



Meeting Minutes – November 19, 2008 RIO Conference Center

PSA Immediate Past-President, Chris Hoeffler, called the meeting to order at 2:07 PM.

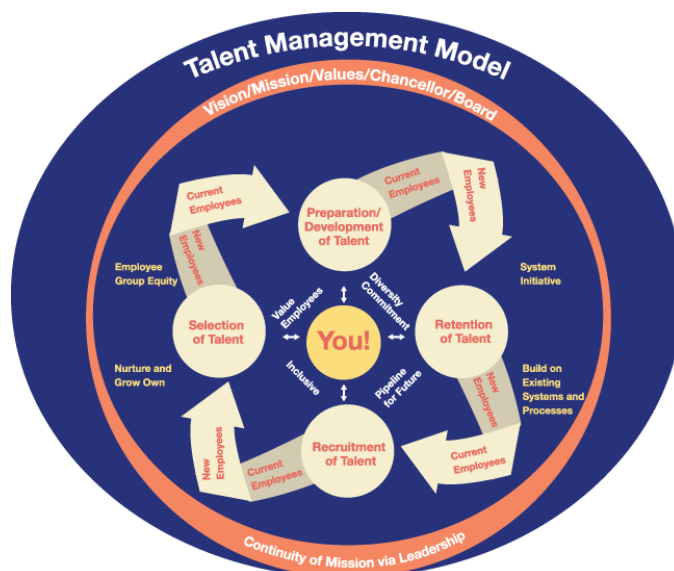
Special Guest: Dr. Josh Mackey, Special Assistant to the Chancellor

Josh provided a overview of Talent Management, a succession planning model for the district. The goal is to create an internal group of leaders who, when they complete this program, are qualified to compete for jobs at the highest levels of our organization. We also want to create an internal pipeline of highly qualified candidates to compete for positions throughout the organization, although participation does not guarantee these people will be chosen for positions, if any become available. What's more, we expect this program to help foster talent development throughout our organization, because we expect the leaders we've identified to develop their own talent pipelines at all levels of Maricopa.

Talent Management is a deliberate and conscious process of preparing, developing and retaining employees to meet the needs of MCCD now and in the future. It is a system-wide initiative that builds a pipeline of talent so that when opportunities become available, current and potential employees are recruited and selected to fit the needs of MCCD.

Model

The Talent Management model was developed and approved by CEC and depicts the underlying vision/mission and values as set forth by the Governing Board and Chancellor. This foundation supports the underlying assumptions and the framework of Talent Management including selection, recruitment, development and retention for all employees (existing and new). More information can be obtained at <http://www.maricopa.edu/hrweb/tm/index.php>



Executive Officer Reports

PSA President – Stephen Zipperer was not present at this meeting, Immediate Past-President Chris Hoeffler presided:

Immediate Past-President – Chris Hoeffler

- ◆ No report.

President Elect – Deanna Pritchard

- ◆ No report.

Policy Chair – Anita Dusek

- ◆ All CPD will meet in November with the Administrative Team (A-Team) which consists of Mark Mason, Al Crusoe, and Judy Castellaneos.

Executive Secretary – Lynn Mary

- ◆ Please send Unit Reports and Agenda items at least 2 weeks before the next PSA meeting.

Executive Treasurer – Marsha Carlen

- ◆ The following balances were reported:

Checking Account Balance
\$21,145.12

Savings Account Balance
\$14,533.82

COMMITTEE REPORTS

PEL: Rene’e Young, Chair (Paid Educational Leave)	<ul style="list-style-type: none"> • No report.
PSD: Juliane Roybal, Chair (Professional Staff Development)	<ul style="list-style-type: none"> • No report.
PSI: Darlene Hoeg, Chair (Professional Staff Internship)	<ul style="list-style-type: none"> • No report.
Summer Conference: Deanna Pritchard, Chair	<ul style="list-style-type: none"> • A meeting will be held immediately after today’s meeting.
EBAC: Stephen Zipperer / Liz Buckton (Employee Benefits Advisory Council)	<ul style="list-style-type: none"> • Governing Board will cover a 5% increase. • No changes in co-pay; we are in the 5th year of self-funding; TSA choices were discussed with the consultant on November 17. • Spring 09: Life/Disability discussions • Summer 09: Medical/Dental discussions • 403b information can be obtained from Tim Clement at 18617 and will be in compliance by January 1, 2009.
Service Committee: Erica Harp	<ul style="list-style-type: none"> • No report.

FAC: Carmen Gonzales (Financial Advisory Council)	<ul style="list-style-type: none"> • \$51 Million in State Aid to Education could be cut due to the state’s budget crisis which will result in permanent cuts district-wide. • ASRS will raise to 9.6%. • Retirement program (49%) could be cut to 25%. • No increase in Tuition (so far). • Employment at district office has delayed any DO postings from being advertised. Other college postings will be sent each week.
DAC: Stephen Zipperer (Diversity Advisory Council)	<ul style="list-style-type: none"> • No report.

New Business

Chancellor Glasper’s video message was played. A brief discussion ensued.

Approval of October 15, 2008 PSA Meeting Minutes

Due to lack of time, the minutes of October 15, 2008 were not approved.

Old Business: no old business was brought forth.

Respectfully submitted,

Lynn K. Mary
Executive Secretary, PSA

UNIT	Name * PSA Executive Board	Proxies	General Meeting 11/19/08
CG	Romana Carpio		X
CG	Kathy Wescott		X
CG	Jordan Casale		X
DO	Carmen Gonzales		X
DO	Angela Ford		X
DO	Carol Jella		X
DO	Tammy Laush		X
EM	Marsha Carlen *		X
EM	Donna Owens	3	X
EM	Jake Cruzen		X
GC	Sally Hervey	4	X
GC	Belinda Barfield		X
GC	Scarlett Perry		X
GC	Dawn Meyer		X
GC	Lori Clement		X
GC	Marsha Gault		X
GC	Mary Sindel		X
GC	Dee May		X
GC	Dawn Kremin		X
GC	Anna Fives		X
GW	Wanda Elie		X
GW	Maribel Barrera		X
GW	Deanna Pritchard *		X
GW	Patricia Kirchner		X
GW	Julia Hancock		X
GW	Bill Tse		X
GW	Curtis Kipp		X
MC	Marisol Chavez		X
MC	Anita Dusek *		X
MC	Nyla Crockett	8	X
MC	Pat Colbert		X
PC	Lynn Mary *		X
PC	Henry Denman		X
PC	Don Jensen-Bobadilla		X
RS	Marsha Nawrocki		X
RS	Nancy Garabedian		X
RS	Helen Dodds		X
RS	Inhye Peterson		X
SC	Chris Hoeffler *		X
SC	Mary Gibbons	1	X
SC	Mary McKeever	1	X
SC	Mackenzie Wheatman		X