

**MINUTES OF THE SPECIAL FINANCE COMMITTEE MEETING  
HEARTLAND COMMUNITY COLLEGE BOARD OF TRUSTEES  
MAY 8, 2023**

Members: Janet Hood, Tom Whitt, Justin Knorr

Others: Andria Merkle-Student Trustee, Board of Trustees; Barb Leathers-Executive Director of Human Resources; Keith Cornille-President; Joshua Crockett-Trustee, Board of Trustees; Jeff Flessner-Board of Trustees; Becky Ropp-Board of Trustees; Jean-Marie Taylor-Adjunct Professor; George Mueller-Adjunct Professor

The Finance Committee meeting was called to order at 4:30 pm by Chair Janet Hood.

**PUBLIC COMMENT**

There was one public comment, made by Jean-Marie Taylor, HAFA Vice President. Ms Taylor spoke regarding the Board's consideration of health insurance for adjunct faculty.

**DISCUSSION ITEMS**

**Health Insurance Renewal FY24**

Ms. Leathers presented on various options for the FY24 employee health insurance renewal and included the recommendation provided by the Heartland Community College Insurance Review Team (IRT). Included in her presentation were the program costs and overall cost change of 9.1%. The Insurance Review Team continues to monitor all costs of the insurance benefits throughout the year. The committee discussed these options and IRT recommendation at length. The Board of Trustees will be asked to approve the recommendation for insurance monthly rates and providers for the employee insurance program for FY24 at board meeting on May 16, 2023.

**ADJOURNMENT**

Tom Whitt moved to adjourn the meeting; Justin Knorr seconded and the motion was approved.

The meeting was adjourned at 6:10 pm.

Statement to the Finance Committee of the Board of Trustees  
May 8, 2023

Many of you already know me but for those that don't, my name is Jean-Marie Taylor and I'm the Vice President of the part-time faculty union, the Heartland Adjunct Faculty Association (or HAFA). Our union represents roughly 165 to 185 faculty members every Spring and Fall term. Scores of us also teach during the Summer term.

When we negotiate our contract – and we are currently in contract negotiations -- we don't get to bargain what you're here to discuss tonight; the majority of part-time faculty members at Heartland pay for healthcare out of pocket because it is not a benefit of our employment at the college. Some of our members have no healthcare coverage at all or are underinsured because they simply cannot afford it on the wages they earn here.

So, as you consider the impact of rising healthcare costs to the college for full-time faculty, administration, and staff, **do not forget about us.**

Keep in mind:

- Part-time faculty teach 40 - 45% of all course sections at Heartland Community College.
- During cabinet remarks at the Board of Trustees meeting in April, our Vice President for External Affairs shared exciting news about the fantastic impact the HCC Service Day would have on our community. In that presentation, she used the 2022 federal volunteer hourly rate of \$31.80/hour, a 6.2% increase in value over the previous year. Since we signed our contract in 2018, this volunteer hourly rate has increased by over 25%, but part-time faculty wages have increased by only 10%. Clearly, we started bargaining this Spring from a significant deficit position.
- HAFA recently surveyed part-time instructors about wages and benefits. We found that many part-time faculty members at Heartland work between one and five additional jobs to get by. A number of those instructors stated that they may not continue teaching at Heartland if it does not imminently become more sustainable to do so.
- Like others who don't have full time employment, we endured the pandemic from a position of great precarity; our employment and livelihoods were completely uncertain semester to semester, and yet we remained committed to Heartland students just like all other staff.
- We continue to pay for our own healthcare costs (and I don't need to tell you how expensive health insurance has become since that is why you are holding this special meeting today) and we continue to fall further behind in wages.

**Please do not forget about us.**

Last week, I received an email from a concerned employee about a part-time faculty member who is experiencing an active mental health crisis. In trying to locate resources for the faculty member, the employee was shocked to learn from our Human Resources department that

adjuncts, our part-time faculty members, don't have access to the services provided by the Employee Assistance Program.

Our exclusion – part-time faculty exclusion -- from health and medical benefits has a real impact on our lives, even as it remains invisible to you. If the college can't provide us with these important benefits, then we need higher wages to provide them for ourselves.

So, again, as the Board considers the impact of rising healthcare costs and employee salaries, **do not forget about us.**