Faculty Senate Meeting

October 2, 2026
10:00 am-11:00 am
THSEC 117A
1612 S. Henderson Blvd, Kilgore, TX 75662

A virtual link will be provided for attendees who wish to participate remotely.

This meeting is open to the public in accordance with the Texas Open Meetings Act.

Agenda

1. Call to Order – Julie Webb, President

2. Roll Call & Attendance – Carrie Poe, Secretary

3. Approval of Agenda & Minutes – Julie Webb, President, and Carrie Poe, Secretary

4. Public Comment
    a. Speakers will have up to three (3) minutes to provide comments. The period is open to all attendees. A sign-up list will be available prior to the meeting for those who wish to comment.

5. Reports
    a. Announce Chairs and members of Standing Committees
        i. Governance Committee – Chair Kenya Ray
        ii. Academic Affairs Committee – Chair Carrie Poe
        iii. Institutional Support Services Committee – Chair Michele Daniels
        iv. Professional Development Committee – Chair Madison Campbell

6. Old Business
    a. Corrections to the Constitution and Bylaws were already approved in March 2026 but were not uploaded on our website. The corrected version has now been posted online and on the Faculty Senate SharePoint page.

7. New Business
    a. Guest Speaker – Doug Richey, Secretary of Texas Community College Teachers Association
    b. Faculty Overload Compensation and Policy – Tanton Johnson
        i. History and review of overload compensation rates;
        ii. Maximum overload hour provisions and consistency of implementation;
        iii. Potential recommendations concerning overload compensation;
        iv. Clarification of the College's overload policy and procedures;
        v. Policy compliance and consistency in the approval of overload assignments; and
        vi. Consideration of a request for an administrative response regarding overload compensation and policy.

8. Q&A with Senators

9. Announcements

    a. Next Meeting: November 6, 2026, at 10:00 Whitten ATC Building Room 101

b. Date, time, location, and link will be announced and posted in accordance with the Texas Open Meetings Act (7 days in advance).

Adjournment – Julie Webb, President

Parking: Torrence Health Science Education Center is attached to the CHRISTUS Emergency Room and Clinic. Please park in the lots adjacent to Dudley Rd (North side of building). Do not park in the lots on S. Henderson Blvd (Side with the Emergency Room entrance).
A map of Kilgore College can be accessed by clicking the link.

Kilgore College Faculty Senate Meeting

October 2, 2026
10:00 am – 11:00 am
Torrence Health Science Education Center Room 117b
1612 S. Henderson Blvd, Kilgore, TX 75662
The meeting was open to the public in accordance with the Texas Open Meetings Act.

Minutes

1. Call to Order
    a. Meeting called to order by Julie Webb at 10:02 am.
2. Roll Call & Attendance – Carrie Poe, Secretary
    a. Senators Present (in-person or virtually): Tanton Johnson, Madison Campbell, Michele Daniels, Todd Ketchum (proxy: Kevin Bessey), Mark Stephens, Kat Jackson, Richard Jones, Trevor Davis, Alesha O'Steen, Kate Thompson, Jennifer Rich, Jayden Oden, Darrell Smith, Julian Redfern, Julie Webb, Carrie (Charlotte) Poe, Kenya Ray
    b. Senators absent (no audible confirmation): Megan Potter, Alex Castillo, Stephanie Williams, Carol De Grasse, Sarah Santiago, Peter Cunningham
    **A second "roll call" was made at around 10:30 am; if a senator did not audibly confirm attendance, they were marked as absent.*
    c. A quorum is confirmed.
3. Call for Approval of Agenda for current meeting, and Minutes from previous meeting (September 4, 2026) – Julie Webb, President, and Carrie Poe, Secretary
    a. Motion to approve by Tanton Johnson
    b. Seconded by Darrell Smith
    c. Vote: All in favor, none opposed
    d. Result: Approved
4. Public Comment
    a. No sign-ups for public comment
5. Reports (Julie Webb, President)
    a. Announcement of Chairs of standing Faculty Senate Committees:
        i. Governance Committee: Chair Kenya Ray
        ii. Academic Affairs Committee: Chair Carrie Poe
        iii. Institutional Support Services Committee: Chair Michel Daniels
        iv. Professional Development Committee: Chair Madison Campbell
    b. Chairs need to contact current listed committee members (see "Standing Committees" spreadsheet in Faculty Senate SharePoint), and discuss/set meeting times for any items.
6. Old Business
    a. Corrections to the Constitution and Bylaws were already approved in March 2026, but were not uploaded to the Faculty Senate SharePoint. The correct version has now been posted.
7. New Business

a. Guest Speaker: Doug Richey, Secretary of the Texas Community College Teachers Association (TCCTA)
    i. Doug wants to encourage membership in TCCTA. This professional association does a lot of advocacy work with the state legislature in Austin for teachers in community colleges.
    ii. Please contact Stacie Smith (ssmith1@kilgore.edu) for more information on membership (Stacie is the Kilgore College representative for TCCTA)
b. Faculty Overload Compensation and Policies (Tanton Johnson)
    i. Tanton presented a historical overview of overload compensation (for a 3-credit hour course) at Kilgore College.
        1. In 2009 – 2010, overload pay was between $1175 - $1300 (for Bachelor's degree) up to $1475 - $1600 (for Doctorate).
        2. In 2013 – 2014, overload pay was increased to between $1300 - $1350 (for Bachelor's degree) up to $1600 - $1650 (for Doctorate).
        3. As of 2025, there has been no further increase in the compensation for overload classes. There have been increases in the pay for adjunct teachers (amount not included in Tanton's presentation).
    ii. Policy regarding overload in Faculty Handbook:**Secretary note: access the Faculty Handbook in AccessKC →Employees → Faculty → Instructor Information → Faculty Handbook (see pages 33 – 36)*
        1. Full-time faculty limit on overloads is generally three 3-credit hour classes (9 semester credit hours) over the contractual 15 semester credit hours per fall and spring semester (could equate to 24 semester credit hours per fall and spring semester.)
        2. In some departments/divisions, full-time faculty are routinely/habitually assigned to teach over that limit.
    iii. Points for discussion:
        1. An increase in the Pay per Credit Hour for overloads of Full-Time faculty.
        2. Revisions to the policy on overloads in the Faculty Handbook. Could there be optional language for voluntary acceptance of additional overload hours?
    iv. Does this issue fall under the purview of any standing Faculty Senate committee, or does this issue need an *ad-hoc committee?*
        1. Secretary Carrie Poe read aloud the definitions of the four standing Faculty Senate committees; members agreed that this issue does not belong to one of these committees.
    v. At 10:40 am, a motion was made by Carrie Poe for the creation of an *ad-hoc committee* (to be called: Overload Ad-Hoc Committee), and the motion was seconded.
        1. The chair of this *ad-hoc* committee is Tanton Johnson (volunteered).
        2. Volunteers for this committee (during the meeting): Ezekial Harber, Trevor Davis, Kate Thompson, Jayden Oden, and Brigida Ryan.

8. Q&A with Senators – led by Julie Webb, President
    a. A concern was brought up by a senator regarding pay for the Clinical to Lecture Ratio, and pay for 8 week vs. 16 week for that particular program/division, and that overload pay was trying to be phased out by the college (based on conversations with their Interim Dean).
    b. The senators in attendance expressed no knowledge of trying to phase out overload pay for Kilgore College as an entity. This senator's concerns seem to be specific to their division.
9. Announcements

a. Next Meeting: Friday, November 6, 2026, at 10:00 am in the Whitten ATC Building, room 101.
b. Date, time, location, and virtual link will be announced and posted in accordance with the Texas Open Meetings Act (7 days in advance).

10. Adjournment
    a. Motion to adjourn made by Kenya Ray, seconded by Tanton Johnson.
    b. Vote: All in favor, none opposed.

Meeting adjourned at 10:50 am

Submitted by Carrie Poe, Secretary

10/24/2026