



Office of the President

BOARD OF TRUSTEES

November 12, 2009

**RESOLUTION NO. 2009.85 APPROVING MONTHLY SPONSOR SERVICES FOR
SUFFOLK COUNTY COMMUNITY COLLEGE**

WHEREAS, the State University of New York Regulation No. 602.7 requires the Suffolk County Community College Board of Trustees to review and approve all Sponsor provided services and their estimated value in advance of the service being rendered, and

WHEREAS, the regulation also requires the approval of the payment of each Sponsor Service satisfactorily performed, and

WHEREAS, health insurance is considered a Sponsor Service, be it therefore

RESOLVED, that the health insurance payment to the County of Suffolk in the amount of \$1,533,054.12 for the month of October 2009 (Attachment I) is hereby approved by the Board of Trustees.


George Kane
Secretary

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November 12, 2009

**RESOLUTION NO. 2009.86 ADOPTING THE STATE OF NEW YORK DEFERRED
COMPENSATION PLAN**

WHEREAS, the Suffolk County Deferred Compensation Board has written the State Deferred Compensation Board seeking a determination as to whether the employees of Suffolk County Community College can continue to participate in the Suffolk County Deferred Compensation Plan, and

WHEREAS, if the State Deferred Compensation Board advises the Suffolk County Deferred Compensation Board that the College's employees can no longer participate in the County Plan, the College wants to provide an alternative deferred compensation plan to its employees, and

WHEREAS, adopting the Deferred Compensation Plan for Employees of the State of New York and Other Participating Public Jurisdictions (Plan) for the voluntary participation of all eligible employees would provide such an alternative, and

WHEREAS, the College is a local public employer eligible to adopt the Plan pursuant to Section 5 of the State Finance Law, and

WHEREAS, the College has reviewed the Plan established in accordance with Section 457 of the Internal Revenue Code and Section 5 of the State Finance Law of the State of New York, and

WHEREAS, the purpose of the Plan is to encourage employees to make and continue careers with the College by providing eligible employees with a convenient and tax-favored method of saving on a regular and long-term basis and thereby provide for their retirement, be it therefore

RESOLVED, that, in the event the College is notified that its employees may no longer participate in the County Deferred Compensation Plan, the College hereby adopts the Deferred Compensation Plan for Employees of the State of New York and Other Participating Public Jurisdictions for the voluntary participation of all eligible employees, effective the date on which its employees must withdraw from the County Deferred Compensation Plan, and it is further

RESOLVED, that the appropriate officials of the College are hereby authorized to take such actions and enter such agreements as are required or necessary for the adoption, implementation and maintenance of the Plan, and it is further

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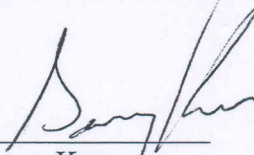
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RESOLVED, that the Administrative Services Agency is hereby authorized to file copies of this resolution and other required documents with the President of the State of New York Civil Service Commission.


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RESOLUTION NO. 2009.87 ADOPTING A CLASS SIZE PROPOSAL FOR RDG-099

WHEREAS, there are specific class size provisions as set forth in Appendix H of the collective bargaining agreement between the County of Suffolk, Suffolk County Community College and the Faculty Association that charges the Class Size Committee to review and propose class sizes, and

WHEREAS, the Class Size Committee convened, reviewed, and has recommended a reduction in the seat limits college-wide for RDG-099 (Reading), and

WHEREAS, a survey of other institutions teaching similar courses revealed that for pedagogical and instructional delivery purposes the class size of RDG-099 should be significantly lowered to enable assessments tailored to the individualized and academic needs of the students, and

WHEREAS, the recommendation of the Class Size Committee was submitted to the Vice President for Academic and Student Affairs and the College President, who accept the recommendations, and

WHEREAS, current economic conditions present a challenge for the College, the President recommends revising the implementation plan recommended by the Class Size Committee, and

WHEREAS, the revised plan will allow for an immediate reduction in the class size from 28 to 26 in Spring 2010 and the College will make its best efforts to reduce class size from 26 to 24 in Fall 2010, and

WHEREAS, lowering the class size to meet the Committee's recommended seat limit of twenty is dependent upon the acquisition of additional funding for the 2011-2012 academic year, including the additional faculty lines needed within this discipline, and

WHEREAS, sufficient funds exist in the budget to implement the initial class size reduction through Spring 2010, after which further reductions will be contingent upon the approval of funding, be it therefore

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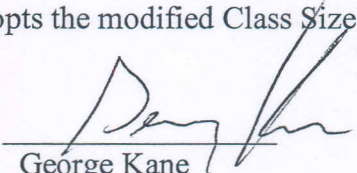
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RESOLVED, that the Board of Trustees hereby adopts the modified Class Size proposal to take effect in Spring 2010.


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RESOLUTION NO. 2009.88 ADOPTING A SALARY AND BENEFIT PLAN FOR EXEMPT EMPLOYEES

WHEREAS, the provisions of the New York State Education Law and the State University of New York regulations promulgated in accordance with such law authorize and direct the boards of trustees of community colleges within New York State to set the terms and conditions of employment of those individuals who work at such colleges, and

WHEREAS, the Middle States Commission on Higher Education warned the College that its accreditation may be in jeopardy due, in part, to the Board of Trustees lack of autonomy and authority to establish the compensation and benefits for members of senior management, and

WHEREAS, a survey was undertaken to assess the competitiveness of the current base pay levels of the College's exempt administrators with those of senior-level administrators at comparable community colleges across the country and to compare the compensation (annual salary and benefits) for the College's exempt administrators with that of the highest-graded Guild administrators, and

WHEREAS, the results of the survey were used to develop a salary and benefit plan for exempt employees that is more competitive with the external market and removes barriers to advancement opportunities for members of the Guild of Administrative Officers, and

WHEREAS, this salary and benefit plan would address existing inequities between exempt and Guild salaries and benefits, enhance the College's ability to retain exempt employees, and allow the College to attract the most qualified external and internal candidates for exempt positions, and

WHEREAS, the plan appropriately aligns the compensation and benefits of exempt positions in accordance with the greater scope, complexity and responsibility of such positions, and

WHEREAS, the Personnel Committee of the Board of Trustees has recommended the adoption of this salary and benefit plan for College employees who are excluded from collective bargaining agreements, and

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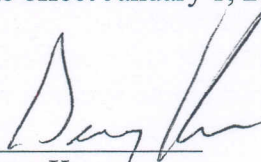
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COUNTY COMMUNITY COLLEGE

WHEREAS, the Board of Trustees has considered such recommendation and has determined that the adoption of this plan is in the best interests of the College for the reasons enumerated above, and

WHEREAS, sufficient funds exist in the budget to implement the plan, be it therefore

RESOLVED, that the Board of Trustees hereby adopts the salary and benefit plan for exempt administrators as provided in Attachment II to take effect January 1, 2010.



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