



Yakima Campus

S. 16th Avenue & Nob Hill Boulevard, PO Box 22520, Yakima, WA 98907-2520

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MINUTES

STUDY SESSION MEETING BOARD OF TRUSTEES

YAKIMA VALLEY COLLEGE

November 7, 2024, 3:30 p.m.

West Campus Conference Center 038-122, Meeting Room D

1704 Nob Hill Blvd, Yakima WA

Chair Baldoz called the meeting to order at 3:31pm All trustees were present, Dr. Sara Cate joined via ZOOM; Vice Chair Flores will be attended a few minutes after meeting was called to order.

- A. Clery Act Report-** Correy Olson presented the Clery Act Report to the board, utilizing a PowerPoint presentation to provide an overview of the history of the Clery Act and the various topics the college is mandated to report on. Olson highlighted YVC's preventive measures, which include campus-wide training for staff and students, initiatives addressing sexual harassment and Title IX compliance, the Rave Alert System, active security patrols, and ongoing communication across the campus. Olson also discussed the distinction between primary crimes, rape, and hate crimes that may occur on campus. He emphasized that the data collected is the result of collaboration between various campus entities, including the local geography surrounding YVC's 68-72-acre campus, the three security officers on duty 24/7, local police, the student residence center, human resources, and student services. YVC is required to publicly disclose crime statistics for the last three years, providing valuable information for prospective students and their families to review prior to enrollment. Failure to submit the Clery report can result in penalties, fines from the Department of Education, or even suspension of federal financial aid to the college. Trustee Ortega inquired whether Mr. Olson had specific numbers to share. Interim President Rich confirmed that these statistics are measured and reported as part of the process. Olson noted that in his 25 years on campus, he has never had to report a murder. He also shared that the department aims to complete the report by the end of August or early September each year. Olson mentioned that the statistics can sometimes be misleading; for example, last year, 11 liquor law violations were reported, all attributed to one party involving 11 different students, rather than 11 separate incidents. Dr. Rich emphasized to the board that while the campus security department is responsible for organizing and maintaining this data, it requires the cooperation of all campus departments. He commended security for its effective communication, thorough data management, and strong collaboration with the police department.
- B. Technology Updates-** Brady Mugleston provided a presentation on the latest technology updates across the YVC campus to the board, using a PowerPoint to outline the framework that has been updated to meet industry standards, including the acquisition of advanced equipment. Mugleston discussed the key components of the technology framework, focusing on people, technology, and processes. He also highlighted YVC's cybersecurity initiatives, including training dates, the implementation of Multi-Factor Authentication (MFA), the Board of Trustees' approval of funding for new infrastructure, and meetings with the Cybersecurity and Infrastructure Security Agency (CISA). Mugleston mentioned the hiring of Jesus Mendez Soto as the new Information Security Officer, the addition of further CISA training, enhancements to password security, and the recent SBCTC Leadership Tabletop Exercise, which was attended by Vice Presidents and the President. He emphasized that YVC was one of the first colleges to implement MFA, providing an extra layer of protection for Microsoft and ctcLink systems. Mugleston also presented a timeline for technology improvements, explaining the strategic purchasing of equipment and materials in response to inflation. Chair Baldoz requested further clarification on



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technology updates within campus buildings. Mugleston detailed the technology transformation underway in the Deccio Building and the Grandview campus, which includes upgrades to support ITV classes, as well as ongoing classroom technology updates across both campuses. He also noted that the funds had arrived just in time, as certain equipment was becoming obsolete or failing. Additionally, Mugleston discussed the recent conversion to Windows 11 across campus. He provided the board with budget figures, highlighting expenses to date and remaining funds. Mugleston also shared updates on hardware repairs, installations, and network improvements, including the installation of 72 switches, 15 new battery backups, and upgrades to servers. Furthermore, he reported that 24 core servers have been installed as part of the software update process. Mugleston acknowledged the numerous technology support tickets his team had responded to over the summer while continuing with their regular responsibilities. Trustee Ortega inquired whether the college had experienced any hacking attempts. Mugleston responded that hacking attempts are a daily concern, with hackers continuously working to breach the system. However, YVC's security operations center is in place to detect successful breaches, and so far, six other schools have been affected. Dr. Rich spoke about the recent cyber tabletop event and the strategic technology committee's collaboration, emphasizing the benefits of joint software and equipment purchasing. Mugleston explained that cybersecurity is a layered defense strategy, with everyone involved in monitoring and reporting suspicious activity, such as phishing emails. Trustee Ortega also asked whether the hackers were international. Mugleston confirmed that some have originated from Russia and stated that if any serious concerns arise, the FBI would be notified, as they are closely monitoring the situation.

Concluded at 4:16 pm



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**REGULAR MEETING BOARD OF TRUSTEES
YAKIMA VALLEY COLLEGE**

November 7, 2024, 4:30 p.m.

West Campus Conference Center 038-122, Meeting Room D
1704 W. Nob Hill Blvd, Yakima WA

A. Roll Call and Introduction of Guests and New Employees

Board of Trustees Present

Patrick Baldoz, Chair
Laura Flores, Vice Chair
Bertha Ortega, Trustee
Dr. Sara Cate, Trustee (ZOOM)
David Morales, Trustee

Others Present

YVC Staff & Faculty

Chair Baldoz called the meeting to order and completed Roll Call- all trustees were present including Trustee Cate via Zoom Phone Call.

Introduction of Guests and New Employees, Alma Ramirez, Chief Human Resources Officer, named the number of hires that had taken place around the campus with in the past month. She requested that each new hire present at the meeting today stand and introduce themselves to the board. Two new hires were present at the meeting, one was Amanda Rodriguez, which is a previous employee in a new position as the Assistant Director of Business and Accounting services, the second employee was Roseanna Cuevas, a new Office Assistant in the Student Residence Center.

B. Proposed Changes to the Agenda: There were no changes to the agenda

C. Call to the Public: No one present expressed a desire to address the board.

D. Approval of Minutes: Trustee Ortega moved to that the minutes of the Regular Meeting of October 10th, 2024, be approved as submitted. The motion was seconded by Trustee Morales and passed unanimously.

E. Action Items:

1. Exceptional Faculty Awards- Fall 2024

Kerrie Cavaness, presenter RCW 28B.50.843, Exceptional Faculty Awards Determination of Award- Collective Bargaining Agreement, that the Washington State Legislature authorized exceptional faculty award program to “foster partnerships by creating matching grant programs assist public community and technical colleges in creating endowments for funding exceptional faculty awards.” In 1992, Yakima Valley College and YVC Foundation agreed to participate in the program for exceptional faculty. In 2001, in accordance with RCW 28B.50.843, the college negotiated a Memorandum of Understanding with the faculty union regarding the process for determining local awards from the Exceptional Faculty Awards fund invested by the YVC Foundation. The MOU reflected the division structure in place at that time. The Faculty Union Executive Board and the college have agreed on a Faculty Development Committee that reflects the current division structure. The committee is composed of one dean, one Arts & Sciences faculty, one Workforce Education faculty, one College and Career Readiness faculty, one faculty counselor, and one librarian. This committee has received and reviewed seven (7) faculty proposals for fall 2024.

Motion 24-11-01: Trustee Ortega moved for the Board of Trustees adopt a motion to approve the recommended award amounts to the recipients as submitted by the Faculty Development Committee for fall 2024.

The motion was seconded by Vice Chair Flores and passed unanimously.

F. Communications: Dr. Rich read a letter from Phi Theta Kappa recognizing Greg Kent for his ten years of dedicated service to the organization. In honor of this milestone, Dr. Rich presented Mr. Kent with a gift from Phi Theta Kappa—a pin featuring two blue stones, with each stone representing five years of service.

G. Reports

- 1. Board of Trustees:** Trustee Ortega spoke on the ACCT Congress that she had attended a few weeks ago and shared that there were 176 attendees representing Washington state including Trustees, College Presidents, and staff. Ortega mentioned that Washington state is way ahead of other colleges and that she is proud to represent Washington State and Technological Colleges. Ortega reported that Rich Fukataki from Bellevue College is the next ACCT chair and will oversee federal and local concerns he will address federal and local concerns nationwide, ensuring that state and technical colleges continue to receive federal funding, including addressing FAFSA-related issues and changes. Ortega expressed her satisfaction in seeing President Rich and Jocelyn at the event. Next year's ACCT Congress Conference will be held in New Orleans. Chair Baldoz thanked Trustee Ortega for attending and representing the college.
Chair Baldoz shared his experience attending the "It's Fall Y'All" event, where the Board of Trustees were invited to serve as guest judges for various food dishes. He expressed his enjoyment of the food and looked forward to future invitations to participate in campus events.
- 2. Students:** Alev Ucar presented an update to the board on events that took place during October for Breast Cancer Awareness Month across both campuses. One of the notable events was "Hang a Bra," aimed at raising awareness about breast cancer on campus. Ucar also highlighted upcoming events, including a Club and Resource Fair, where students can learn about various clubs and resources available to them, such as the Writing Center, Library, Disability Support Services (DSS), and recruitment opportunities. This fair provides students with the chance to get involved and engage with their peers. Ucar discussed a sponsored workshop, the Poder Latinx Voting Workshop, which featured guest speakers and focused on the history of Tejano music while encouraging increased voting participation in the Latinx community. Additionally, Ucar mentioned that November is Disability Awareness Month, and both campuses will be offering popcorn to students while promoting DSS resources. Ucar provided an update on the Halloween Fest, held at the end of October, and thanked Dr. Rich and the VPs for serving as costume judges. The event featured a Nacho Bar and a Caramel Apple Bar. Looking ahead, Ucar shared details of several November events, including a Missing Man Table Display to honor Veterans, a Dream Catcher Craft event for Native American Heritage Month on November 12th, a Red Cross Blood Drive on November 13th, and a Fall Cookie Decorating event on November 21st.
- 3. Vice President for Administrative Services:** Dr. Rich reported on the recent flood damage at the Technology Complex, which occurred while she was attending the ACCT Conference. Over 1,000 gallons of water flowed down Nob Hill Blvd and into the basement of the Technology Complex Center. As a result,

power had to be shut off, and some programs were relocated. Thank you to VP Cavaness and Dean Field for helping relocate faculty and classes. Dr. Rich expressed her gratitude to the campus teams for their swift response, particularly since the incident took place at 2:00 am. The Security team played a crucial role in relocating live animals from the Vet-Tech program to Lyon Hall. As a token of appreciation, the Vet-Tech department delivered donuts to the Security team the following day. YVC is currently working with the City of Yakima's utility department to determine how to proceed with the reimbursement of damages. There were new boilers that were damaged and luckily YVC had old boilers that could be used while the new ones were being ordered and replaced. Dr. Rich also provided an update on the minor project in the Technology Complex, which is in its final construction phase. The project is on track for a furniture delivery in December, and it is anticipated that staff will be able to move back into the building by the beginning of the winter quarter, ahead of schedule. Fortunately, the ongoing construction was not affected by the water main break. Dr. Rich updated the board on the Vice President of Administrative Services search. Although the position was previously posted, the search had to be restarted, and the position will remain open until it is filled. She noted that fewer people that hold the title of Vice President of Administrative Services, and in some higher education institutions, this role is split into two separate positions due to the difficulty in filling the position. Lastly, Dr. Rich provided an update on the financial statement audit. Angela Garza, Director of Business and Accounting, has been in contact with the State Auditor's office, and the audit is scheduled to begin in mid-January. An entrance conference will take place, and a board member will need to attend in either January or February. Dr. Rich congratulated Ms. Garza for being ahead of schedule, emphasizing that there have been very few errors, and the team is on track to meet the financial audit goals.

- 4. Interim Vice President for Instruction:** Kerrie Cavaness introduced Julie Sweden, the Director of the Universal Design for Equity and Accountability (UDEAL) grant. Ms. Sweden, who has previously taught at both the Yakima and Grandview campuses, is now focusing full-time on the UDEAL grant while continuing to teach some classes. She presented a PowerPoint and provided an overview of the UDEAL grant to the board, which is currently in its fifth year. Ms. Sweden explained that the UDEAL grant aims to improve student persistence and degree completion over a five-year plan. The grant aligns with three key elements of the YVC Strategic Plan: 1) Integrating Universal Design in academics and services, 2) Expanding Associate to BAS (Applied) Degree opportunities, and 3) Embedding financial literacy throughout the institution. Universal Design for Learning (UDL) incorporates both small changes, like the TILT framework, and larger adjustments to create accessible curriculum. Ms. Sweden highlighted several activities and initiatives supported by the UDEAL grant across both campuses, benefiting students, faculty, and staff. These include workshops and learning opportunities, such as the new and improved TILT(ed) Graduation Application. The grant has also funded faculty and staff attendance at conferences, such as the Alliance of Hispanic Serving Institutions for Educators (AHSIE) and the National Conference on Race & Ethnicity in Higher Education (NCORE), along with the 2024 Basic Education for Adults (BEa) Biennial Conference. These events provide networking and learning opportunities for staff and faculty across the state and nationwide. The UDEAL grant has also enabled YVC to hire a Universal Design and Accessibility Coordinator, who leads workshops and works to make the college's website, forms, and applications more accessible. The grant has supported not only English, math, and science applications but also technology infrastructure projects across campus, including updates to Glen Anthon, Deccio classrooms, the Larson Gallery's accessible art exhibit, CCR, and the Writing Center. In the previous year, the grant featured speakers like Colin Ryan, who presented a humorous approach to managing money, and David Edward Garcia, who focused on motivation through laughter. These initiatives have helped create instructional equity, transparency, and flexibility, assisting students in meeting their educational goals and completing their degrees. Trustee Ortega inquired whether this was the final year of the five-year grant. Ms. Sweden confirmed that the grant concludes in the fall of next year but has a no-cost extension through Winter 2026. Trustee Ortega then asked what would fund these initiatives once the grant ends. Ms. Sweden referenced

other potential grants, such as the Hispanic-Serving Institutions (HSI) Federal Grant and the Relevance Grant, which could help sustain these efforts.

VP Cavaness readdressed the board and shared that VP Navarrete and Dr. Delquadri may look into writing a new grant this July that will work similarly to the previous UDEAL Grant. VP Cavaness addressed the board once more, sharing that VP Navarrete and Dr. Delquadri are considering writing a new grant in July, similar to the UDEAL Grant, to continue supporting initiatives that align with the college's goals. VP Cavaness then provided an update on a meeting she attended on October 25, 2024, with Dean Field, VP Navarrete, and the CWU Directors from the Institute for Innovation and Entrepreneurship and Business and Community Services. She expressed excitement about the potential partnership, which Dr. Rich helped facilitate, aimed at bringing additional business and community services to the Yakima Valley. This initiative will establish the region as a hub for business planning, economic analysis, government economic assistance, and workforce development training throughout Washington. The partnership will support the goal of encouraging students to attend college locally and either stay in the Yakima Valley or return after completing their education. Next, VP Cavaness gave an update on the ongoing Washington State Board of Nursing (WABON) investigation. The WABON committee is conducting separate interviews with specific individuals on campus, and the investigation could take up to four months. VP Cavaness assured the board that once YVC receives the written report with findings and conclusions, she will provide an update. Trustee Ortega asked whether this was a normal process, and VP Cavaness responded that it is unclear what the report pertains to at this time. VP Cavaness also shared that YVC is currently recruiting for several open faculty positions, including a tenure-track position in Chicano Studies due to a recent retirement. She referred to the Technology Complex and its recent temporary closure, which had affected classes, as mentioned in Dr. Rich's report. She noted, however, that classes have resumed and expressed her gratitude to the facilities and security teams for their help and support in getting the building back in use. VP Cavaness then reported on the recent Perkins monitoring visit held on October 23, 2024. She emphasized that Perkins funding plays a vital role in enhancing Career and Technical Education programs by aligning them with workforce needs, promoting curriculum access and equity, and ensuring that underrepresented student groups receive a quality education. She provided an update on fall quarter BAS program enrollment, which ties into the BAS expansion goals outlined in the UDEAL grant. The following is the current enrollment for each program:

- BAS in Business Management (BASAM): 53 students
- BAS in Dental Hygiene (BASDH): 33 students
- BAS in Teacher Education Cohort (BASTE): 22 students (one-year program)
- BAS in Information Technology (BASIT): 21 students
- BAS in Agriculture (BASAG): 13 students

This brings the total BAS program enrollment to 142 students.

Finally, VP Cavaness shared her key takeaways from the recent Cyber Tabletop event at Highline College, which she and VP Navarrete attended. The event allowed them to review the college's emergency preparedness plan. VP Cavaness looks forward to working with Brady Mugleston and Dr. Rich to enhance these preparedness efforts in the future.

- 5. Interim Vice President of Student Services:** Pedro Navarrete addressed the Board, providing an update on current college enrollment, including a comparison of enrollment data between 2022 and 2024. He highlighted the success of the Welcome Back Yaks Night, noting the increase in student attendance, which demonstrates positive progression. VP Navarrete also expressed gratitude to the Office of Institutional Effectiveness for their contributions to the data dashboard and ongoing data management. A key highlight



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for the Grandview campus was the milestone achievement of 303 Full-Time Equivalent (FTE) students, reflecting significant enrollment growth. VP Navarrete acknowledged the role of new instructors and the Student Engagement Specialist in supporting this growth, emphasizing that enrollment is a collective effort. He also noted that additional data would be shared in January. VP Navarrete provided an update on Advising Days held at both campuses. He mentioned a photograph shared by VP Cavaness, showing students lining up at the Grandview campus, which saw an increase of over 100 students compared to the previous fall quarter—an impressive accomplishment. Engagement with advisors has grown, with 25 students meeting with an advisor, indicating a 75% increase in in-person enrollment, particularly among first-generation students. Faculty members have compared these numbers to pre-COVID levels. In athletics, VP Navarrete reported that the women's volleyball team placed third at Regionals at Pierce College. Additionally, new bleachers will be installed in the gymnasium on November 18, 2024, following approval from the Board for funding from reserves. VP Navarrete invited Board members to attend a basketball game in December to experience the new bleachers firsthand. VP Navarrete also provided an update on Gear Up Day, which took place on November 1, 2024, at the Grandview campus. This event offered students an opportunity to explore the various academic pathways at Yakima Valley College. The Gear Up Day at the Yakima campus are scheduled for tomorrow, November 8, 2024, coinciding with First-Generation Day to celebrate students and staff who are first-generation college graduates. Following this, VP Navarrete introduced Oscar Verduzco, the Director of Financial Aid, who provided an update on the financial aid process. Mr. Verduzco presented a PowerPoint to the Board, comparing FAFSA application data from the 2022-2023 academic year to the 2024-2025 year. Despite challenges with the new simplified application process, FAFSA applications have increased, as have the number of awards, although some entries were manually processed by the Financial Aid department. Mr. Verduzco explained that the number of financial aid recipients had fluctuated due to delays in technology and changes with the new FAFSA system. These delays resulted in some students receiving more aid than expected, while others received less. Trustee Ortega inquired whether the monetary amount of financial aid had increased. Mr. Verduzco confirmed that both the number of recipients and the total monetary value of aid had risen. He also shared that ongoing technological issues at the federal level, along with challenges with ctcLink, have affected the process. However, the State Board has been a valuable resource, providing strong communication and guidance to navigate these issues. Mr. Verduzco outlined upcoming training sessions for students from January to May 2025, in preparation for the release of the new FAFSA application in December. He also addressed concerns regarding staff retention in the Financial Aid department and mentioned ongoing efforts to set parameters for the next academic year. Mr. Verduzco provided an update on the financial value transparency and gainful employment study, a collaboration with Dr. Delquadri from the Office of Institutional Effectiveness (OIE) and Keith Pawlovich from Student Services. This study will allow the state to compare financial aid data with IRS information from graduates, helping to assess the impact of certifications and graduation on financial wellness. Trustee Ortega expressed concern over the uncertainty regarding the next Secretary of the Department of Education and encouraged the Board to bring any financial aid concerns to the attention of legislators during their upcoming Legislative Summit in February 2025. Dr. Rich shared concerns discussed within her Presidents' group regarding financial aid for the next academic year, with Trustee Ortega urging the Board to stay proactive in addressing these issues with legislators. Chair Baldoz acknowledged the valuable information shared during the meeting and emphasized that it would assist the Board moving forward.

6. **Interim President Rich:** Dr. Teresa Rich kept her President's report brief, emphasizing the importance of the Trustees hearing from staff rather than from her. However, she did share some key updates with the Board. Dr. Rich informed the Trustees about Yakima Valley College's recognition in a Post-Secondary Success Recognition Program by the U.S. Department of Education, highlighting the college's ongoing efforts to raise the bar. YVC is one of 10 institutions in the Northwest applying for this award. The college learned about the application process on October 14, 2024 and submitted the application by the November 1 deadline. YVC will find out whether it has received the award during Winter or Spring Quarter. Next, Dr. Rich shared updates on union negotiations. She reported that the AFT-Y negotiations for the Collective Bargaining Agreement (CBA) have been progressing positively, with both sides engaged in collaborative conversations. Dr. Rich expressed hope that the agreement would be finalized soon. She also mentioned that negotiations for the AFT-YPS CBA are continuing and making progress. Lastly, Dr. Rich noted that the WPEA union has ratified its contract, but the contract at the state level has yet to be ratified. This is the first time this has occurred, and the union has a "me too" clause at the state level. There is uncertainty about how the Cost-of-Living Adjustment (COLA), originally recommended as a 2% increase for year one and a 1% increase for year two, will be applied. Dr. Rich is actively seeking potential solutions, consulting labor law experts, and discussing the issue with her colleagues at other colleges to determine the best course of action.

Community Relations Report: Dustin Wunderlich submitted a written report in the board packet and shared a video featuring first-generation students currently attending YVC. In the video, the students discussed their experiences at the college, highlighting their journeys as first-generation students. This video was part of the celebration of First-Generation Students Month.

Human Resource Activity Report: Alma Ramirez addressed the Board of Trustees once again, informing them that her team participated in a job fair on October 16th, 2024, organized by the Yakima Housing Authority. She also mentioned that earlier today, a benefits fair was held at the Kaminski Conference Center on the Yakima Campus.

Diversity, Equity, and Inclusion Report: Tenya Moravec addressed the Board, presenting a calendar of upcoming events on both campuses designed to support students and promote diversity. She highlighted the celebration of National First-Generation Day, which will take place tomorrow, and mentioned a \$1,000 grant that has helped fund these initiatives. At both campuses, first-generation students are invited to take a pledge to complete their degree, sign a certificate, and have their accomplishment displayed alongside a photo backdrop. Ms. Moravec emphasized the importance of building a network and accessing campus resources as a first-generation student. She also discussed ongoing work with the Vice Presidents and President on shared equity leadership studies and coaching. Additionally, she introduced a new DEI platform, where students and staff can engage in training, complete modules, and earn certificates or credentials. The platform is set to launch on the YVC website, and efforts are underway to make it publicly accessible. She also noted that during election week, there will be services offering brave space conversations and safe spaces for students and staff.

Office of Institutional Effectiveness Report: Dr. Sheila Delquadri provided an update on the college's strategic plan, noting that the next meeting regarding the plan will take place on December 4, 2024, at 3:30 PM, and invited the Trustees to attend. She mentioned that the college is nearing the conclusion of the current strategic plan and will soon begin the process of developing a new one. Additional information will be shared at a future study session. Chair Baldoz inquired whether the current strategic plan covers the period from 2021 to 2025, to which Dr. Delquadri confirmed.

7. **Classified Staff:** Sybill Miller addressed the Board as the Chief Shop Steward for WPEA at YVC, referencing the earlier comments made by the Interim President regarding the WPEA contract being ratified at the college level but not at the state level, where the economic "me too" clause applies. She expressed

concerns that the state is only offering a percentage increase for classified union staff, which, combined with inflation, is making it difficult for her to maintain her financial stability. Ms. Miller shared that her buying power has decreased by 21%, and her rent has increased by \$100 per month. She emphasized that she works hard with dedication and passion for the college and believes in its mission. However, she expressed frustration that the Office of Financial Management does not listen to the concerns of classified staff and is worried that this issue may be delayed until January, February, or even March. She again urged the Board to advocate for the classified staff in Olympia. Ms. Miller acknowledged that Alma Ramirez, Chief Human Resources Officer, the VPs and Dr. Rich are supportive of the classified staff and are working collaboratively with them, but she emphasized the need for representation at the state level to help the classified staff receive what is reasonable and fair. Chair Baldoz thanked her for speaking and assured her that the Board would explore ways to support the classified staff.

8. Professional Staff: No Report

9. Faculty: Ms. Dorn, AFT-Y President, addressed the Board of Trustees and expressed the AFT-Y's support for the WPEA union. She shared that they are currently in the 7th week of an 11-week quarter, with the primary focus being on contract bargaining and meeting high demand. Ms. Dorn highlighted that the AFT-Y has been bargaining for a contract for 495 days—essentially nonstop for two years. While there were initially around 115 open issues, which could be misleading depending on how they were counted, approximately 64 issues have been resolved since August, including some major ones. The bargaining team has been able to meet without a mediator, which has been beneficial, as it allowed for more frequent meetings and facilitated open and productive discussions. This process has led to a better understanding of the issues at hand. Ms. Dorn expressed gratitude for the opportunity to have open dialogue with VP Cavaness, noting that significant progress has been made on important items. The bargaining team is aiming for a tentative agreement before Thanksgiving. Chair Baldoz thanked Ms. Dorn for her positive report and, on behalf of himself and the Board, expressed his satisfaction with the progress made.

10. Call to the Public: No one present expressed a desire to address the Board.

11. Date of Next Meeting: The next meeting will be Thursday, January 9th, 2025.

12. Executive Session: No executive session was called.

13. Action Items: N/A

14. Adjournment: Meeting adjourned at 6:34 p.m.



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