



General Library Item

Name Minutes 2016-09-20

Content

Lane Community College
Board of Education Minutes
September 20, 2016

1. Attendance

Board members present: Philip Carrasco, Susie Johnston, Gary LeClair, Tony McCown, and Rosie Pryor. Matt Keating participated by telephone. Absent: Sharon Stiles. Also present were President Mary Spilde, Vice President Brian Kelly, Vice President Dawn DeWolf, Lane Community College Employees Association President Jim Salt, and Associated Students of Lane Community College President Robert Kirkpatrick.

A. Board Vice Chair Rosie Pryor called the meeting to order at 6:27 p.m.

Rosie Pryor read the following statement from the Board of Education to Classified Employees:

"To the Lane Community College Family and Community,

The Lane Community College Board of Education wants our community to have facts and accurate information about current negotiations with our classified staff, and to know the board's commitment to fulfilling its mission to the community, our students and employees.

Our objective must be to ensure balance and fairness for employees, for students, and for taxpayers.

We strongly believe it is in everyone's best interest to resolve this impasse quickly. The college is in the midst of bargaining, working under parameters set by this board, as we do for every contract negotiation.

The key issue at the heart of this situation is the long history of disinvestment in public education in Oregon. This affects not just Lane but all 17 community colleges in Oregon. This is the fiscal environment in which we must balance the needs of employees, maintain affordable tuition for students, and be financially accountable to taxpayers.

It must be noted that despite funding challenges, Lane has found a way to offer increases in compensation and benefits every year since 2001. Too many times we have had to increase tuition to achieve this, and at \$100 per credit, higher education is increasingly out of reach for students.

The union leadership's proposal calls for a 5% salary adjustment, a full step of 4.3% for step eligible employees and a new step of 4.3% for employees at the top step. This translates to a 9.3% increase for every classified employee. In addition, union leadership has proposed that the college pick up the entire 8.9% increase in health insurance benefits. The total cost of this, without including other language issues that have cost implications, is \$2.3 million. This is more than the board parameter for all employee groups. By any measure this is a radical departure from the kinds of settlements we have seen over the past 15 years.

The college's proposal is a 1.25% salary adjustment for all classified employees plus a half step (2.15%) on July 1 and half step on January 1 for those step-eligible and a stipend of \$500 for those on the top step. This is a reasonable proposal, consistent with the 15-year average settlement with LCCEF.

The cost of health insurance is a concern facing families all across America. Lane has outperformed other public and private employers in the state for years by offering generous compensation and insurance packages despite our dwindling financial resources. But with the escalating cost of health insurance, this is not sustainable. We have comparisons with other public and private organizations that show that the college is very competitive in its insurance contributions. For example, for full family coverage the college pays \$2209 per month for each employee plus \$1100 per year for Section 125 for a total of \$27,608 per year. Most organizations have had to engage in plan design changes to keep insurance costs within reach of the organization and the employee. Faculty and managers at Lane have been faced with the same issue and changes have been made. It's time for the classified union leadership to engage in substantive conversations about health insurance plan design. Plan design changes could be made that would provide employees with a low to no increase in out of paycheck premiums. The college would still have the best, competitive health insurance plans in the region. Salary increases empower employees to make their own choices about what is best for their family.

The board encouraged college administration to reach out to staff early in the year about increased insurance costs. The administration sent numerous emails and held numerous information sessions and meetings to ensure that employees were well informed. In an additional act of good faith, the college picked up premium rate increases for classified employees for the months of July, August and September.

Lane makes the highest employer contribution we can document to employee flexible Section 125 accounts of \$450 to \$1100 per year to assist employees with deductibles and out of pocket expenses. The college premium and Section 125 contributions cover all employees working half time or more and are not prorated.

Classified union representatives have not modified their initial economic proposals since March. They have refused to discuss health insurance plan design changes in any substantive way with the college bargaining team. After the first mediation session, both teams had succeeded in narrowing the gap, but at the second session, union leaders reverted to their first proposal instead of moving forward. Good faith negotiations would require union leadership to build on the momentum established in the mediation. The union leadership also has demanded contract language changes that would affect student workers. This would have a financial impact on students in terms of paying union dues, something that needs to be discussed with students. They also proposed to increase the number of union stewards thereby reducing our workforce capacity. Union representatives want to increase paid leave, when Lane already provides the highest level of paid leave – 338-428 hours per year –among Oregon's community colleges. The union wants guaranteed employment for all current contracted classified employees until 2023 regardless of what might happen to college funding or expenses in that time.

This is not a fiscally sustainable proposal. Nonetheless, we are optimistic that we can work together to resolve this issue as we always have done.

Union leadership has participated in budget development for years; they know the financial limits of the college. Therefore, we believe it's detrimental for union leadership to be sowing the idea of a strike. That is creating unnecessary fear in our employees and students. They deserve better.

Tonight we have gathered data to share so that people can see for themselves what Lane offers employees. The board set a parameter of \$2 million for bargaining with all employee groups. This includes \$840,000 which represents the classified share of payroll. If the college were to agree to the union's economic proposals, we would be forced into layoffs and substantial tuition increases. People can also access budget information online at www.lanecc.edu/budget. This board looks forward to timely resolution of this impasse. We need to be directing our valuable energy and resources to serving students and the community and fulfilling our mission of education and training.

We have a responsibility to every member of the Lane family: students, employees, our community, our unions, taxpayers, donors, elected and government officials. Lane is the community's college and the board and college continue to consider the needs of all stakeholders.

Classes begin next week, and we encourage students to get ready for fall at Lane, one of the best community colleges in the nation."

B. President's Report

Welcome everyone to fall term 2016 at Lane Community College. Hard to believe it's my last fall as president. It's stating the obvious to say we have serious challenges ahead of us this year, but let's not lose sight of the wonderful opportunities that also wait for us to help students succeed. They're who we're all here for.

Regarding enrollment, we've closed our Fall term gap to 1.9 percent as of Monday. Among registrations, 52.9% are from continuing students, and 33.3% are from new students. This shows that our efforts at student success and retention are paying off for the college and most importantly for our students. Obtaining a degree or credential continues to grow in importance in a competitive workplace and economy. Thanks to everyone for their work to recruit and keep students.

State Senator Mark Hass and Representatives Phil Barnhart and Val Hoyle welcomed 120 Oregon Promise students on September 12 during our first orientation program. Senator Hass, who championed the grant program in the 2015 legislative session, spoke briefly about the historical importance of the program and wished the students well in their studies. Thank you Kerry Levett, Helen Faith, Jill Siegfried, Tammy Walters, Brett Rowlett and all of the other staff involved in this event and the Oregon Promise orientations. It sure is great to see the excitement on the faces of new students as they get ready to begin their journeys at Lane.

Thanks to Dennis Carr for bringing employees to Title IX sexual misconduct training. This upholds the college values and strategic directions and helps us meet Office of Civil Rights compliance requirements.

Over the summer we've been doing water quality testing and fire alarm systems testing. Thanks to our voter-approved bond funds, our water quality is very good because of the many improvements we've been able to afford to make over the past few years. Our fire alarm testing turned out to be unexpectedly useful when testing in the Center Building kitchen triggered release of a fire suppressant and caused us to evacuate the building just in case any of the suppressant material were to become airborne. We located a mechanical issue and have dealt with it and are back to normal. Kudos to Public Safety for a timely response, and it was nice that few people were around since classes haven't started yet.

Cross Country Coach Grady O'Connor wanted to share that the 24th Annual NW Cross Country Classic held at main campus this past weekend attracted nearly 3,000 spectators and 1,300 high school athletes. A huge amount of teamwork goes into these events. Next up is the District Cross Country competition on October 27, and the OSAA State competition on November 4-5. I'd also like to thank Division Dean Chris Hawken for his years of service to Lane. He's been a great leader and accepted another position in California. We will miss him.

Since the board last met we have lost a couple of former members of the Lane family. Retiree Trish Hamer worked in Printing/Graphics for 28 years. She passed away on July 15. Retiree Julie Baker worked in several departments at Lane, most notably in professional and organizational development. She was with Lane for 25 years. She passed away September 2. Both women suffered with cancer.

Last week the State Apprenticeship and Training Council met at Lane, giving us an opportunity to share information about our programs, and to strengthen our partnerships with industry. Kudos to Advanced Technologies Division Dean Pat O'Connor and his team for making this possible.

I would like to congratulate Library Director Lori Wamsley on her nomination to the State Library Board. The State Library provides leadership and resources to continue growing vibrant library services for Oregonians who are print disabled, the legislature and state government, and all Oregonians through local libraries. Her confirmation goes before the Senate later this week.

Science Division Dean Paul Ruscher will be giving a lecture on October 13 titled, "Climate Science, Chemtrails, and Clickbait: A Meteorologist's View of Pseudoscience." Paul is a Fellow of the American Meteorological Society. If you'd like to attend his lecture and help celebrate National Science Week, it begins at 7 p.m. at the Downtown Campus followed by a Q&A period.

Child and Family Education will celebrate the grand opening of its remodeled playground on September 23 during their open house. Parents and children will come at 9 and again at 12.

The final Oregon Revenue Forecast before the November election was released last week. The outlook remains stable, with General Fund revenues for the 2015-17 biennium expected to come in \$24 million (0.1 percent) over Close of Session forecast. In the 2017-19 biennium, general fund revenues are expected to total \$19.566 million, an increase of 8.6 percent from the prior period, but \$56 million below the June forecast. Over the 10-year extended forecast horizon, however, the revenue forecast hints at considerable downward pressure. This slowdown in revenue growth is largely due to the impact of slower labor force growth as the baby boom population continues to retire.

State Representative Phil Barnhart held a town hall meeting at the Downtown Campus on September 5. The theme of the event was "Clean Air and Water." Experts from throughout the state spoke about issues ranging from lead in drinking water to toxic metals in the air.

Last week the House passed the Strengthening Career and Technical Education for the 21st Century Act with strong bipartisan support by a vote of 405-5. The bill provides a six-year reauthorization of the Carl D. Perkins Career and Technical Education Act, maintaining much of the existing structure of the Perkins Act while modernizing and updating certain areas of the law.

I will close with a reminder that our annual fall in-service is this Thursday, September 22. The day will begin with a social from 7:30-8:30 a.m. and the program will get underway at 8:30 a.m.

1) Personnel

The college's current personnel appointments were presented.

C. Board Agenda Review/Changes

No changes were made to the agenda.

F. Statements from Audience

Bob Baldwin, LCCEF President, stated that, regrettably, almost every single thing Pryor said about classified is provably false. Classified leadership has put forward proposals which are within the budgetary parameters the college has established, and the board rejected them. Classified offered to put forward more proposals, which will be within the college's budgetary parameters if board members stop putting their own personal political limitations on how the money gets spent. That isn't about the budget, that isn't about tuition, that's about the politics of individual members of the board. The college's proposal, as a result, would have nearly half the contracted staff of this college taking a net loss in income. Union leaders have asked repeatedly if the board would either agree with it and accept it or show where the union is wrong. The board has refused to do either. Baldwin believes that the board knows they are doing harm to the members of the classified unit and to this college. That is a poor decision. That is why classified rallied at the meeting.

Pamela Farr, Information Technology Analyst, stated that she has significant health insurance needs for her family and cannot afford an increase. She asked the board to listen to the ideas of the classified staff.

Kyle Bushman, Aviation Maintenance graduate, expressed appreciation for the Aviation Maintenance program. His experience was an important one and has allowed him to open a restoration shop at Creswell airport.

Wilgen Brown, student, stated that the Oregon Student Association office is moving to the Center building. Students have not asked for this move, and their voices were not heard.

Thwing Havens, Information Technology Analyst, has worked at Lane for 20 years, many of those on LCCEF team. The board has not taken classified proposals seriously, and that could result in a shutdown of the college. He asked that the board consider a solution that allows the bargaining team to allocate a pool of funding. Classified do not want more than their share; they want it to be distributed fairly.

David Reeves, AFT president, urged the board to settle the classified contract and provide health insurance. People rely on their employer for health care. The health care costs are well within the budget parameters.

Robert Kirkpatrick, ASLCC president, asked that the college not raise tuition in order to fund the contract negotiations. If tuition continues to increase, people who can't afford a four year institution will not be able to attend, and Lane will lose those students.

Alice Warner (Lou), former Lane employee and community member, stated that Lane is a magical place. The current conflict is unmanageable and wearing on everyone. She acknowledged the value of classified staff.

Loni Douglas, co-chair of the Eugene/Springfield Solidarity Network, stated that he stands in solidarity with the classified employees. He has heard two different stories from the board and the union. He knows several of the board members but doesn't know if the rest are politicians who will lie to us. He asked the board to support the workers and agree to a fair settlement.

David Piccioni, ESSN, stated that the administrators make the most money. He asked why the board is making it difficult for classified, who have \$840,000 to work with, to allocate it the way they want to. It's their money; it's not the board's money. Education is a cornerstone of culture and makes lives better. He urged the board to settle the

contract.

John Thielking, ESSN, stated that the classified union has \$840,000 available to them. They should be allowed to use it for health care.

Justin Blakely, former student, expressed dissatisfaction with services received from the Center for Accessible Resources.

Fiora Starchild-Wolf, Enrollment Services Advisor, stated that her family relies on health insurance, and she cannot afford an increase in premiums.

Alfredo Gormanzeno, community member, supported a friend who works at Lane. The classified are the backbone of the school.

2A. Consent Agenda

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

- Approval of the July 13, 2016 minutes
- Policy Review
 - o 1. Educational Programs – Global Directions, BP 030
- Bond Refinance Resolution No. 609
- CM/GC Method for Building 18

Motion passed unanimously.

4. Discussion/Action Items

A. Presidential Search Update

Pryor reminded the board that the board subcommittee meets weekly by telephone to stay on top of the process. The meetings frequently include the hired consultant, Gold Hill Associates.

The Presidential Search Advisory Committee (PSAC) will recommend a group of semifinalists sometime in early November. The board will conduct airport interviews during the week of November 14 – 18. It will be the board's responsibility to recommend finalists for interviews in which every constituent group will have the opportunity to engage in the process. Board members should be thinking about interview questions they would like to ask the semifinalists and come to the October board meeting prepared to discuss them. Gold Hill Associates and Brian Kelly have provided some standard questions that can be used, but there are some Lane specific questions that should be embedded in the process.

The next meeting of the PSAC will be November 2 from 5:00 to 9:00 pm. Every member of the board should have participated in the diversity training for the process.

B. Board Appointments to Community Organizations

At the July board meeting, the board approved the appointments to community organizations. Phil Carrasco is not able to fulfill the obligation as LCOG representative; Matt Keating has agreed to be the LCOG representative with Susie Johnston as alternate.

McCown moved to appoint Matt Keating to serve as the Lane Community College representative to the Lane Council of Governments with Susie Johnston as alternate. LeClair seconded.

Motion passed unanimously.

C. Strategic Plan Priorities

At the July board meeting, the board approved the Strategic Plan which included a framework for the next five years to continue to work on student success and core themes. During the next year, the college will develop implementation plans for the priorities. In the board retreat, the board asked administration to narrow down what to focus on for this year. Work will be done on all areas, but three areas have been identified as priorities: enrollment and retention, continuous improvement, and access and equity.

A concern was raised that the priorities do not reflect the financial and funding environment of the college. Kelly responded that, although it is not reflected in the three priority areas, it is reflected in the strategic plan. The Finance Council has a long term goal of creating a long-range financial plan by June 2017.

Johnston moved to approve the three areas identified as priorities. McCown seconded.

Motion passed unanimously.

D. Resolution on Ballot Measure 97

McCown read the proposed resolution on Ballot Measure 97:

"Whereas the State of Oregon faces an historic revenue shortfall in the 2017-18 biennium, which may require massive spending cuts to education and social services in order to balance the state budget, the Lane Community College Board of Directors resolves to formally endorse and urge community support of Measure 97. In doing so, the Lane Community College Board joins the 'A Better Oregon' coalition effort to raise the corporate minimum tax on the largest corporations doing business in Oregon — C Corporations with more than \$25 million in Oregon sales — to fund education and social services in Oregon."

Keating moved to approve. McCown seconded.

Motion passed unanimously.

The board discussed next steps to inform the community of their stance on Measure 97. Ideas included a press release, a rally, a meeting with students, putting out information at inservice, and displaying their support on billboards. The board will need to take the lead on this work and will not direct staff to engage in this during work time.

4. Accountability/Reports

A. Facilities Update

An update on the status of bond and facility projects was presented.

6. Reports

ASLCC President Bobby Kirkpatrick reported that ASLCC met for their annual retreat in Florence and engaged in tough conversations and made tough decisions to create change for students on campus. The senate is a well-balanced team of talkers, thinkers and explainers. Senate meetings will be held on Thursdays from 4 to 6 pm in the boardroom. All are welcome to attend. During Fall Welcome Week, tables will be placed in four or five locations on campus to meet as many students as possible and include free donuts and coffee, food pantry information, and other resources. A local artist is donating a bowl to give away. Look for ASLCC officers wearing their student government sweatshirts.

LCCEA President Jim Salt reported that he is looking forward to working with the board on Measure 97. As the community's college, we can play a significant role in educating members and students about the benefits to Lane. The faculty still do not have a contract. The college did not agree to the union's proposal. The economic issues were agreed upon, but there were two other demands to which the college did not agree. Once the contract is settled, the faculty can focus on teaching. The faculty union supports their classified brothers and sisters. In the United States, insurance is provided by the employer. That is not the board's fault or the employees' fault, but that is the system and it is expensive. He hoped that the board and administration can reach an agreement with classified as they support student success. Salt had sent an email message to the board regarding concerns about the presidential search process; those concerns have largely been addressed.

Vice President Dawn DeWolf reported that the campus is getting ready for fall term and inservice. Thursday, the all campus inservice day, will be an exciting day to focus on strategic directions. The executive team attended the new student orientation and Oregon Promise sessions and greeted and welcomed students as they came to Lane. She thanked Kerry Levett and her team for making the arrangements. She also thanked Levett for the reduction of the gap in enrollment decline. That represents a significant amount of work, and it is paying off. DeWolf congratulated Library Director Lori Wamsley on her appointment to the state library board.

Vice President Brian Kelly thanked the staff who worked all summer. He recognized CFO Greg Holmes for his work on the bond refinance. It will contribute directly to the college bottom line. Kelly thanked KLCC for hosting a wonderful evening of the 51st season of the Eugene Symphony. He expressed appreciation for the Facilities team and C-CERT for their quick response to the mishap in the Center Building. It is reassuring to see such a competent team.

Board Reports

Johnston expressed appreciation for the board retreat. She enjoyed the pictures of the tiny houses in the ASA report. That was a great project. She attended the summer conference of the American Association for Women in Community Colleges which focused on communication, where our very own Anne Marie Levis was a keynote speaker. Oregon will be hosting the first national conference of AAWCC in October. She invited all board members to the 30th anniversary for Women in Transitions. The event will be held from 3 to 5 pm on November 16, right before the board meeting. She looked forward to attending inservice. There are emotional things going on at college right now. It is difficult for everyone involved. The Board of Education members all come from different places but all share a passion for the students at Lane. Johnston does not consider herself to be a politician. She has spent twelve years on a K-12 board and is entering her tenth year as a community college board member. She has never accepted money for any of the six elections she won. She does not receive a salary or health benefits. When she was a student, she did not receive any financial assistance other than what she worked for herself. Board members do not receive a tuition waiver as LCC employees and families do. She made a choice 52 years ago to begin her community service. She is honored to do work on behalf of Lane.

McCown thanked Interim Chief Diversity Officer Greg Evans, Chief Human Resource Officer Dennis Carr, Jennifer Vanderhagen from the University of Oregon, and Brian Kelly for the PSAC diversity training. It is vital for the committee and for the college in terms of cultural competency. He attended the ASLCC retreat and spoke to the student government on the governance system, his experience as ASLCC president, and gave advice for the upcoming year. He thanked Bobby Kirkpatrick and Interim Student Life and Leadership Director Christina Walsh for the invitation. He appreciated the union's desire for equality and fairness. He asked that everyone understand that there is \$2 million for all employee groups. To allocate more would mean an unsustainable decision and possible reductions. There are 49 days left before the November election. Please join colleagues and neighbors and do as much as you can to get Measure 97 passed.

Keating thanked all in attendance and apologized for not being physically present. He welcomed the communication that is being sent to board members collectively and individually. He thanked everyone for the hard work being done on the PSAC committee and thanked Greg Evans for the presentation. He attended Lane's Labor Day picnic. It was nice to see so many familiar faces. He thanked everyone who attended tonight. He thanked colleagues for endorsing Measure 97. He reminded everyone to register to vote if they not already registered.

Carrasco stated that he has stood with a lot of the folks that were at the meeting tonight. It is sad to be painted in a certain light. He comes from a working, low-income family. The unions are important, students are important, and the responsibility to the community is important. Everyone is doing the best that they can. The two sides are diametrically opposed, and that is what is causing the problem. We will keep bargaining in good faith and will come to an agreement.

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

Wednesday, October 12, 2016, Boardroom, Building 3, Lane Community College

8. The board meeting unanimously adjourned at 8:20 p.m.

Mary Spilde, President/District Clerk

Rosie Pryor, Board Vice Chair