

BOARD MEETING MINUTES

Work Session

Those present: Chair John Forsyth, Vice Chair Cheryl Cruson, John Hall, Stephen Crow, Mark Wettstein, Roger Findley and Darlene McConnell

Others present: President Dana Young, VP Eddie Alves, VP Kevin Kimball, VP Brad Hammond, TVCC faculty, staff and students and members of the community.

Call to Order and Acknowledgement of Guests

Chair Forsyth called the meeting to order at 7:00 p.m. and led the group in the flag salute and reading of the College's mission statement. Cheryl Cruson read the civility statement that was adopted previously by the Board of Education. John Forsyth read a statement from the Board regarding the signs around the community that read "We support TVCC Faculty." Forsyth stated that although it is a good sign, it needs to be added that every position is critical to the success of our students and he would like to see signs that read TVCC is dedicated to student success. As a Board, they support students, faculty, professional and classified staff, the administrative team and president. He understands the College can't compensate everyone for what they are worth but he also knows they have great jobs to be able to help students. He went on to state that the Board has a fiduciary responsibility to the College to see it is sustained long term. The College's recent financial audit report showed we received a clean opinion and we can have confidence in the numbers that we are working with. In addition, the numbers show we can't continue down the road without some long term changes. Forsyth noted that as a College we can't stand divided especially with the economic and competitive times we are in, and if put our personal self interest in place of the good of the whole, it will hurt the College. He hoped there would be a finalized contract that the Board could review and approve but that didn't happen. There may be challenges ahead but the Board and the College will continue to be dedicated to student success and the long term sustainability of the College.

a. Retrenchment Presentation

Vice President of Academic Affairs Eddie Alves presented information to the Board on the timeline for retrenchment according to the Collective Bargaining Agreement. He also noted the reason for retrenchment was due to lack of financial resources and provided data that showed the savings obtained by eliminating or reducing positions to part-time. The six tenured full-time faculty positions considered for retrenchment were for music, welding, foreign language, math (Caldwell Center), computer science, and English.

Board Member Findley asked for clarification on the 40% cost to the college which was explained by VP Kimball that the cost covers utilities, equipment, janitorial services, registration and any overhead. VP Alves clarified the difference between the universal fee and additional class fees.

From his review of the retrenchment data, Findley thought 5 of the 6 positions paid their way. According to President Young the College has been reviewing the entire financial situation at the College and how to reduce costs and retrenchment is due to budget concerns.

Regular Session Meeting

I. **Agenda Review/Changes**

The change to the agenda was to move the Public Comment section before the College Business. Chair Forsyth mentioned public comment would be extended to ten people who would each receive 3 minutes of speaking time. Chair Forsyth also stated the Board would not respond to comments and were there to listen to what would be shared tonight.

Board member Mark Wettstein stated as the Board Chair last year, the Board gave everyone the opportunity to address their concerns regarding the music program. If there were any music people tonight with public comments then the Board would be interested in hearing what they have done to save the music program because many showed up last year stating they would support the program.

II. **Public Comment**

Holly Kerfoot, Fruitland, ID, Kerfoot stated that as a member of this community and strong supporter of education she believed everyone in the room values education and those tasked to make decisions for the College are doing it in the best interest of the students. One challenge she mentioned was understanding all the information. She encouraged everyone to work together and seek common ground to support students.

Daniel Longoni, Ontario, OR, Longoni came to the United States in 2009 and didn't have a trade or any education. He became involved in the ESL program where instructors helped him improve his reading and writing and he later graduated with an AAS degree. Longoni said he was grateful for the opportunities offered at TVCC and thanks to his education he is a successful bilingual business man. He stated he understands how hard it can be to make decisions, and encouraged everyone to keep doing what's best for the college and people like him.

Jim Schmid, New Plymouth, ID and instructor at SRCI, Schmid expressed he was angry and heart broken and urged a no vote on retrenchment and added that administrative positions should be cut as well if instructors are going to be cut.

Julie Blank, Baker City, OR – Blank, a parent of a student in the welding program, heard two weeks ago the program was going to be shut down. She expressed concern that the College didn't notify them during registration that this could happen and took their money anyway. They were not advised which high school or community partners will take the place of the full-time instructor. She stated there are guidelines for taking federal money and she spoke with the Higher Education Coordinating Committee who gave her information for filing a complaint against the college. She asked for a no vote on retrenchment.

Katie Calhoun, Nampa, ID, a student at TVCC who is majoring in Ag business. Calhoun's opinion is she believes if the College is concerned about enrollment then send advisors to more high schools, and provide more marketing. She has never seen more faculty go above and beyond for students. Teachers are being asked to teach more credits with no more compensation. Every teacher has made an impact in her life.

Marsha Armstrong, Ontario, OR and retired nursing instructor from TVCC. Armstrong stated she was appalled with the actions from the President and Board in trying to balance the budget on the backs of the faculty. She also asked why TVCC doesn't advertise outside of the Ontario area because advertising works. She asked board members if they knew where the money is going and what is in each line item. Faculty, professional and classified have had job losses and furloughs days. Administrative costs continue to go up so why aren't there reductions in administrative salaries. Administration is not the face of TVCC and doesn't generate revenue.

Linda Simmons, Ontario, OR and retired TVCC professional staff. Simmons expressed concern because of the divisiveness that this has come to and what is happening at the college in relation to the personal attacks and half-truths and how students should have both sides of the story. She wanted the students to know the College is here for them and the community. She supports faculty and staff and although she didn't get any increases in her salary, she did retire early to save two jobs and now their jobs are in jeopardy. She thanked the Board for what they do and she thanked the faculty for what they do.

Shelley Thomas, Parma, ID, Thomas is concerned for both sides and stated TVCC is a great institution. Her main concern was when the College loses courses and instructors, then students will not want to attend TVCC. She commented that university adjuncts are terrible instructors. She also noted the College needs to advertise more and farther out. Lastly, she provided the Board with a petition to retain the foreign language and welding program.

Kiana Mendoza, Ontario, OR, she is a second year student at TVCC. Mendoza expressed her concern with what is going on at the College and that some programs might not be offered. She asked the Board to think about the students and the cuts in instructors pay. The instructors have devoted much time and work.

Gary Schneider, Ontario, OR, former TVCC Board of Education member. Schneider stated that when he served on the Board, 2 ½ years ago he toured the campus to better understand the College. He noted that there were some employees who were reluctant to share information because they were afraid to lose their job. One issue was a lack of trust and campus morale was at a high time low. These two concerns have only gotten worse based on the session today and very little has been done to remedy them. The responsibility starts at the top.

III. College Business

a. Retrenchment

Motion: Stephen Crow moved to authorize the retrenchment of the six tenured faculty positions. The positions were for music, welding, foreign language, math (Caldwell Center), computer science, and English due to documented substantial loss. The motion was seconded by Darlene McConnell.

There was a comment by Roger Findley reiterating that his analysis was that five of the six programs make money for the College. His concern is that part-time is not an option for sustaining a program or building enrollment. Findley asked to discuss each program one at a time.

There was a call for question and those in favor to authorize retrenchment were Cheryl Cruson, Mark Wettstein, Stephen Crow and Darlene McConnell. Those opposed were John Hall and Roger Findley. The motion carried.

IV. Consent Agenda - Action Item(s)

- a. Board Minutes – January 16, 2018
- b. Financial Report

Motion: Cheryl Cruson moved to approve the consent agenda and the motion was seconded by Darlene McConnell. The motion carried unanimously.

V. College Reports and Statements

- a. Statements from ASG/Student Programs
Olivia Johnson, ASG President, provided a written report to the Board. She stated students are being quiet in regard to the situation at the College and are remaining neutral. If anything changes she will represent the concerns of the student body.
- b. Statements from Classified Staff and Professional Staff
Professional staff member Lisa Hansen read a statement from the professional and classified staff expressing support for the College's role in fostering student success and affordable education as well as sharing the importance of staff's role at the College in what they value and the work they do to promote student success.
- c. Statements from Faculty
TVCC students were provided the opportunity to speak under statements from faculty.

Anastacia Yefimov commented that she didn't understand why the class size minimums were to increase because the minimum class size is the same at Portland Community College. Students choose a college because of its class size. She asked if this was discussed with the student body. She is concerned and wouldn't agree with the proposed class size minimums and the reduction in pay. She begged the Board not to fire people and would like leaders to listen to the community and students.

Melody Stark, Caldwell student, stated her father Allen Stark attended TVCC in 1963. She encouraged everyone to look at the yearbooks to see what the college looked like then and what it looks like now. Taking away teachers and programs isn't growing the college or helping the community. She stated the community wants to keep the music program.

Warren Skirvin, TVCC student, he shared the music program is why he decided to come to TVCC. Because of Becky and the program he now has the skills to attend a university. TVCC is a great starting point for kids who don't have the background, experience, or money to go to a university. He asked the College to not cut the music program or reduce it to part-time.

John Larson, OEA President, he stated that as an adjunct at Blue Mountain Community College, he is not nearly as good as his full-time colleagues. As qualified faculty members are cut then students will not want to attend TVCC. He urged the Board to make the right decision and visit with community groups to see what could bring more students to TVCC.

- i. Academic Affairs
In regard to the highlights in the nursing department, board member Findley asked about the accreditation site visit with the Accreditation Commission for Education in Nursing and the recommendation to have a financial aid default rate under 15%. He asked what the percentage is for the College. According to VP Alves, the ACEN site visit found we were in compliance for all standards and did ask to look at the default rate. VP Alves stated he did not have the information with him but would get it.
- ii. Student Services
VP Brad Hammond provided an updated enrollment report for winter quarter and answered questions by the Board. He also reported there

are 391 dual credit students for the year, not counting spring. He also thanked everyone who attended the student services open house.

iii. Administrative Services

The IT Department is busy with several projects and has been working with instruction to re-evaluate the Canvas software which, if used, will be a budget savings for the College. Other projects include Enrollment Rx, data security, updating AdAstra and redesigning the College's website.

Additional reports were: the remodel of the student services area has been well received due to its inviting and open space. We are working with the City of Ontario on the possibility of a walking path that will be near the College. The City received grant money that will help with the path project. Lastly, the Weese board room will be slightly remodeled to accommodate use by the multicultural coordinator and CAMP.

Board member Mark Wettstein asked for an explanation of the increase in IT expenses over the last couple years. VP Kimball explained costs have increased significantly due to new security software, and equipment/technology costs (bandwidth, storage space, etc.). The College is also considering moving from Blackboard due to the significant increase in fees. Board member Wettstein stated it was important to understand the security measures the IT Department has put in place to protect the College.

iv. President's Comments

The Oregon President Councils and OCCA are continuing to ask the legislature to increase funding for community colleges.

President Young thanked everyone for attending the board meeting and appreciated those who were willing to speak out. She wanted everyone to know everything that was shared will be considered as a balanced budget is brought to the Board. President Young stated another session has been planned for this Friday to meet on negotiations with the hope an agreement can be settled. The sooner there is a negotiated contract then the College will know the financials of our budgetary constraints.

d. Statements from Foundation

Executive Director Cathy Yasuda thanked everyone who helped with the scholarship review night. She also reminded everyone to attend the donor reception on February 22 at 7:00 p.m.

Grants update: The College applied for a grant in the amount of \$260k and if received will be used to serve first generation college students. She thanked Director of IE David Koehler and Vice President Brad Hammond for their help in gathering information for the grant.

A Ford Family Foundation grant in the amount of \$60k was applied for as well and if awarded will cover a limited number of credits for CTE students for work experience and allow for some paid internships. The goal will be to encourage students to take part in and enroll in the CTE program.

Other news included the Foundation will again be supporting the Pheasants Forever Spring Fling and will also be donating a \$1k scholarship to the Ontario Chamber Banquet.

e. Statements from Board Members

OCCA Board Rep. Report: Board member Stephen Crow reported on the weekly OCCA legislative calls. There are a number of letters of support for the \$32m ask for community colleges. Whether we received any funding or not is still unknown. Crow plans to attend the OCCA Board meeting in March that will be held in Astoria.

- Roger Findley thanked everyone for attending the meeting and apologized there wasn't enough time for more people to speak.
- John Hall expressed his concern that this is tearing the community apart. He stated the Board isn't against the teachers and the Board is working to ensure the best for the College. He appreciated everyone who has shown up and who have expressed an interest in the College but they need to know the facts before taking a side.
- Darlene McConnell thanked everyone for coming. She also stated the Board has a fiduciary responsibility to operate the College in a positive direction.
- Stephen Crow thanked everyone for coming out and voicing their opinion and for their support of TVCC.
- Mark Wettstein stated he appreciated what John Hall shared and as a Board, they met with the faculty two years ago and he remembers it was cordial and that faculty concerns were not about salary. All they ask as board members is to work with faculty. Wettstein stated he started at TVCC in 1965 as a student and every member of his family graduated from TVCC. No one loves the College like he does.
- Cheryl Cruson stated they need people to work together and it saddens her about all the misinformation that is being spread. She is saddened that instructors are taking class time to get students involved. She emphasized the College is keeping the music, foreign language and welding programs and aren't getting rid of them. The aviation program is going to be a stellar program. The beauty of a community college is it changes with the times and creates new programs. TVCC will see better times. The Board needs to be fiscally responsible and work together as a complete team. The College has reduced approximately \$450k from other areas and now need cooperation to get a finalized contract.
- John Forsyth thanked everyone for attending and asked everyone to be committed to TVCC and work with the president and administrative staff to stop the power struggle. What matters is educating students. The College has received numerous grants which is great news. He asked that there be a stop to the articles and blogs and write something that will inspire students. He thanked those who made it clear by their actions and dedication that they are on the team to support TVCC.

VI. **Executive Session**

Chair John Forsyth called the meeting into executive session at 9:18 p.m. under ORS 192.660(2) (d) to conduct deliberations with a person designated by the governing body to carry on labor negotiations.

Those present were: Chair John Forsyth, Vice Chair Cheryl Cruson, John Hall, Stephen Crow, Mark Wettstein, Roger Findley and Darlene McConnell

Others present: President Dana Young, Anne-Marie Kelso, VP Eddie Alves, VP Kevin Kimball, John Braese, Malheur Enterprise, Les Zaitz, Malheur Enterprise, Judy Cordeniz, Hunter Marrow, Argus Observer, and Nancy Hungerford, legal counsel.


VII. **Open Session**

- a. Action, if any, from Executive Session

Executive Session ended at 10:09 p.m. and went into Open Session. There was no action from the Executive Session. The meeting adjourned at 10:11 p.m.

Motion: Cheryl Cruson moved to adjourn the meeting and the motion was seconded by Darlene McConnell. The motion carried unanimously.


John Forsyth, Board Chair


Dana M. Young, President