

**SPECIAL
POINTS OF
INTEREST:**

FUSA membership costs one percent of your annual base salary.

FUSA members have access to benefits not available to non-members

FUSA represents your best interests at the bargaining table

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FUSA FLASH

Over the past six months, the FUSA council and the bargaining team have presented a complete Economics package to the administration, met with President Atwater, and met with a board member. Six months have passed, and FUSA has not received a written response to our Economics package.

During the meeting with President Atwater, he indicated that he supported a salary study and a step system, but funding would not be possible until the state provided more revenue support. For the past several years, the state support ranking for HCC has been near the bottom of the state—consistent with faculty pay ranking.

On July 7, 2015, FUSA council members and bargaining members attended the Board of Trustees Budget Workshop. The college received outstanding financial news and the administrators spent several minutes discussing how the hard work of the HCC team paid off. The college re-



ceived an increase in state revenue support of 5.2%, an amount equal to \$3,043,931. One million of the increase is earmarked for the Fire Fighting Program, but can be used for general revenue beginning in 2016.

The increase is the largest in many years and left the administration with an excess of \$2,304,752 to address the college's needs and the faculty pay crisis (after adjusting for an anticipated 1% decline in enrollment).

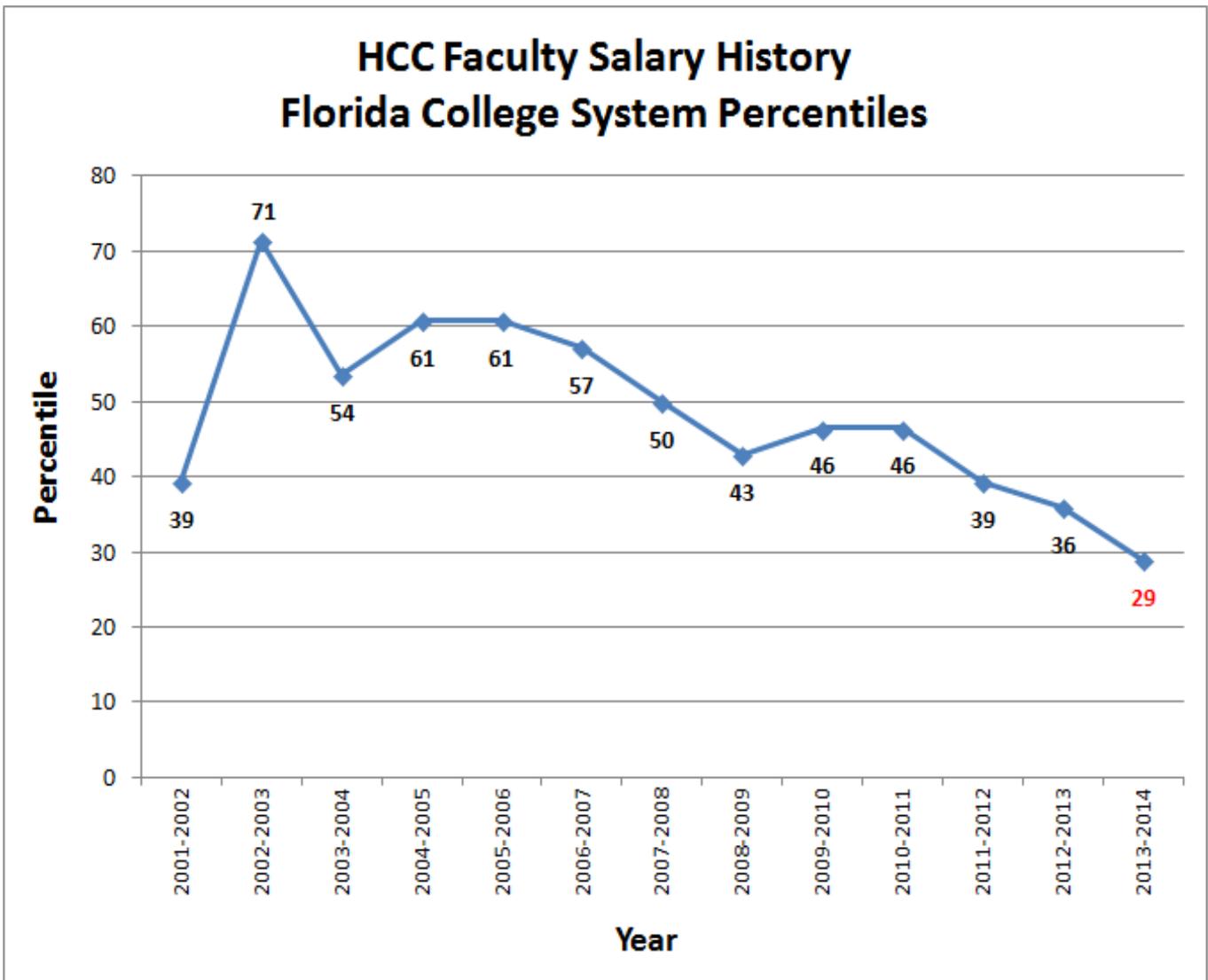
The increase propelled HCC to the top ten in funding in the state! However, not one single dollar was proposed by the administration for faculty pay. The administration's spending proposal to the board is as follows:

Academic Success Centers: \$300,000
 SACS and QEP support cast: \$75,740
 Consolidated Hazardous Waste Removal: \$23,000
 Increase Contracts for Building Maintenance: \$191,444
 Marketing and Government Relations Travel: \$20,000
 Implementation of Evaluation Software for Canvas: \$17,000
 Purchase Canvas LMS for Non-Credit Programs: \$45,000
 Schedule 25 and Board Book software: \$61,000

Software for Foundation and Human Resources: \$14,200
 Title IX: \$22,000
 International Education Commission: \$59,500
 Fire Fighting Program: \$1,000,000
 Other Current Expenses (Rentals, Minor Equipment): \$475,868

Total: \$2,304,752

Please share with your fellow faculty that these initiatives will be funded, but there is no allocation for faculty pay, an essential part of the cost of doing business.



FUSA membership: It's not expensive; it's priceless!