

TREASURE VALLEY COMMUNITY COLLEGE BOARD OF EDUCATION

650 College Blvd., Ontario, OR 97914

Laura Moore Cunningham Science Center, Hanigan Board Room (115A)

Tuesday, April 21, 2026, 6:00 p.m.

MINUTES

Board of Education members in attendance (quorum present):

Chair Stephen Crow, Vice Chair Betty Carter, Roger Findley, Ken Hart, Torie Ramirez, Dr. Lindsay Norman, and Suzi Ireland

Staff, representatives, and guests in person or via Zoom:

Dr. Dana Young, Vice President Travis McFetridge, Vice President Darin Bell, Vice President Sandy Porter, Anne Marie Kelso, Cathy Yasuda, Justin Emerson, Daniel Liera-Huchim, Dr. Nino Kalatozi, Julianne Moore, Kilee Saldivar, Scott Carpenter, Nate Rawlinson, Kathleen Thayer, Michelle Grove, Meghan Moore, and Emily Christopherson

1. CALL TO ORDER and WELCOME

Chair Crow led the group in the Pledge of Allegiance and the reading of the College's mission and vision statements.

2. AGENDA REVIEW/CHANGES

Chair Crow stated the two changes to the agenda were to move 4.f. Strategic Plan Steering Committee update to the May board meeting. The second change was to move the public comment section after the Executive Session. Board member Torie Ramirez asked for clarification on where the public comment was being moved to on the agenda.

Motion: Suzi Ireland moved to amend the agenda as proposed and the motion was seconded by Betty Carter. The roll call voted indicated ayes from Suzi Ireland, Dr. Lindsay Norman, Torie Ramirez, Ken Hart, Roger Findley, Betty Carter, and Stephen Crow. The motion carried unanimously.

3. SPECIAL PRESENTATIONS

a. Men's and Women's Wrestling Teams

Student athletes from the wrestling teams were introduced during the meeting. Coach Luis Cisneros provided an update to the Board on the success of the teams, noting that they are working to hold more home competitions next year.

b. All Oregon Academic Team (AOAT) Student Scholars

Dr. Dana Young and Chair Stephen Crow along with two of the three nominated TVCC students attended the luncheon in Salem. Dr. Young introduced and recognized Michelle Grove and Meghan Moore as this year's student scholars. Also recognized, but not present, was student scholar Courtney Reese.

c. Student Success & Retention Conference (SSRC) Innovation Award

Scott Carpenter, Julianne Moore, and Daniel Liera-Huchim were recognized during the SSRC conference for their work to develop an intervention tool at TVCC. These staff members worked hard to develop a system that provided faculty and staff the ability to submit student interventions. As a result, the work has been instrumental in retaining students.

d. HEP Student Champion Award

Sandy Porter introduced HEP student Wendy Mandujano who received the HEP Student Champion award which is awarded only once per year. This prestigious award conferred

by the National HEP/CAMP Association, is awarded only once each year. Mandujano is pursuing a degree in nursing.

e. **New Employee Introductions**

Employees introduced during the board meeting were Ashley Switzer, Help Desk Technician and Nickolena Van Tuyl, BCT Department Assistant.

The Board took a break at 6:40 pm for refreshments in honor of Community College Month.

4. EXECUTIVE SESSION

Prior to moving into the Executive Session, Chair Crow noted there would be an Executive Session during the May 6 special board meeting which will include a discussion about BP 2435 Evaluation of the President.

The meeting went into Executive Session at 6:52 p.m. under ORS 192.660(2)(i) to review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee, or staff member who does not request an open hearing.

Board of Education members in attendance (quorum present):

Chair Stephen Crow, Vice Chair Betty Carter, Roger Findley, Ken Hart, Torie Ramirez, Dr. Lindsay Norman, and Suzi Ireland

Staff, representatives, and guests in person or via Zoom:

Dr. Dana Young and AJ Sunseri, Argus Observer

The discussion ended at 8:29 p.m. and continued under Executive Session under ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

Board of Education members in attendance (quorum present):

Chair Stephen Crow, Vice Chair Betty Carter, Roger Findley, Ken Hart, Torie Ramirez, Dr. Lindsay Norman, and Suzi Ireland

Staff, representatives, and guests in person or via Zoom:

Dr. Dana Young and AJ Sunseri, Argus Observer, Vice President Travis McFetridge, Vice President Sandy Porter, Vice President Darin Bell, PIO Justin Emerson, and Executive Director Anne Marie Kelso

5. OPEN SESSION

a. **Action, if any, from Executive Session**

The Executive Session ended at 9:00 p.m. and went into Open Session. There was no action from the Executive Session.

Board of Education members in attendance (quorum present):

Chair Stephen Crow, Vice Chair Betty Carter, Roger Findley, Ken Hart, Torie Ramirez, Dr. Lindsay Norman, and Suzi Ireland

Staff, representatives, and guests in person or via Zoom:

Dr. Dana Young and AJ Sunseri, Argus Observer, Nate Rawlinson, Kilee Saldivar, Kathleen Thayer, Laura Faulk, Heather Bohr, Mark Stoller, Opsis, Devon Van Essen, Molly Lightfield, Cathy Yasuda and Justin Emerson

6. PUBLIC COMMENT

The following individuals spoke during the public comment period.

- Kathleen Thayer, Math Faculty, shared a conversation she had with a faculty member at another community college who was near the end of his career, and how he bought his first house for \$70k. The bottom line was he made enough money to make ends meet and send his kids to college. Life isn't like that now and homes are over \$400k. Additionally, faculty are postponing having children because two incomes is not enough. Thayer shared how she is advocating for commensurate pay for faculty because many are working additional jobs outside TVCC while others are quietly planning to quit. Faculty need administration and the Board to prioritize education and instruction.
- Devon Van Essen, English Instructor, shared how she is impressed by the hard work of her colleagues and their deep care and dedication for students. She noted how TVCC faculty are the lowest paid in the State and salaries haven't kept pace with inflation. When hired she was told that faculty supplement their salary with overtime work. However, as professionals they should not have to work overtime to simply make a living. While the cost of living increases it is difficult for dedicated educators to sustain long term careers at TVCC. Full-time faculty provide comprehensive educational experience for students through mentoring, advising, curriculum development, and contributing to the academic community.

7. COLLEGE BUSINESS

a. **Board Policies - Chapter 7: Human Resources (2nd reading/action) and rescind former policies**

The policies were presented to the Board as a second reading. Additionally, the Board received copies of related administrative procedures as information only.

According to Executive Director of Legal and Operations Anne Marie Kelso, she corrected the numbering on some of the documents since the last board review as well as correcting language on administrative procedures. The Board received a spreadsheet which noted what current policies would be replaced by the new or updated policies.

The policies were as follows:

BP 7110 Delegation of Authority, Human Resources
 BP 7120 Recruitment and Hiring
 BP 7130 Employee Compensation
 BP 7135 Faculty Outside Employment
 BP 7145 Personnel Files
 BP 7160 Professional Development
 BP 7210 Academic Employees
 BP 7230 Non-academic Employees
 BP 7240 Confidential Employees
 BP 7310 Nepotism
 BP 7320 Drug and Alcohol Use
 BP 7330 Communicable Disease – Employees
 BP 7340 Leaves
 BP 7345 Catastrophic Leave Program
 BP 7350 Resignations
 BP 7360 Discipline and Dismissal – Academic Employees
 BP 7365 Discipline and Dismissal – Professional Employees
 BP 7368 Staff Complaints
 BP 7380 Employee Benefit
 BP 7385 Salary Deductions
 BP 7510 Domestic Partners
 BP 7600 Security Officers
 BP 7700 Whistleblower Protection

Motion: Suzi Ireland moved to adopt the policies presented for Chapter 7: Human Resources. The motion was seconded by Ken Hart. Board member Roger Findley commented that the board policy committee in which he was a member, felt the policies met their standard and he supports them. The roll call voted indicated ayes from Suzi Ireland, Roger Findley, Ken Hart, Torie Ramirez, Dr. Lindsay Norman, Betty Carter, and Stephen Crow. The motion carried unanimously.

Motion: Ken Hart moved to rescind the list of policies provided by HR and the motion was seconded by Roger Findley. The roll call voted indicated ayes from Suzi Ireland, Roger Findley, Ken Hart, Torie Ramirez, Dr. Lindsay Norman, Betty Carter, and Stephen Crow. The motion carried unanimously.

b. **2026-31 Amended Facilities Master Plan (1st reading)**

VP Bell and Mark Stoller, Opsis Architects, introduced the amended facilities master plan draft as a first reading. Additional changes were previously noted by the college administration and will be included in the document prior to the next board review.

The Board was asked to review the plan and send VP Bell any changes. VP Bell noted what is important is the plan's integration with the strategic plan. It was also noted that the College had a conversation with the city of Ontario who has the 2012 master plan on record as an established academic instructional district. Accordingly, the city manager recommended that the College submit this current addition as an amendment to the 2012 plan to keep the 2012 plan active. Any future plans should always be an amendment to the 2012 plan as well.

c. **Board Policies – Chapter 4: Academic Affairs (1st reading)**

VP Porter provided the first section of policies for Chapter 4 Academic Affairs. She noted that there will be two more groups of policies from Academic Affairs to complete the rest of the Chapter.

The board policies presented were:

BP 4050 Articulation

BP 4051 Transfer Credits

BP 4070 Course Auditing and Auditing Fee

BP 4100 Graduation Requirements for Degrees and Certification

BP 4105 Distance and Online Education

BP 4230 Grading and Academic Record System/Honor Roll Recognition

BP 4231 Grade Changes

BP 4235 Credit by Examination, Credit for Prior Learning/Challenge.

d. **Gym Roof Update & Discussion (fyi)**

VP Darin Bell reported that the gym roof is 30 years old and although we had it inspected and areas patched, there are some structural issues. As a result, the College is working with Hummel Architects on architectural and engineering drawings in order to replace gym roof and the HVAC system. At this time, we are waiting for Hummel to get back to us on the drawings and then we can proceed with the official procurement process for the general contractor.

It is estimated the cost to replace the roof will be approximately \$1.5 - \$1.7M. VP Bell noted that the College has employer retention funds (ERF) available to use as well as reserves. VP Bell stated he will provide more information on materials and will ask for Board approval on the procurement.

8. CONSENT AGENDA

- a. Board Minutes: March 17, 2026 (regular board meeting) and April 8, 2026 (board policy subcommittee)
- b. Financial Report

Motion: Ken Hart moved to adopt the consent agenda as presented and the motion was seconded by Torie Ramirez. The roll call voted indicated ayes from Roger Findley, Suzi Ireland, Torie Ramirez, Ken Hart, Dr. Lindsay Norman, Betty Carter, and Stephen Crow. The motion carried unanimously.

9. COLLEGE REPORTS & STATEMENTS

a. Statements from ASG/Student Programs

VP McFetridge reported ASG is working to select the next ASG President, Vice President, and Activities Coordinator as well as other positions. In other news, the Board was reminded of the May 20 Red Carpet Affair.

b. Statements from Foundation

Executive Director Yasuda announced that we received Title III eligibility designation. She thanked VP Darin Bell, Yumiyo Okuda, Mario Grimaldo, and Shirley Haidle who helped pull the data to meet the qualifications to be an eligible institution.

The Board was reminded to attend the Foundation Donor Reception this Thursday. Additionally, the Pops Concert has tables available to reserve.

c. Statements from Faculty

Dr. Nate Rawlinson, chemistry faculty member for 13 years, spoke about the benefits of teaching at TVCC. He also shared a personal story on the impact he made to a former student. He noted that faculty are full of student success stories similar to his.

He also wanted to update the Board on the discussions in negotiations as they relate to faculty salaries, rising costs of living, and the current cost of living in Malheur County.

He noted that in their meetings, administration has indicated that they recognize this gap in faculty salary and they are trying to find ways to increase wages, which the faculty appreciate. In fact, faculty is currently waiting for the College's next proposal.

Currently the current salary matrix is 13% below the comparable schools that faculty have chosen as a comparison. The current maximum step that faculty can achieve is 16% below the average. The starting salary for faculty at TVCC has gone up by an average of 0.96% per year since 2002. The average inflation rate during that same time period was 2.56%.

Additionally, the starting wage for a faculty member with a master's degree would have to work for 7 years at TVCC to reach the starting salary of an Ontario School District faculty member. Rawlinson stated that faculty wages need fixing, and they need fixing now.

d. OCCA Board Rep. Report

Stephen Crow reported on the following: April OCCA Lunch and Learn webinar, Oregon President Council, and OCCA Board meeting in May.

e. President's Reports

i. Academic Affairs

VP Sandy Porter provided a written report.

ii. Student Services

VP Travis McFetridge provided the Q2Q report for the current spring term, upcoming summer term, past winter term, and the previous fall term.

iii. Administrative Services

VP Darin Bell provided a written report. Dr. Lindsay Norman stated she would like a copy of the Employee Workplace Vitality Survey.

iv. President's Comments

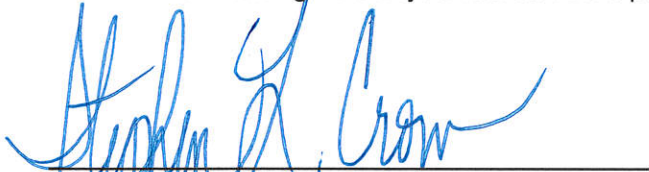
Dr. Young had no further comments.

10. STATEMENTS FROM BOARD MEMBERS & FOLLOW UP


- Suzi Ireland stated she is excited about the approval of the BAS in ECE.
- Roger Findley attended the TVCC rodeo and we were well represented. He believes there were 31 team members. He also stated he is sure the teams will make the finals and that he would like to meet the students before they go to nationals.

11. ADJOURN AND NEXT MEETING(S)

The meeting was adjourned at 10:11 pm.



Stephen Crow, Board Chairman



Dr. Dana M. Young, President