judy A., Instructor, Math. Annual salary \$23,316. Effective August 27, 1992. Nine-month position. Continuing contract with licensed faculty, probationary.

Norris, Dale B., Instructor, English. Annual salary, \$30,488. Effective August 27, 1992. Nine-month position. Continuing contract with licensed faculty, probationary.

Tapscott, Matthew R., Child Development Specialist. Annual salary \$14,238. Effective August 27, 1992. Nine-month position. Employment agreement with professional staff.

VanVeen, Neal V., Instructor, Commercial Horticulture. Annual salary \$27,619. Effective August 27, 1992. Nine-month position. Continuing contract with licensed faculty, probationary.

Resignation

Biner, Willard, Instructor, Auto Mechanics. Effective August 14, 1992.

Hoover, Robert M., Educational Advisor, Urban Campus. Effective August 14, 1992.

Elmore, Patricia C., Instructional Facilitator, Social Studies. Effective June 12, 1992.

Contract Changes

Alcorn, Jayson W., Electronic Bench Technician, Grade 9 to Electronics Service Specialist, Grade 11. Annual salary \$22,800. Effective May 1, 1992.

Contract Changes
(cont.)

Fiderlick, Roger A., Lead Systems Programmer, Grade 13, to Director, Systems Integration, Grade 15. Annual salary \$53,527. Effective July 1, 1992.

Gerber, Helen L., Office Technology Instructor. From Urban Campus to Ankeny Campus. Effective August 27, 1992.

Linduska, Kim J., Dean, Academic Achievement, Grade 17, to Executive Dean, Academic/Student Services, Grade 19. Annual salary \$62,124. Effective June 1, 1992.

Peter, Delbert B., Supervisor, Building/Grounds to Head Custodian. Administrative/professional to classified. Effective August 3, 1992.

Phares, Arthur J., Supervisor, Applications Programming, Grade 14 to Director, Information Systems, Grade 15. Annual salary \$56,497. Effective July 1, 1992.

Pratt, Ewa J., Instructor, ESL. 12-month to nine-month. Annual salary \$30,966. Effective August 27, 1992.

VanTuyl, Sharon L., Assistant to V.P. Ankeny Campus, Grade 11 to Supervisor, Enrollment & Student Records, Grade 13. Annual salary \$34,856. Effective February 5, 1992.

Wilgenbusch, Mary Jo, Lead, Computer Operator to Lead, Personal Computer Software Analyst. Administrative/professional to classified. Effective August 3, 1992.

Motion passed unanimously.

APPROVAL OF PART-TIME HOURLY RATES

L. Courter moved that the board approve the DMACC nonregular pay rates and adjunct pay rates as shown in Attachment 1 to these minutes. Second by D. Bendixen.

Motion passed unanimously.

APPROVAL OF UNIFIED SALARY SCHEDULE

A motion was made by D. Johnson, seconded by N. Wolf-Keith that the board approve the Unified Pay Schedule for FY1993 as shown in Attachment #2 to these minutes.

Motion passed unanimously.

APPROVAL OF
FY1993 SALARIES,
ESA, CLERICAL,
ADM./PROFESSIONAL
/TECHNICAL

It was moved by L. Courter, seconded by D. Johnson, that the board approve the FY1993 salary recommendations for Educational Services Association, Confidential Clerical staff, and Administrative/Professional/Technical staff. Att. #3.

Motion passed unanimously.

DISCUSSION

A discussion was held regarding membership in the IACCT, the upcoming IACCT annual meeting at Mason City, and the revision of the IACCT Bylaws.


ADJOURNMENT

A motion for adjournment was made by E. Leonard, seconded by N. Wolf-Keith.

Motion passed unanimously and at 5:05 p.m., Board President Clouser adjourned the meeting.



SUSAN J. CLOUSER, President



HELEN M. HARRIS,
Board Secretary

DMACC NONREGULAR PAY RATES
August 27, 1992

| | <u>HOURLY RATE</u> |
|--|--------------------|
| Management Consultant | \$40 - \$50 |
| (Use the 600 level Adjunct rates on the attached sheet for the applicable discipline. An exception rate may be authorized with the prior approval of the President.) | |
| Class Guest Speaker | Up To 24.00 |
| (An exception rate of up to \$50/hour may be authorized with prior approval of the Vice President of Operations.) | |
| Technical Writer | Up To 24.00 |
| Nurse Aide Testing Evaluator | 17.00 |
| Translator/Interpreter | 15.00 |
| ABE/GED/HSE Consultant | 15.00 |
| Nurse | 13.00 |
| Accompanist | 10.00 |
| Program/Project Assistant | 10.00 |
| Mobile Training Center Driver | 10.00 |
| Data Base Analyst | 9.50 |
| Test Examiner | 8.75 |
| Instruction Material Production Assistant | 8.50 |
| Writing Lab Instructional Assistant | 8.50 |
| Advisor | 8.50 |
| Snow Remover | 7.50 |
| Gym Supervisor | 7.00 |
| Bus Driver | 6.50 |
| Lab Assistant | 6.30 |
| Publications Production Assistant | 6.00 |
| Academic/Admission/Registration Records Clerk | 5.80 |
| Tutor | 5.50 |
| Clerk-Typist | 5.50 |
| Clerk | 5.25 |
| Program/Project Aide | 5.25 |
| Maintenance Worker | 5.25 |
| Custodian | 5.25 |
| Groundskeeper | 5.25 |
| Food Service Worker | 5.00 |
| Utility Worker | 5.00 |

For work not covered by the rates listed above, a conditional rate may be established by the President.

DMACC STUDENT PAY RATE

Student Rate 4.65

Students may be paid at the applicable Nonregular rate if the work for which they are hired is also performed by Nonregular employees.

DMACC ADJUNCT PAY RATES
August 27, 1992

| | <u>HOURLY RATE</u> |
|---|-----------------------------|
| Counselors | 18.00 |
| Librarians | 18.00 |
| <u>Credit (100-400 Level Courses)</u> | |
| Lecture | 24.00 |
| Lab | 24.00 |
| Supervised Practicum | 24.00 |
| Private Music Lessons | \$8/Lesson |
| Challenge Test Development | \$100/Test |
| Challenge Test Rewrite | \$50/Test |
| Challenge Test Grading | \$15/Test |
| New Faculty Orientation | \$65.00 Flat Rate |
| Inservice Training (e.g. Right To Know) | 12.00 |
| <u>Non-Credit</u> | |
| Voc/Tech, Suppl/Prep (500 Level) | 18.50 |
| Local High School Courses (700 Level) | 10.50 or 16.50 |
| State Mandated Driver Courses (700 Level) | 16.50 |
| Workshops, Conferences, Seminars (900 Level) | |
| Honorarium Schedule - Up to \$50/hr. Maximum of \$300/day. | |
| Statewide prof. assoc. rates acceptable. Exceptions must have prior approval of the appropriate Vice President. | |
| Apprenticeship Training | Current Craft Rate |
| Maytag/John Deere | 30.00 |
| Curriculum Development | 15.00 |
| ABE/GED/HSE/ESL & Learning Center | 13.00 |
| Curriculum Development | 10.00 |
| Inservice Training (e.g. Right To Know) | 1/2 the Adjunct Rate |
| <u>Training (600 Level Courses)</u> | |
| Technical Skills Training | 50.00 |
| Management Training | 50.00 |
| Technology - Safety Training | 50.00 |
| Total Quality Management Training | 50.00 |
| Business Computer Training | 40.00 |
| Business Office Training | 40.00 |
| Transportation - CDL Training | 40.00 |
| Assessment/Basic Skills | 40.00 |
| Unique, emerging specialized training | Market Rate approved by CEO |
| Curriculum Development | 24.00 |

The Faculty Activity Unit Procedure will be used to determine which of the above activities will count towards load.

DES MOINES AREA COMMUNITY COLLEGE
 UNIFIED PAY SCHEDULE
 FY 1993

| <u>PAY GRADE</u> | <u>TITLE</u> | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
|------------------|---|--------------------|--------------------|---------------------|
| 3 | Dishroom Helper | \$4.92 | \$5.79 | \$6.65 |
| 4 | Custodian File Clerk Recreation Room Assistant | \$5.58 | \$6.56 | \$7.55 |
| 5 | Baker Cashier Cook Copy Room Operator | \$6.01 | \$7.07 | \$8.13 |
| 6 | Accounts Payable Clerk A/V Operations Assistant Bookstore Clerk 1 Central Receiving Clerk Clerical Assistant Data Entry Operator Financial Aid Clerk Lead Cook Library Clerk Mail Dispatcher Project Secretary Receptionist/Console Operator Test Examiner | \$6.55 | \$7.70 | \$8.86 |
| 7 | Accounting/Records Specialist Assistant Bookkeeper Bookstore Clerk 2 Cashier/Accounts Receivable Grounds/Transportation Worker Information Specialist Inventory/Accounting Clerk Library Assistant Office Assistant 1 Secretary 1 Secretary, Human Resources Storekeeper Word Processing Technician 1 | \$7.13 | \$8.39 | \$9.65 |
| 8 | Academic Records Specialist Accounts Receivable/Bookkeeper Accounts Receivable Clerk Activities Assistant Admission Records Specialist Bookkeeper, Urban Computer Operator 1 Electronics Technician Financial Aid Specialist Grounds Equipment Mechanic | \$7.89 \$16,474 | \$9.28 \$19,377 | \$10.68 \$22,300 |

| | | | | |
|----|---|----------|----------|----------|
| | Locksmith | | | |
| | Office Assistant 2 | | | |
| | P.C. Software Analyst | | | |
| | Payroll Assistant | | | |
| | Registration Records Specialist | | | |
| | Scheduling Clerk | | | |
| | Secretary 2 | | | |
| 9 | Academic/Veterans Specialist | \$8.76 | \$10.31 | \$11.85 |
| | Administrative Secretary 1 | \$18,291 | \$21,527 | \$24,743 |
| | Agency Funded Specialist | | | |
| | Automotive Parts Clerk | | | |
| | Bookkeeper, Ankeny | | | |
| | Bookkeeper, Boone | | | |
| | Computer Operator 2 | | | |
| | Computergraphics Designer | | | |
| | Computergraphics Designer/Systems Spec. | | | |
| | Duplication Services Specialist | | | |
| | Grant Operations Monitor | | | |
| | Graphics Specialist | | | |
| | Head Custodian | | | |
| | Lead P.C. Software Analyst | | | |
| | Learning Center Assistant | | | |
| | Maintenance Technician 1 | | | |
| | Personnel Assistant | | | |
| | Production Printer | | | |
| | Scheduling Specialist | | | |
| | Student Records Specialist/Intnl. Students | | | |
| | Supervisor, Buildings and Grounds | | | |
| | Supervisor, Custodial Services | | | |
| | Transportation Specialist | | | |
| | Word Processing Technician 2 | | | |
| | Working Chef | | | |
| 10 | Administrative Secretary 2 | \$9.80 | \$11.53 | \$13.26 |
| | Automation System Technician | \$20,462 | \$24,075 | \$27,687 |
| | Bookstore Assistant | | | |
| | Child Development Specialist | | | |
| | Communications Technician | | | |
| | Educational Interpreter | | | |
| | Financial Aid Advisor | | | |
| | Instructional Assistant | | | |
| | LAN Equipment Specialist | | | |
| | Lab Assistant | | | |
| | Library Technician | | | |
| | Maintenance Technician 2 | | | |
| | Media Specialist | | | |
| | Program Aide, Health Care Administration | | | |
| | Recreation/Wellness Assistant | | | |
| | Student Placement Specialist, Special Needs | | | |
| 11 | Certification Officer | \$22,922 | \$28,652 | \$34,382 |
| | Coordinator, Ethnic/Multi-Cultural Programs | | | |
| | Coordinator, Tutors/Lab Assistants | | | |
| | Educational Advisor | | | |
| | Electronics Service Specialist | | | |

| | | | | |
|----|--|----------|----------|----------|
| | Lead P.C. Systems Analyst P.C. Systems Analyst Program Assistant, Health Care Admin. Program Assistant, Health Cont. Education Program Assistant, Legal Assistant | | | |
| 12 | Campus Nurse Coordinator, ABE/HSE/ESL Coordinator, Career Beginnings Coordinator, Displaced Homemaker/SPP Coordinator, Lamb and Wool Mgmt. Program Coordinator, Recreation and Wellness Coordinator, Student and Alumni Activities Curriculum Development Specialist Executive Secretary Media Liaison Programmer/Analyst Senior Educational Advisor Student Placement Officer Supervisor, Academic/Veterans Services Supervisor, Bookstore Supervisor, Computer Operations Supervisor, Food Services Supervisor, Payroll/Inventory Supervisor, Student Support Services | \$26,046 | \$32,557 | \$39,068 |
| 13 | Assistant Director, Physical Plant Coordinator, Boone Student Services Coordinator, Circle West Inc./SB Couns. Coordinator, Continuing Education Coordinator, Off-Campus Credit Employment Officer Producer/Director Senior Accountant Senior Programmer/Analyst Special Funds Accountant Supervisor, Financial Aid Supervisor, General Accounting Supervisor, Mechanical Maintenance Supervisor, Publications and Promotions Supervisor, Special Accounting Supervisor, Student Records Systems Programmer Training Consultant Training Consultant, International | \$36,076 | \$45,095 | \$54,114 |
| 14 | Director, Admissions Director, Library Services Director, Purchasing and Campus Services Executive Director, Golden Circle BDC | \$38,153 | \$47,691 | \$57,229 |
| 15 | Associate Dean, Urban Campus Director, Academic Achievement Director, Auto. & Diesel Ed. & Trng. Director, Community Education Director, Information Systems | \$40,638 | \$50,798 | \$60,958 |

| | | | | |
|----|--|----------|----------|----------|
| | Director, Nursing Director, Systems Integration | | | |
| 16 | Controller Dean, Ankeny Counseling Dean, Enrollment Services Director, Physical Plant | \$43,596 | \$54,495 | \$65,394 |
| 17 | Dean, Academic Dean, Continuing Education Executive Director, Human Resources Executive Director, Information Tech. | \$47,120 | \$58,900 | \$70,680 |
| 18 | Executive Dean Executive Director, Research & Fed. Aff. | \$51,336 | \$64,170 | \$77,004 |
| 19 | Executive Dean, Academic/Student Svs. Vice President, Business Services | \$56,307 | \$70,384 | \$84,461 |
| 20 | Vice President, Ankeny Campus Vice President, Contract Training Vice President, Operations | \$62,254 | \$77,818 | \$93,382 |

DES MOINES AREA COMMUNITY COLLEGE

PROPOSED SALARIES

FOR FY93



DES MOINES AREA COMMUNITY COLLEGE
PROPOSED SALARIES
ADMINISTRATIVE

| | PRESENT SALARY | PROPOSED SALARY |
|-----------------------|-------------------|--------------------------|
| KRAMER CLYDE L | \$72,428.00 | \$72,428.00 ^e |
| ROBERTS DARRELL E | \$66,250.00 | \$68,306.00 |
| VANDIVIER-JR ALFRED C | \$70,579.00 | \$72,743.00 |
| ZUCK DONALD C | \$78,804.00 | \$81,174.00 |

~~Emergency Adjustments~~

DES MOINES AREA COMMUNITY COLLEGE
 PROPOSED SALARIES
 MANAGERIAL

| | PRESENT SALARY | PROPOSED SALARY |
|----------------------|-------------------|--------------------|
| ALBRECHT LORENZ LYNN | \$55,721.00 | \$57,514.00 |
| BENNETT CARROLL L | \$63,313.00 | \$65,296.00 |
| BOLDT EUGENE W | \$64,940.00 | \$66,964.00 |
| BROWN KENNETH O | \$62,171.00 | \$64,125.00 |
| CHAPMAN MARY L | \$56,700.00 | \$59,518.00 * |
| FENTON JAMES F | \$44,520.00 | \$47,033.00 * |
| FIDERLICK ROGER A | \$53,527.00 | \$55,265.00 |
| GILBERT-JR FRED D | \$62,794.00 | \$64,764.00 |
| HAGER TIMOTHY J | \$43,407.00 | \$44,892.00 |
| HALVERSON PATRICIA D | \$44,193.00 | \$45,698.00 |
| KNOTT JAMES E | \$61,503.00 | \$63,441.00 |
| LINDUSKA KIM J | \$62,124.00 | \$64,077.00 |
| MCFARLIN CHARLES H | \$55,650.00 | \$58,441.00 * |
| NELSON JOHN K | \$45,760.00 | \$47,304.00 |
| NELSON TOM K | \$59,945.00 | \$61,844.00 |
| PERRY MICHAEL D | \$55,093.00 | \$56,870.00 |
| PHARES ARTHUR J | \$56,497.00 | \$58,309.00 |
| PHILIPS KRISS W | \$60,567.00 | \$62,481.00 |
| REES MERRILL F | \$53,438.00 | \$55,174.00 |
| ROBBINS JOSEPH | \$58,000.00 | \$59,850.00 |
| SHRIVER BURGESS H | \$58,960.00 | \$60,834.00 |
| VANAST PAMELA | \$50,000.00 | \$55,650.00 * |
| WADDELL CAROLYN N | \$56,463.00 | \$58,275.00 |
| WAGER SUSAN E | \$49,000.00 | \$50,625.00 |
| WOODS JANICE E | \$39,877.00 | \$43,274.00 * |

CONTRACTED SERVICES

| | |
|-----------------------------|-------------|
| BAUGOUS CHARLES | \$ 3,500.00 |
| KERR DON (IS MOUTH PETZLOD) | \$67,500.00 |
| STEINBERG IRV | \$31,037.00 |

* Equity Adjustment

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DES MOINES AREA COMMUNITY COLLEGE
 PROPOSED SALARIES
 SUPERVISORY

| | PRESENT SALARY | PROPOSED SALARY |
|-------------------------|-------------------|--------------------|
| ADAMS KENNETH L | \$37,747.00 | \$39,068.00 |
| ALLEN-PRATT DORIS A | \$29,660.00 | \$30,802.00 |
| BAETHKE MARK D | \$46,979.00 | \$48,553.00 |
| DOERING LAURA JO | \$29,353.00 | \$30,487.00 |
| DOWNING-NELSON DIANNE M | \$38,018.00 | \$39,368.00 |
| GUMTAU RAY | \$35,381.00 | \$36,666.00 |
| KELLY-BENCK LORA | \$34,856.00 | \$38,127.00* |
| MANN ROBERT L | \$38,121.00 | \$39,474.00 |
| PHILLIPS RONALD G | \$25,165.00 | \$28,194.00* |
| RATHE DEAN M | \$29,841.00 | \$30,987.00 |
| RAYGOR STEVEN E | \$19,859.00 | \$20,755.00 |
| RUGGIERO KAY S | \$33,069.00 | \$34,296.00 |
| TURNER-JR ROBERT DUDLEY | \$21,727.00 | \$22,670.00 |
| VANTUYL SHARON L | \$34,856.00 | \$38,127.00* |
| WRIGHT WILLIAM JOHN | \$46,801.00 | \$48,371.00 |

* Equity Adjustment

DES MOINES AREA COMMUNITY COLLEGE
 PROPOSED SALARIES
 PROFESSIONAL/TECHNICAL

| | PRESENT SALARY | PROPOSED SALARY | |
|--------------------------|-------------------|--------------------|--------------|
| ABEGGLEN DAVID C | \$34,856.00 | \$36,127.00 | |
| ALCORN JAYSON W | \$22,800.00 | \$23,770.00 | |
| ALTEMEIER KENT T | \$21,840.00 | \$22,786.00 | |
| AUBREY MICHAEL D | \$34,856.00 | \$36,127.00 | |
| BAER BEVERLY | \$8,504.00 | \$8,922.00 | (.513) |
| BAKER DOROTHY M | \$22,146.00 | \$23,100.00 | |
| BLACK WINSTON | \$43,227.00 | \$43,227.00 | |
| CHOPARD LOIS | \$22,146.00 | \$23,100.00 | |
| CLARK KENDALL D | \$18,508.00 | \$19,371.00 | |
| CLAUSON LINDA M | \$7,294.00 | \$7,613.00 | (.342) |
| DEJCODE DOROTHY J | \$41,127.00 | \$42,555.00 | |
| DESMET SHARON C | \$14,815.00 | \$15,475.00 | (.723) |
| DIMIT CATHERINE M | \$19,693.00 | \$20,585.00 | |
| DISCHER KENNETH C | \$19,936.00 | \$20,834.00 | |
| DRAKE JANET R | \$34,856.00 | \$36,127.00 | |
| DRESBACK BOBBY E | \$48,306.00 | \$49,914.00 | |
| EISCHEID DIANE | \$9,847.00 | \$10,293.00 | (.500) |
| ESBECK DAVID M | \$22,500.00 | \$23,463.00 | |
| FAIDLEY DONALD W | \$30,735.00 | \$31,903.00 | |
| FARMER STEPHANIE A | \$26,159.00 | \$27,213.00 | |
| FINNESTAD RICHARD A | \$37,554.00 | \$38,793.00 | (.750) |
| FRAKES LINDA | \$39,435.00 | \$40,821.00 | |
| FREIER-COSTELLO SHARON K | \$23,415.00 | \$24,400.00 | |
| FROHLING JUDITH A | \$14,532.00 | \$15,169.00 | (.684) |
| GARDNER LAUREL J | \$27,570.00 | \$28,659.00 | |
| GIBBONS SUE ANN | \$29,291.00 | \$30,263.00 | (.600) |
| GIESE BARBARA J | \$37,301.00 | \$38,634.00 | |
| GREEN KATHY L | \$31,966.00 | \$33,165.00 | |
| HAFFAR AZIZ H | \$19,693.00 | \$20,585.00 | |
| HAINES WAYNE R | \$47,649.00 | \$49,240.00 | |
| HARMENING-WEBB LORI | \$34,856.00 | \$36,127.00 | |
| HARRIS HELEN M | \$36,017.00 | \$37,317.00 | |
| HEIMBAUGH NANCY J | \$29,734.00 | \$30,877.00 | |
| HENRICHS MARTHA J | \$31,196.00 | \$32,376.00 | |
| HERRMANN JANE M | \$25,579.00 | \$28,618.00* | |
| HICKLE BRENDA K | \$31,533.00 | \$32,721.00 | |
| HILDRETH CAROLYN | \$19,501.00 | \$20,250.00 | (.653) |
| HILL SHERRY A | \$17,507.00 | \$18,300.00 | (.889) |
| HOOVER ROBERT M | \$22,146.00 | \$22,146.00 | TERM 8-14-92 |
| HUSAK SHERYL L | \$23,296.00 | \$24,278.00 | |
| IVIS DANIEL R | \$30,906.00 | \$32,079.00 | |
| JOHNSON FAYE E | \$30,332.00 | \$31,490.00 | |
| KAYSER LORI J | \$25,338.00 | \$26,371.00 | |
| KIESTER LOIS M | \$20,914.00 | \$21,677.00 | (.600) |
| KLIEGL CORINNE | \$25,579.00 | \$26,618.00 | |
| KNOWLES KEITH | \$22,146.00 | \$23,100.00 | |
| KRICK FREDERICK M | \$23,135.00 | \$24,113.00 | |
| LONSDALE MARY E | \$28,777.00 | \$29,896.00 | |
| MACKLIN SANDRA L | \$18,559.00 | \$19,312.00 | (.723) |
| MCNALLY MARY K | \$44,922.00 | \$46,445.00 | |
| MICHAEL THEO ANN | \$23,415.00 | \$24,400.00 | |
| MILES SHARON | \$20,630.00 | \$21,546.00 | |
| MILLER LINDA C | \$20,541.00 | \$21,455.00 | |
| MORLAN JOANN G | \$23,918.00 | \$24,916.00 | |

* Equity Adjustment

DES MOINES AREA COMMUNITY COLLEGE
 PROPOSED SALARIES
 PROFESSIONAL/TECHNICAL

| | PRESENT SALARY | PROPOSED SALARY | |
|----------------------|-------------------|--------------------|--------|
| NEAL WAYNE L | \$43,778.00 | \$45,272.00 | |
| NELSON JOYCE N | \$36,766.00 | \$38,085.00 | |
| NELSON REBECCA E | \$22,539.00 | \$23,502.00 | |
| NIELSEN NICK L | \$18,333.00 | \$19,191.00 | |
| OAKLEY MARDELLE L | \$22,146.00 | \$23,100.00 | |
| PERING FRANK H | \$26,643.00 | \$27,687.00 | |
| PETERS JULIA KAY | \$23,835.00 | \$24,743.00 | |
| POGGE MARK | \$41,149.00 | \$42,578.00 | |
| RAYMOND TONY A | \$19,693.00 | \$20,585.00 | |
| REIMERS DAVID D | \$21,547.00 | \$22,486.00 | |
| RIPPERGER ROSEMARY | \$19,615.00 | \$20,505.00 | |
| SAYLOR COLLETTE | \$39,309.00 | \$40,692.00 | |
| SCHMIG DARWIN D | \$41,618.00 | \$43,058.00 | |
| SCHON RENEE L | \$15,756.00 | \$16,390.00 | (.600) |
| SCHREURS CHRISTIAN C | \$37,747.00 | \$39,068.00 | |
| SCOTT TARA R | \$17,507.00 | \$18,300.00 | (.889) |
| SESKIS RUTA | \$31,479.00 | \$32,666.00 | |
| SMITH JUDY C | \$21,028.00 | \$21,954.00 | |
| SOMMERVILLE ABRAHAM | \$22,146.00 | \$23,100.00 | |
| SORENSEN SHIRLEY | \$21,573.00 | \$22,512.00 | |
| STARK JUDITH M | \$42,278.00 | \$43,735.00 | |
| STONE MARGARET A | \$16,387.00 | \$17,037.00 | (.600) |
| SUBY ALLEN A | \$48,691.00 | \$50,308.00 | |
| SWIFT YOSHIKO | \$35,625.00 | \$36,916.00 | |
| THOMAS KEVIN D | \$28,711.00 | \$29,829.00 | |
| THORNTON DOROTHY | \$31,660.00 | \$32,852.00 | |
| VERRIPS PATRICIA J | \$14,035.00 | \$14,659.00 | (.684) |
| WARNER JOY A | \$24,206.00 | \$25,145.00 | (.835) |
| WATERS MICHAEL G | \$36,973.00 | \$38,297.00 | |
| WELLS DEENA M | \$17,617.00 | \$18,457.00 | |
| WHITAKER CHRISTINE A | \$22,976.00 | \$23,950.00 | |
| WHITNEY TIMOTHY L | \$38,752.00 | \$40,121.00 | |
| WIESE DARYL W | \$23,135.00 | \$24,113.00 | |
| WINTER JANIS F | \$23,897.00 | \$24,894.00 | |
| WOOD AMY J | \$17,717.00 | \$18,480.00 | (.800) |
| YEAGER DEBORAH M | \$18,081.00 | \$18,933.00 | |
| TAPSCOTT, MATTHEW R | \$14,238.00 | \$14,883.00 | (.723) |

DES MOINES AREA COMMUNITY COLLEGE
PROPOSED SALARIES
CONFIDENTIAL CLERICAL

| | PRESENT SALARY | PROPOSED SALARY |
|--------------------|-------------------|--------------------|
| BRYAN JANET K | \$11.13 | \$11.60 |
| CALHOUN GLADYS M | \$11.61 | \$12.09 |
| CUTLER SANDRA R | \$10.18 | \$10.63 |
| FARMER DENISE Y | \$7.11 | \$7.48 |
| FINCH MARILYN J | \$9.90 | \$10.34 |
| GRAF SUSAN A | \$10.12 | \$10.56 |
| JANSSEN KATHRYN S | \$8.72 | \$9.13 |
| JOHNSON GLENDA | \$9.99 | \$10.43 |
| JONES ARDELLA K | \$13.94 | \$13.94 |
| JORGENSEN SHIRLEY | \$8.96 | \$9.38 |
| LEAMING JO ELLEN | \$8.47 | \$8.87 |
| LITTLE TRUDY A | \$12.65 | \$13.16 |
| LONGNECKER LINDA E | \$10.18 | \$10.63 |
| MILLER HELEN DIANE | \$8.47 | \$8.87 |
| OCKER MARY | \$10.37 | \$10.82 |
| POYNER BETTY J | \$8.47 | \$8.87 |
| PRIESTLEY GUYANA E | \$12.31 | \$12.81 |
| THIELMAN MARY ANN | \$11.13 | \$11.60 |
| TROWBRIDGE PAULA J | \$8.64 | \$9.05 |

DES MOINES AREA COMMUNITY COLLEGE
 PROPOSED SALARIES
 CLERICAL

| | PRESENT SALARY | PROPOSED SALARY |
|-------------------------|-------------------|--------------------|
| ABBOTT CAROL MARIE | \$8.83 | \$9.14 |
| ALLEN SUSAN | \$6.35 | \$6.57 |
| ANDERSEN BEVERLY | \$10.10 | \$10.45 |
| APLIN CONNIE K | \$8.52 | \$8.82 |
| ARBUCKLE APRIL S | \$6.79 | \$7.03 |
| BALLANTYNE MARTHA E | \$8.26 | \$8.55 |
| BELZ CARMA J | \$6.32 | \$6.55 |
| BIRDSALL CONNIE L | \$6.99 | \$7.23 |
| BLASKEY SHARON J | \$9.33 | \$9.65 |
| BRANDMEYER THEATTA L | \$8.63 | \$8.93 |
| BRANDT ORDEAN A | \$8.08 | \$8.36 |
| BRUGIONI DONNA M | \$8.58 | \$8.86 |
| BUCKLIN CAROLYN | \$8.47 | \$8.77 |
| BUEHLER CAROLYN A | \$6.69 | \$6.92 |
| BURGE CONNIE J | \$7.11 | \$7.36 |
| BURNELL CANDACE | \$6.89 | \$7.13 |
| BUTLER LAURA R | \$6.32 | \$6.55 |
| BUTTS SYLVIA L | \$6.32 | \$6.55 |
| CAHILL PATRICIA A | \$6.89 | \$7.13 |
| CARNEY CHRISTINE | \$10.95 | \$11.33 |
| CARR SHIRLEY M | \$10.16 | \$10.52 |
| CARRE LUCILLE V | \$9.63 | \$9.97 |
| CASH-WIESE LISA | \$8.47 | \$8.77 |
| COCKING MARY LOU | \$8.42 | \$8.71 |
| CREES BARBARA R | \$9.67 | \$10.01 |
| CRENSHAW LYNN E | \$8.47 | \$8.77 |
| DETHROW CYNTHIA A | \$7.11 | \$7.36 |
| EASTER JAMES | \$6.95 | \$7.19 |
| EASTMAN DIANE MARIE | \$8.87 | \$9.18 |
| EPPERT JO DEE | \$6.85 | \$7.09 |
| ERIKSEN JUDY K | \$9.65 | \$9.65 |
| FASBENDER PATRICIA A | \$7.19 | \$7.44 |
| FERNANDEZ LINDA L | \$9.63 | \$9.97 |
| FRAZIER MARLYS J | \$6.32 | \$6.55 |
| FRIESEN BETTE A | \$7.62 | \$7.89 |
| GOINS PEGGY A | \$7.51 | \$7.77 |
| HAMPTON BETTIE E | \$8.33 | \$8.62 |
| HAMPTON JANET S | \$8.66 | \$8.96 |
| HANS MARVELLA | \$7.62 | \$7.89 |
| HANSSSEN MARLENE F | \$9.71 | \$10.05 |
| HARRIS MARY NELL | \$9.26 | \$9.58 |
| HARRIS-JENSEN MARILYN J | \$7.11 | \$7.36 |
| HAWBAKER KAREN K | \$8.42 | \$8.71 |
| HEMBRY PAULA | \$8.51 | \$8.81 |
| HEMMINGSSEN ALICE M | \$7.11 | \$7.36 |
| HENDERSON RICHARD K | \$7.28 | \$7.53 |
| HENNESSEY THELMA M | \$6.86 | \$7.10 |
| HENRY GRETТА | \$9.29 | \$9.62 |
| HIGGINS HELEN | \$8.11 | \$8.39 |
| HILL DELORES J | \$7.56 | \$7.82 |
| HINMAN SUSAN M | \$8.45 | \$8.75 |
| HOWARD DOROTHY J | \$8.01 | \$8.13 |
| JOHNSON CYNTHIA S | \$6.89 | \$7.13 |
| JOHNSON MARCIA J | \$6.89 | \$7.13 |

DES MOINES AREA COMMUNITY COLLEGE
 PROPOSED SALARIES
 CLERICAL

| | PRESENT SALARY | PROPOSED SALARY |
|-----------------------|-------------------|--------------------|
| JOHNSON SANDI | \$10.16 | \$10.52 |
| JUSTICE NORMA J | \$8.45 | \$8.75 |
| KAMP WANDA J | \$7.62 | \$7.89 |
| KAPPOS CONNIE L | \$8.58 | \$8.86 |
| KAYSER LINDA M | \$7.62 | \$7.89 |
| KELLER KRISTIN S | \$7.73 | \$8.00 |
| KIRKEGAARD KATHLEEN | \$7.92 | \$8.20 |
| KLAVER SHEILA R | \$7.11 | \$7.36 |
| KREI ANITA F | \$6.08 | \$6.29 |
| LARSEN KATHLENE J | \$7.75 | \$8.02 |
| LAZELLA SUELLEN K | \$8.53 | \$8.83 |
| LENZINI DEANNA L | \$9.23 | \$9.55 |
| LEONARD BETTY L | \$7.84 | \$8.11 |
| LUKE ROBIN C | \$6.65 | \$6.88 |
| LYONS LEANNA M | \$7.62 | \$7.89 |
| MARLOW EVELYN K | \$9.33 | \$9.65 |
| MARTIN DONALD H | \$6.69 | \$6.92 |
| MCBEE BONNIE KAY | \$8.56 | \$8.86 |
| MCCABE LORETTA | \$9.33 | \$9.65 |
| MCCLELLAND ELIZABETH | \$6.85 | \$7.09 |
| MCELVAIN STANLEY R | \$8.54 | \$8.84 |
| MEEKER BARBARA S | \$7.34 | \$7.60 |
| METTEN CONNIE J | \$7.52 | \$7.78 |
| MILLER DEAN ALAN | \$6.32 | \$6.55 |
| MYLES KIMBERLY M | \$6.32 | \$6.55 |
| NAYLOR CHRISTINA L | \$6.89 | \$7.13 |
| PATON CHERYL M | \$6.52 | \$6.75 |
| PEDDICORD VERAH J | \$7.11 | \$7.36 |
| PETERSEN CAROL J | \$8.87 | \$9.18 |
| PHIFER GLORIA W | \$7.66 | \$7.93 |
| PLUCKHAHN JEAN K | \$8.65 | \$8.95 |
| PRICE PATRICK A | \$6.32 | \$6.55 |
| RAFDAL VIRGINIA J | \$8.47 | \$8.77 |
| RASMUSSEN PEGGY | \$9.44 | \$9.77 |
| RAYMOND ANITA M | \$7.62 | \$7.89 |
| REINEKE JACQUELINE M | \$7.27 | \$7.52 |
| REYNOLDS BARBARA JEAN | \$8.78 | \$9.09 |
| RHOADES SUSAN J | \$8.47 | \$8.77 |
| ROSS CHRISTINA K | \$8.31 | \$8.60 |
| ROSS DARYL J | \$5.81 | \$6.01 |
| ROUZE LUCILLE L | \$6.68 | \$6.91 |
| RUDISIL CAROLYN M | \$7.79 | \$8.06 |
| RUSSELL CAROL A | \$8.17 | \$8.46 |
| RYAN DONA M | \$7.87 | \$8.15 |
| SANDEEN SUSAN | \$8.10 | \$8.38 |
| SANDOVAL SHIRLEY F | \$11.21 | \$11.60 |
| SAUNDERS KAREN D | \$7.11 | \$7.36 |
| SCHMADEKE NYLA L | \$10.27 | \$10.63 |
| SCHOPF KARI JO | \$7.10 | \$7.35 |
| SCHREIER DONNA K | \$8.65 | \$8.95 |
| SCHREINER E JOAN | \$8.24 | \$8.53 |
| SEARLE BONITA | \$8.49 | \$8.79 |
| SEXAUER DONNA K | \$9.49 | \$9.82 |
| SPITZIG ELAINE A | \$8.22 | \$8.51 |

DES MOINES AREA COMMUNITY COLLEGE
PROPOSED SALARIES
CLERICAL

| | PRESENT SALARY | PROPOSED SALARY |
|---------------------|-------------------|--------------------|
| SPITZIG KIMBERLY | \$9.23 | \$9.55 |
| STONEKING CAROL J | \$7.11 | \$7.36 |
| TAYLOR MARY E | \$10.32 | \$10.68 |
| THORNWALL NANCY J | \$6.68 | \$6.91 |
| TRAGER GLORIA | \$8.59 | \$8.89 |
| UNDERBAKKE JOAN | \$6.52 | \$6.75 |
| VANEVERY LEONA | \$6.68 | \$6.91 |
| VANWYK ELLEN J | \$6.68 | \$6.91 |
| VASQUEZ FRANK P | \$6.68 | \$6.91 |
| VONHAGEN RENEE D | \$6.79 | \$7.03 |
| WAGNER KAREN K | \$8.56 | \$8.86 |
| WELSH CELIA | \$7.67 | \$7.94 |
| WENNDT CAROL J | \$7.62 | \$7.89 |
| WILGENBUSCH MARY JO | \$11.42 | \$11.82 |
| WILSON ELLA M | \$10.89 | \$10.89 |
| WILSON SHAROLYN R | \$8.10 | \$8.38 |
| WURSTER SANDRA L | \$10.16 | \$10.52 |
| YARROW MILDRED A | \$9.33 | \$9.65 |
| YOUNG NANCY K | \$6.32 | \$6.55 |

DES MOINES AREA COMMUNITY COLLEGE
PROPOSED SALARIES
SKILLED CRAFT

| | PRESENT SALARY | PROPOSED SALARY |
|---------------------|-------------------|--------------------|
| BURGHORN JOHN M | \$9.71 | \$10.05 |
| DAVISSON ROBERT L | \$11.32 | \$11.72 |
| FRISK ROBERT D | \$11.89 | \$12.31 |
| JONES BARBARA S | \$9.71 | \$10.05 |
| LYTTON GARY E | \$9.47 | \$9.80 |
| MACKLIN MICHAEL P | \$11.32 | \$11.72 |
| NILES PERRY W | \$10.93 | \$11.31 |
| POWELL WENDELL D | \$8.08 | \$8.36 |
| RASMUSSEN KENNETH D | \$13.32 | \$13.32 |
| THOMPSON LARRY R | \$13.02 | \$13.26 |

DES MOINES AREA COMMUNITY COLLEGE
 PROPOSED SALARIES
 SERVICE/MAINTENANCE

| | PRESENT SALARY | PROPOSED SALARY |
|----------------------|-------------------|--------------------|
| ACKISS WALTER L | \$5.74 | \$5.94 |
| BENNA MARILYN ANN | \$7.38 | \$7.55 |
| BRUNK JEFF D | \$7.62 | \$7.89 |
| BRYANT JAMES R | \$6.32 | \$6.55 |
| BUCK MARVIN EUGENE | \$6.74 | \$6.98 |
| BUTLER BRAD B | \$6.89 | \$7.13 |
| CHRISTIANS PERCE R | \$8.47 | \$8.77 |
| DALTON BOBBY B | \$5.46 | \$5.65 |
| DIXON DORIS M | \$5.90 | \$6.11 |
| GREENFIELD LAVERNE | \$5.74 | \$5.94 |
| HALL ORA S | \$5.60 | \$5.80 |
| JOHNSON JACQUELINE J | \$8.56 | \$8.86 |
| KARPIN RICHARD C | \$5.74 | \$5.94 |
| MODTLAND STEVEN | \$6.43 | \$6.65 |
| MOON PAULINE M | \$7.27 | \$7.52 |
| MURPHY FAYETTA C | \$6.68 | \$6.91 |
| NYSTROM DONALD P | \$5.74 | \$5.94 |
| ORCUTT LEWIS L | \$8.47 | \$8.77 |
| PEDERSEN LYLE E | \$6.05 | \$6.26 |
| PERRIN BETTY A | \$5.74 | \$5.94 |
| PETER DELBERT D | \$10.47 | \$10.84 |
| RICHARDSON KARON K | \$5.74 | \$5.94 |
| ROBINSON ROBERT H | \$6.41 | \$6.63 |
| RUBNER DAVID J | \$6.30 | \$6.52 |
| SCHNETZER GEORGE | \$7.21 | \$7.46 |
| SCHUT MARGARET | \$7.29 | \$7.55 |
| SCHUT SHARI | \$7.21 | \$7.46 |
| SMITH FLORANCE E | \$6.80 | \$7.04 |
| SWANSON JANICE J | \$5.39 | \$5.58 |
| TERRELL ROBERTA | \$8.37 | \$8.37 |
| VADILLO MANUEL P | \$5.75 | \$5.95 |
| WALKER DONNA L | \$7.38 | \$7.55 |
| WALKER JAMES A | \$7.38 | \$7.55 |

INVESTMENTS
Disc 4

DES MOINES AREA COMMUNITY COLLEGE
INVESTMENTS
RECAP BY BANK

September 8, 1992

RECEIVED
SEP 09 1992
BUSINESS SERVICES

| | AMOUNT | INTEREST RATE |
|--|--------------|-------------------------------|
| FIRST NATIONAL BANK, AMES: | | |
| ----- | ----- | ----- |
| Money Mkt Savings Acct | \$3,559,339 | 3.75% changes monthly on 15th |
| CD-Matures 7-1-93 | 2,822 | 8.50% (Early Ret) |
| Total | \$3,562,161 | |
| FIRSTAR BANK DES MOINES: | | |
| ----- | ----- | ----- |
| NJTP Multiple XV -Taxable | \$1,000,714 | 3.505% chnges weekly on Tue |
| NJTP Multiple XVI-Taxable | 528,121 | ditto |
| Money Mkt Savgs --Total | 1,528,835 | |
| NORWEST BANK DES MOINES/ ISJIT: | | |
| ----- | ----- | ----- |
| Various Investments (NJTP Non-Taxabale Funds) | \$13,376,856 | 3.75% Monthly Average |
| HAWKEYE BANK & TRUST OF DES MOINES: | | |
| ----- | ----- | ----- |
| Money Mkt Savings Account (Gen Fund) | 18,040 | 3.13% changes monhly on 1st |
| STATE BANK & TRUST CO, NEVADA: | | |
| ----- | ----- | ----- |
| Money Mkt Savings Account (Gen Fund) | 56,100 | 3.65% changes monthly |
| CARROLL COUNTY STATE BANK, CARROLL: | | |
| ----- | ----- | ----- |
| Money Mkt Savgs Account (Gen Fund) | 1,084,229 | 3.60% changes weekly |

SUMMARY OF ABOVE

| | |
|-----------------|------------|
| ----- | ----- |
| NJTP FUNDS | 14,905,691 |
| OTHER FUNDS | 4,720,530 |
| TOTAL ALL FUNDS | 19,626,221 |
| | ===== |