

Comments from the comment box
All-staff budget meeting 1-30-09

Don't outsource telephone answering system.
Evaluate need for HR Dean
Combine CTDS and SBDC under one director
No outsourcing
Redistribute divisions and reduce the number of Deans
Change department chair positions in non-instructional areas to exempt. 175 day contract with daily rate of pay pretty expensive management. Exempt contracts are 251 days. That's what it takes to manage a department.
Give up one work day for all workers of CCC
Charge for placement testing. For all students/For all non-CCC students/Retest
Cap online classes at 50/100/etc
Increase seat size in classes
Is it possible to partner with local schools to share budgets/space/etc?
Full Time Faculty pay cut
Option to opt out of medical coverage for those with coverage through family members.
Let's use some of the bond money that can't be used for operation to add solar panels or those wonderful "spiral style" windmills that work well on roofs. This would be a building improvement, and would help reduce operational costs.
Do the lay-off and inform people NOW so that they can apply for jobs as soon as possible
Personnel pay decreases
Increase tuition
Cut class sections
Increase online course presence
Increase needed basic courses
32 hour work week spread across the year
The Haggart Observatory is an untapped resource
No parking fee. We would have to pay to enforce it and it would make Clackamas a less welcoming place.
Move the bookstore back to the general fund
Don't nickel and dime everyone with parking/security/catalog fees. Everybody uses it. Put the increase solely in the tuition increase.
Remove the tuition/fee cap for 16-18 credit hours
Don't remove the tuition/fee cap for 16-18 credit hours. This allows students to squeeze in the last few credits.
Eliminate the CERC and send people to Work Source Clackamas
Postpone sabbaticals
Give up COLA
Increase teaching load for FT Faculty, and reduce SOAs
Change back the Customized Training faculty to full time classified staff. More productivity and time for less money.

Comments from the comment box
All-staff budget meeting 1-30-09

Charge a \$20 payment plan fee.
Reduce the number of advisors or their number of hours.
Percentage reduction in pay
No step raises
No COLA
No longevity bonuses
Electronic signature processes for the Business Office. It saves time and paper.
Early retirement options
Eliminate a secretary in CERC or Advising/Counseling.
Eliminate sabbaticals
Exempt pay cut
No pay cuts
Shorter work weeks
Add workshops for job seekers to generate FTE
Configure classes so people can take them as a cohort.
Offer classes on Sunday
Lease space to 4 year institutions so students can get BA, BS at CCC campus.
Don't overlap class times so that we don't compete for FTE – Math class may go from 10-12:10, and English from 12-12:50.
Combine all-staff events to reduce time and expenses.
Provide transfer degree options with online education to the high school partners, particularly if they move to 4 day weeks.
The idea of employees taking one day off a month without pay does not appear on the list. It has been mentioned by numerous people.
I have to say that I think every group involved (classified, exempt, faculty, part-time faculty and students) should all contribute whatever it takes to avoid a RIF. This only adds to the recession problem and there are no jobs out there. We are all in this together.
If we end up having something like this again – ask people to print out the latest brainstorm list, rank each one from 0-5 (good or bad idea). Then read each idea and get a show of hands for 0, 1, 2, 3, 4, 5 – then you'd get a general idea. Would be quicker!
Clackamas is not good at discipline. There are people employed here that would immediately be removed in the private sector. RIF enables these people to continue to work at the college. Management has a responsibility to put these people into the disciplinary process and ultimately remove them and replace them with people willing to work hard. The potential savings now and in the future are huge. Not to mention the quality of the staff will increase as apposed to the constant, slow watering down of quality and talent. Summary: 1) Managers need to manage; 2) Get rid of poor performing employees; 3) Stop allowing management to retire and be re-hired as consultants.
What salary adjustment would be needed to satisfy the 2009-10 budget target?

Comments from the comment box
All-staff budget meeting 1-30-09

What salary adjustment would be needed the following year, to satisfy the 2010-11 budget target?
I just want all of the executive team to know that I trust you. I know that you will do what is best. Thank you. I appreciate everyone of you and can only imagine the immense stress you must feel – a trustful classified employee
Don't cut all part time staff
Offer job shares or partial contracts.
Don't stop the schedule of classes
Eliminate high school partnership/dual credit efforts.
Encourage staff to attend any/all workshops offered on campus to generate FTE for the college.
Reclassification of counselors to classified staff with advising responsibilities and retain a clinical psychologist or psychiatrist to handle severe student problems.
Build a parking garage with available capital funds and charge money for reserved, covered spaces.
If the schedule of classes is online, it needs to be in a format that is easy to view, download and "thumb through"