



General Library Item

Name Minutes 2008-06-11

Content

LANE COMMUNITY COLLEGE BOARD OF EDUCATION Minutes - June 11, 2008

1. Attendance

Board members present: Bob Ackerman, Pat Albright, Roger Hall, Paul Holman, Susie Johnston, and Tony McCown. Pat Riggs-Henson joined the meeting in progress. Also present were: President Mary Spilde; Executive Assistant to the President Tracy Simms; Vice President Sonya Christian; Associate Vice President Greg Morgan; Lane Community College Education Association President Jim Salt; Lane Community College Employees Federation President Bob Baldwin; and Associated Students of Lane Community College President Josh Canaday.

A. Vice Chair Johnston called the meeting to order at 6:34 p.m.

B. President's Report

It is hard to believe that this is the last regular board meeting of the academic year. The year has simply flown by. I will be glad to finalize the budget for next year even though it doesn't allow us to do all the things we need to do for our students, our employees and our community. I think everyone is looking forward to a slightly slower pace, time to regroup and get ready for the new year.

Since the last meeting we have held three Community Conversations in Elmira, here on campus, and in Junction City. Thanks to Pat A., Susie and Tony for hosting and to Bob for attending. This concludes the conversations for this year. We will be compiling all the raw data and organizing them into themes for further review by the board. We might want to think about what other avenues for community engagement we want to consider, such as having some strategic conversations with representative groups, such as the social service sector, small business, and the like.

The National Institute for Leadership Development held one of their programs here in Eugene, and we had women from all over the country participate. Several came to our Culinary and Hospitality program Classical Cuisine dinner and were very impressed. Speaking of Classical Cuisine, our students did a great job serving 400 people a wonderful meal and sending off into retirement one of our Hospitality instructors, Duane Partain.

We held an Employee Gala where we honored a number of 10, 20 and 30 year employees and wished our retirees bon voyage.

We hosted over 950 elementary school children here for the Gift of Literacy organized by Springfield schools. Each child received their own book and guest readers read to the kids. Pat A., Susie and I all read. It was really fun and exciting.

If you haven't directed your attention to the southwest corner of campus, please do so. You will see that the logs, donated and blessed by the Coquille tribe, are put in place. You can already begin to see the Longhouse take shape. John Wykoff from the Oregon Community College Association (OCCA) came to the college last week to start development of legislative action. Thanks to Bob Ackerman, Pat Albright and Susie Johnston for being there, as well as Bob Baldwin, Josh Canaday and Trillium Starchild. It was a productive meeting with some follow up to be done.

I hope you saw the two articles regarding the nursing shortage in the Register-Guard. Also, my op-ed piece yesterday to let people know we are not just sitting on our hands but are aggressively working to address the problem.

I do want to mention that I am very grateful to the classified staff and their union leadership and the management group for settling the classified contract and the management agreement. It will be good for the college to have that behind us so that we can focus on the work of serving students.

There are a number of end of year activities and celebrations – GED and graphic design this afternoon; Women in Transition tomorrow night; Media arts and Multimedia tomorrow night; Dental Hygiene on Saturday; Nursing pinning on Sunday and, of course, graduation on Saturday.

Finally, it is with great pride that I introduce two of our students who received awards in the League for Innovation National Student Art Competition. The First Place Best of Show was awarded to Deborah Taube for an untitled wood sculpture. Honorable Mentions were given to 8 student artists including Linda D'Agosto Yaeger for an oil piece titled "It's Not Simple." Under the leadership of San Diego City College, the competition included more than 90 works of art from League colleges. We are so very proud of our students' work, and our thanks go to Arts Instructor Adam Grosowsky for organizing the Lane student submissions to the League for Innovation.

1) May Highlights

May 2008 Highlights at Lane Community College as offered in the board mailing were presented.

2) Personnel

The college's current personnel appointments were presented.

3) Budget Hearing

A. The board meeting recessed, and the Budget Hearing was called to order at 6:45 p.m.

B. Statements from the Audience

Dennis Shine, budget committee member and former board member, recommended that the board adopt the proposed budget. It may not satisfy all of the college's needs, but it is important to move forward and do our best with the available resources.

C. Budget Recommendations

Riggs-Henson moved to accept the budget proposal as approved by the budget committee on May 14, 2008. Albright seconded.

Motion passed unanimously.

D. Resolution 521, 2008-09 Budget Adoption and Appropriation

McCown moved to adopt Resolution 513, 2008-09 Budget Adoption and Appropriation. Albright seconded.

Motion passed unanimously.

E. Resolution 522, Imposing and Categorizing Taxes for 2008-09

Hall moved to adopt Resolution 522, Imposing and Categorizing Taxes for 2008-09. McCown seconded.

Motion passed unanimously.

The public hearing adjourned, and the board meeting reconvened at 6:54 p.m.

C. Board Agenda Review/Changes

No changes were made to the agenda.

D. Statements from Audience

Dennis Gilbert, physics instructor, expressed concern regarding problems with faculty bargaining and low morale at the college.

Dennis Shine, budget committee member and former board member, stated that the recent op-ed piece on the health professionals shortage was extremely well done and wished the college the best of luck with the bond measure.

2A. Consent Agenda

McCown moved, seconded by Johnston, to approve the Consent Agenda consisting of:

- The approval of the May 14, 2008 minutes.

Motion passed unanimously.

3. Policy Review**A. Second Reading,****1. D.110, Tuition**

McCown moved, seconded by Albright, to approve the second reading of board policy D.110, Tuition.

Motion passed unanimously.

POLICY NUMBER: D.110

POLICY TYPE: MISCELLANEOUS

POLICY TITLE: TUITION

In order to maintain a constant tuition rate relative to inflation, each December, the board will adjust the per credit tuition rate to reflect changes in an appropriate index for two-year public colleges since the last tuition adjustment. The rate will be rounded to the nearest half-dollar and become effective the following academic year (Summer Term). Periodically and as needed, the board will review Lane's tuition rates to ensure: a) that tuition revenues are appropriate for the needs of the district and, b) that Lane's tuition is comparable with other Oregon community colleges that are similar to Lane in terms of student FTE and instructional programs. **Prior to approval of the tuition increase, the board will review the index options, affordability and access for students, and the revenue requirements of the college.**

ADOPTED: November 13, 2002

REVISED: July 27, 2004

REVISED: July 13, 2005

REVISED: June 11, 2008

2. A.080, Compensation and Benefits

Holman moved, seconded by McCown, to approve the second reading of board policy A.080, Compensation and Benefits.

Motion Passed unanimously.

POLICY NUMBER: A.080

POLICY TYPE: EXECUTIVE DIRECTIONS

POLICY TITLE: COMPENSATION AND BENEFITS

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the president shall assure fiscal integrity and public image.

Accordingly, the president shall:

1. Not change his or her own compensations and benefits.
2. Not promise permanent or guaranteed employment.
3. Establish current compensation and benefits which:

A. Do not deviate materially from the professional market for the skills employed, are competitive, and are consistent with board-approved collective bargaining agreements.

B. Not create obligations over a longer period than prudent

4. Not establish deferred or long-term compensation and benefits which cause any employee to lose benefits already accrued under any forgoing plan.

ADOPTED: November 9, 1998

REVISED: April 12, 2000

REVIEWED: May 12, 2004

REVIEWED: June 11, 2008

3. A.100, Ethical Conduct for Lane Community College Employees

Albright moved, seconded by Holman, to approve the second reading of board policy A.100, Ethical Conduct for Lane Community College Employees.

Motion passed unanimously.

POLICY NUMBER: A.100

POLICY TYPE: EXECUTIVE DIRECTIONS

POLICY TITLE: ETHICAL CONDUCT FOR LANE COMMUNITY COLLEGE EMPLOYEES

The institution strives to adhere to the highest ethical standards in its representation to its constituencies and the public; in its teaching, scholarship and service; in its treatment of students, faculty, and staff; and in its relationships with regulatory and accrediting agencies. All concerned with the good of the college will seek ways to support institutional integrity.

The board is responsible to ensure the integrity of the college. Individuals are responsible for their personal integrity and for acting in a manner consistent with this policy. Integrity is demonstrated by conduct that is honest in words and actions, and promotes respect, fairness and openness. Responsible stewardship of resources and the public trust are expectations for all employees.

All college employees are expected to conduct their affairs with integrity and to hold themselves to the highest standards of ethical conduct.

ADOPTED: October 13, 2004

REVIEWED: June 11, 2008

4. Discussion/Action Items

A. LCCEF Contract Ratification

Dennis Carr, Human Resources Director, provided an overview of the elements of the contract, which was ratified by the classified union earlier this week.

Holman moved that the board approve the Lane Community College Employees Federation seven year main agreement with a one year economic agreement between the Lane Community College Employees Federation and the Lane Community College Board of Education. Seconded by Albright.

Motion passed unanimously.

B. Management Agreement

Carr provided an overview of the elements of the management agreement, which is the same conceptual agreement as that of the classified unit.

Hall moved that the board award the management group a settlement for July 1, 2008 to June 30, 2009. Holman seconded.

Motion passed unanimously.

C. ASLCC Election Results

McCown moved to approve the May 2008 ASLCC election results, including the vote to continue support of OSPIRG from student activity fees at a rate of \$3 per student, per term. Johnston seconded.

Motion passed unanimously.

D. Center Relief Fan Replacement

Johnston moved that, in accordance with the bid documents, Harvey & Price Company, of Eugene, Oregon, be awarded the construction contract to provide the Center Building Relief Fan Replacement in the amount of \$155,900.00. Albright seconded.

Albright stated that the public needs to be aware of the maintenance work that needs to be done and that the proposed bond measure will address infrastructure projects such as these.

Motion passed unanimously.

E. Oregon Educators Benefit Board Insurance

Carr and Spilde provided background information on the insurance option provided by the Oregon Educators Benefit Board (OEBB). Most K-12 schools and community colleges in the state are required to move to the new plan. Lane Community College has a choice whether or not to move. One employee group has expressed interest; a decision needs to be made by June 30. Benefits would begin October 1. This is a complicated choice with only a short amount of time in which to come to a decision. If the employee group does want to pursue movement, the board will need to reconvene in a special meeting by June 30.

F. Electrician Apprenticeship Technologies, AAS Degree

Andrea Newton, Cooperative Education Director; presented information on the proposed associate of applied science degree program in Electrician Apprenticeship Technologies. Newton explained that the degree and certificate program was developed through the efforts of Colleen Cairney, Lane's Apprenticeship Coordinator in collaboration with

apprenticeship instructors and Mary Brau, Lane's curriculum specialist. The curriculum has been reviewed by Lane's Curriculum Review Committee and the Department of Oregon Community Colleges and Workforce Development (OCCWD). OCCWD aligned with all the community colleges in Oregon to develop statewide AAS degrees in three areas of focus. This program is the first of three to seek approval and is a good opportunity for our electrical students to earn an associate's degree. Students would also be eligible to transfer to the Oregon Institute of Technology to continue on for a bachelor's degree.

Hall moved to approve the curriculum for the Associate of Applied Science degree in Electrician Apprenticeship Technologies and certificates to be offered at Lane beginning Fall 2008. McCown seconded.

Motion passed unanimously.

The board took a ten-minute break at 8:20 p.m.

G. November 2008 Bond Measure

The board was asked to consider placing a bond measure on the November 2008 ballot to fund facilities renovations, upgrades, and remodels. The board considered the amount of the bond --\$83 million would maintain the current tax rate, and \$80 million would reduce the rate by one cent.

Board members agreed that we need to move forward with the bond measure. It would be helpful to be able to tell voters that their tax rate would not increase, and at \$83 million that can be done. Ballot language was requested; Simms informed the board that the bond information team is developing the ballot language.

Holman moved that the board approve that Lane Community College proceed with the necessary steps to place an estimated \$83 million bond measure on the November 4, 2008, ballot to fund capital facilities renovations, upgrades, and remodels. McCown seconded.

Motion passed unanimously.

Holman moved that the board approve the projects to be included in the bond (attachment A), recognizing that projects will be developed further as planning continues. Albright seconded.

McCown moved to amend the motion to include an emphasis on community learning center development. No second was made. The motion to amend the original motion died.

Spilde explained that a comprehensive plan is being developed for the community learning centers, since it was made clear in the community conversations that the outlying communities benefit from that service.

Motion passed unanimously.

Hall left the meeting at 9:15 p.m.

A. Benchmarks

Craig Taylor, Institutional Research and Planning director, responded to questions and comments on the following Benchmarks:

- Change in Employee Headcount: Number of Employees by Group-Fall Term
- College Now Students Enrolled in Non-College Now Courses One Year Later

B. Treatment of Learners, A.020, Monitoring Report

Christian responded to questions and comments regarding the Treatment of Learners Monitoring Report.

5. Reports

ASLCC President Josh Canaday reported that the student body has a full executive staff for the summer. They are gearing up for lobbying at the Capital in 2009. The students are looking forward to helping to get the bond measure passed.

LCCEF President Bob Baldwin reported that, at less than four months, this has been the shortest classified contract bargaining period in Lane's history. He thanked the college's bargaining team for reaching an agreement and keeping conversations productive and civil. He had two concerns regarding the days off in lieu of pay, the first being that we may not have adequate staff on site. The second concern is that, if we consistently defer raises, we put ourselves at risk of not being able to recruit replacements. The classified staff have concerns about the budget process that closely parallel those of the budget committee, such as how practices of the college lead us into budget situations. Baldwin hoped to go back to the reclassification study, which is now two years old. We need to move on that or we will lose the value of those data. There are concerns about the internal complaint process that will be addressed in the labor management committee process. Baldwin will be working with Christian on the Lane Workforce Partnership board. LCCEA President Jim Salt reported that the college and the association teams are not making much progress on bargaining, but it is not due to a lack of effort of the association. An agreement needs to be reached before the end of the school year, because faculty will not be here. The college attempted to tie a condition to moving to OEBB despite the fact that the college said they would support the move if faculty decided to do so. A number of people have raised the issue of bargaining and being able to pass the bond. The faculty want to be able to pass the bond, but don't want to be held hostage to the bond in bargaining. Association elections are currently underway. The position of president and secretary are up for election; it is clear that Salt and Stacy Kiser will both be reelected to those positions. During the past six years as president, Salt has made a real effort to develop a positive and collaborative relationship with the administration.

Vice President Sonya Christian welcomed and congratulated the new ASLCC President Josh Canaday. She looks forward to working with Baldwin on the Lane Workforce board. She congratulated Salt on his reelection as president of LCCEA. Bargaining will be tough, but it will end productively. Regarding Gilbert's comments about morale, Christian's experience is that, even though there have been tough times, the spirit among faculty still exists and is vibrant. The

college is gearing up to fill the CIO position. Don McNair will chair the committee. Lane has been invited to participate in the national assessment by the American Association of Colleges and Universities. Spilde's involvement in national organizations benefits us here at the college.

Associate Vice President Greg Morgan reported that the college won an excellence in reporting award and a distinguished budget award from the Government Finance Officers Association. KLCC has paid off its debt from the Bookstore for the new building loan. The college is working with a company called Higher One for the debit cards and direct deposit. Canaday is a part of that work. Morgan recently conducted a poll of staff and asked for input on aspects of budget they would like to learn more about. Finance classes will be offered this summer based on the feedback. The budget office continues to look for ways to improve budget transparency.

Board Reports

McCown attended an Oregon Community Foundation meeting in Portland and noted that the community college voice is almost always underrepresented. He reminded them that college access is not necessarily about four-year institutions. A goal was proposed by the foundation to raise \$100 million over the next five years for college access. McCown was encouraged and excited by the passage of the tuition policy, but there is still room for improvement. He would like the board to explore the possibility of reducing tuition.

Riggs-Henson attended the graduation at Martin Luther King, Jr., Education Center at which Lane received an award in appreciation for past, present, and future partnerships in service to youth in Lane County.

Ackerman attended the legislative meeting with John Wykoff, Legislative Director at the Oregon Community College Association (OCCA). OCCA is well positioned for the lobbying effort in the next session.

Albright attended the Pura Fe concert in celebration of the Longhouse. He thanked those who made that event possible. He commented on Baldwin's concerns regarding the days off in lieu of pay, stating that he understood the difference between adequate staff and appropriate staff. He encouraged both sides of the faculty contract bargaining teams to remain engaged and come to an expedient resolution.

Johnston reported that she was impressed with the articles on the nursing program at Lane and the good things they had to say about the college. She attended the Longhouse event where the first log was set. She attended the awards ceremony at Flight Technology and read a letter written by a student to instructor Bruce Gustafson.

Holman reported that the Florence scholarship event will be held tomorrow, and there will be a tour of Siltcoos Station.

6. Date, Place, and Proposed Agenda Items for the Next Regular Meeting

Wednesday, July 9, Boardroom, Building 3, Lane Community College

7. The board meeting unanimously adjourned at 9:56 p.m.

Mary Spilde, President/District Clerk	Pat Riggs-Henson, Board Chair
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