



Yakima Campus

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

P: 509.574.6800 • www.yvcc.edu

MINUTES
SPECIAL MEETING/STUDY SESSION
YAKIMA VALLEY COLLEGE
BOARD OF TRUSTEES
March 11, 2021 3:30 p.m.

Join Zoom Meeting
<https://us02web.zoom.us/j/85338964990>
Meeting ID: 853 3896 4990
Dial by location
1-253-215-8782

Chair Baldoz called the study session to order at 3:30 p.m. Trustees present were Chair Patrick Baldoz, Trustee Cus Arteaga and Trustee Bertha Ortega. Trustee Sara Cate joined the meeting at 3:37.

A. Employment Statistics Report

Steven Sloniker, Executive Director Human Resource Services, presented employment statistic to the Board. Steve talked about affirmative action, I200, and RCW4960 and college policy keeping the campus free from discrimination. He discussed the principles of affirmative action and the concept of diversity. Steve discussed the selective recruitment process and HR's development of hiring committees and its ability to expand the hiring pool. Steve shared a diagram with information on how YVC compares to other colleges in the system and it showed YVC's numbers are trending up over the past few years. Steve discussed some of the factors that slow the improvement of our diversity numbers; availability of qualified candidates in our area, turnover rates also effect this because people stick around, and competition with CBC and CWU. HR is revising minimum qualifications to remove any potential barriers to ensure we are getting as many people in the hiring pool as possible. HR has working on interview committee compositions to get a good variety of people participating to ensure equity. HR recently launched a one-hour training in CANVAS for hiring committees. There are about six hours of total training available on how to counter implicit bias and how to recognize the effects. HR is looking into a mentoring program for new hires and HR is actively reaching out to new hires within their first 30 days to ensure they have everything they need to be successful. A couple years ago, there was a law change at the state level that effects YVC hourly workers. Historically we have been able to create positions and set a reasonable hourly wage to compensate those positions but come January of next year our hourly workforce will be considered classified staff and we have to pay them whatever the states civil service wages are. A copy of the presentation is filed with these minutes in the President's office.

B. Lab Fee Increases Review

Mr. Tomás Ybarra, Vice President of Instruction and Student Services, presented on the lab free increases. He discussed certain fees that are designed to be a pass through course costs for materials or required testing/certification that are not covered by tuition. Sometimes the regular cost for the course increase and then a request is made to the Board to authorize the increase. Tomás used the flagger course as an example, that fee has been \$45 but now to cover the necessary materials we need to increase the fee to \$55. He discussed other fee increases for Workforce Education. Vice President Ybarra informed the Board that he would be bringing an action item to next month's board meeting regarding the discussed changes to the fee schedule. A copy of the handout is filed with these minutes in the President's office.



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MINUTES
REGULAR MEETING
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BOARD OF TRUSTEES
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A. Roll Call and Introduction of Guests and New Employees

Board of Trustee Present

Cus Arteaga
Dr. Sara Cate
Patrick Baldoz, Chair
Bertha Ortega

Others Present

YVC Students
YVC Faculty & Staff

Dr. Linda Kaminski, Secretary

Trustees Absent

Neil McClure (excused)

Introduction of Guests and New Employees. There were no introductions.

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

C. Approval of Minutes: Trustee Ortega moved that the minutes of the Special and Regular Meeting of February 11, 2021 be approved as submitted. The motion was seconded by Trustee Arteaga and passed unanimously.

D. Action Items:

1. Nonrenewal of faculty.

Mr. Tomás Ybarra stated that the following faculty members served in temporary appointments in the 2020-2021 academic year: Ashley Bergeron, Mary Dewitt, Matthew Owen, Meghan Flynn, Stacey Gingras, Teana Robbins.

MOTION 21-03-01:

Trustee Cate moved that the Board of Trustees adopts a motion to not renew the following faculty members who served in temporary appointments in the 2020-2021 academic year: Ashley Bergeron, Mary Dewitt, Matthew Owen, Meghan Flynn, Stacey Gingras, Teana Robbins. The motion was seconded by Trustee Ortega and passed unanimously.

2. Renewal of faculty funded by “Special Funds”

Mr. Tomás Ybarra stated that RCW 28B.50.851 governs the renewal of “special faculty.” The State Board for Community and Technical Colleges (SBCTC), in WAC 131-16-400, defines “special funds” as, “all funds received by a college district other than those generated by operating fees collected by such district pursuant to chapter 28B.15 RCW and state general funds appropriated by the legislature and distributed to college districts by the state board by formula allocation.” Sources for “special funds” include grants, contracts, Running Start, and Worker Retraining.

The positions occupied by the following individuals are funded by “special funds” and are hereby recommended for renewal for the 2021-2022 academic year, subject to the terms of RCW 28B.50.851 and contingent upon the availability of funds:

Amanda Gall
Anna Pascoe
Anthony Schmidt
Cami Pangrazi
Christopher Otten
Eliann Carr
Eliot Treichel
Emeka-Charles Udenze
Eraina Hatch
Ericka Tollefson
Hector Saez Nunez
Holly Cousens
Holly Ferguson
Janathan Grandoit
Janet Coffman
Janette Pettey
Jeffrey Gerhardstein
Jeremy Brown

Jeremy Marion
John Bissonette
John Menard
John Paul Cyr
Jonathan Byrn
Joy Clark
Julie Schillreff
Katrina Carr
Keith Reyes
Kevin Dyke
Kimberlee Tuning
Kristy Webster
Lisa Dominguez
Luis Bello-Zarallo
Margaret France
Maria Saucedo
Mark Fuzie

Melanie Cox
Michael Follansbee
Michael Gonzalez
Nat Wall
Olivia Hernandez
Peter Monahan
Raymond Navarro
Sandra Erlewine
Stacy DeBlasio
Stephanie Ahlgren
Steven Mock
Suzanne Smaglik
Tammy Calahan
Teresa Lewis
Timothy Brown
Travis Margoni
Wilson Phillips
Zachary Schierl

MOTION 21-03-02: Trustee Arteaga moved that the Board of Trustees adopts a motion to renew the faculty funded by “special funds” to the above-listed individuals, contingent upon availability of funds for the 2021-2022 academic year. The motion was seconded by Trustee Ortega and passed unanimously.

3. Renewal of Faculty Probationers

Mr. Tomás Ybarra thanked the tenure review committees and everyone who worked on and supported the tenure process. He stated that RCW 28B.50.850 through 28B.50.869 and Article XII of the AGREEMENT between YVC and the American Federation of Teachers—Yakima establish the procedures for review of probationary academic employees and for renewal/nonrenewal of probationary employees, and for the withholding/granting of tenure. Each trustee has had the opportunity to read the tenure review reports and recommendations of the tenure review committees. The following faculty probationers, having been recommended for renewal by their respective Tenure Review Committees, are presented for the Board’s approval.

MOTION 21-03-03: Trustee Cate moved that the Board of Trustees adopts a motion to renew the appointments of the following faculty probationers for the 2021-2022 academic year:

Third Year

Antoinette Hull
David McReynolds
Jeff Norwood
Natalia Dunn
Steven Slusher

Trustee Ortega seconded the motion. Trustee Arteaga commented that he learned a lot about our faculty from reading the files, he was impressed with the faculty and how they had to get creative during this challenging year and he was pleased to read about the student participation in the tenure process. There was no further discussion and the motion passed unanimously.

4. Granting of Tenure

Mr. Tomás Ybarra stated that RCW 28B.50.850 through 28B.50.869 and Article XII of the AGREEMENT between YVC and the American Federation of Teachers—Yakima establish the procedures for review of probationary academic employees and for renewal/nonrenewal of probationary employees, and for the withholding/granting of tenure. Each trustee has had the opportunity to read the tenure review reports and recommendations of the tenure review committees. The following faculty probationers, having been recommended for granting of tenure by their respective Tenure Review Committees, are presented for the Board's approval.

MOTION 21-03-04: Trustee Ortega moved that the Board of Trustees adopts a motion to grant tenure to the following academic employees effective the beginning of fall quarter 2021: Debra Scheib, Melissa Matczak, Laura May, Stephen Rodrigue. The motion was seconded by Trustee Arteaga and passed unanimously.

5. Sabbatical Leave Date Modification for Eva Cunningham

Dr. Linda Kaminski stated at the February 6, 2019 board meeting the Board of Trustees approved a one-quarter sabbatical leave for Eva Cunningham for the 2019-2020 academic year. Due to COVID 19 and travel restrictions, her sabbatical had to be cancelled.

Eva is requesting that her sabbatical leave approval be moved to the 2021-2022 academic year.

Eva will dedicate the one quarter to the upgrade, revitalize and modify the existing information literacy modules that help support eLearning; Create additional library guides; and self-directed learning.

MOTION 21-03-05: Trustee Cate moved that the Board of Trustees approves the modification of the one-quarter sabbatical leave for Eva Cunningham for the 2021-2022 academic year; provided that she negotiates a contract with the college covering the time frame for the leave and the activities to be conducted during and after the sabbatical. The motion was seconded by Trustee Ortega and passed unanimously.

6. **Sabbatical Leave Recommendation for Jeremy Buegge**

Dr. Linda Kaminski stated that in accordance with our negotiated faculty agreement, a Faculty Sabbatical Leave Committee was convened to review requests for sabbatical leave. I have met with the Sabbatical Leave Committee and the successful applicant, and I am pleased to recommend to the Board of Trustees a one quarter sabbatical for Jeremy Buegge.

Jeremy will dedicate the quarter to develop a new approach to teaching General Biology for Health Sciences, produce materials to replace the traditional textbook focusing on free online resources and self-written material and utilize his creative capacity to foster personal renewal and inspiration.

MOTION 21-03-06: Trustee Arteaga moved that the Board of Trustees approves, for the 2021-2022 academic year, a one-quarter sabbatical leave for Jeremy Buegge; provided that he negotiates a contract with the college covering the time frame for the leave and the activities to be conducted during and after the sabbatical. The motion was seconded by Trustee Ortega and passed unanimously.

7. **New Mission Statement and 2021-2025 YVC Strategic Plan**

Dr. Linda Kaminski stated that at the January 14, 2021 Study Session Sheila Delquadri, Associate Dean OIE and Hilda Guzman, CAMP Grant Director presented on the highlights of the new YVC Mission Statement and the 2021-2025 Strategic Plan. The Board of Trustees input was incorporated into the new Mission Statement.

The Board was informed that a request for approval of the new YVC Mission Statement and the 2021-2025 Strategic Plan would be presented at the March Board meeting.

MOTION 21-03-07: Trustee Ortega moved that the Board of Trustees adopt a motion to approve the New Mission Statement and the 2021-2025 YVC Strategic Plan as presented during the January 14, 2021 Study Session. Trustee Cate seconded the motion and it passed unanimously.

E. Communications. There were no communications.

F. Reports

- 1. Board of Trustees.** Chair Baldoz attended the exit interview for the financial audit and there were no findings it lasted less than 10 minutes. He congratulated Vice President Rich and her team for all their hard work.
- 2. Students:** Penny Tahmalwash, ASYVC President –not in attendance
Abraham Lopez, GSC President discussed Yak Blog regarding Black History month. He was excited to state that in April the Yak Blog would be weekly. Abraham introduced Sonya Cortina. Sonya introduced herself and discussed her experiences at YVC and her future plans. A copy of the report is filed with these minutes in the president's office.

3. **Classified Staff** – Cathy Van Winsen, WPEA Representative, indicated it had been a quiet winter.
4. **Professional Staff** – Pedro Navarrete indicated that the union was working on internal procedures for dues collection and the group was preparing for a general meeting.
5. **Faculty** – Ms. Rachel Dorn, AFT-Y Yakima President gave an update on a few items, resolved the curriculum matter, AFT's faculty choice is now on the hiring committee, still have some concerns about Brice Humphreys and the situation at Big Bend. Delighted to see our colleges granted tenure today and see the next group continue to their next year. Rachel mentioned that there were no new first year probationers, this year has been unusual in many ways but tenure numbers have been falling. She discussed the rates. AFT hopes to see more first year probationers next year. Some colleagues did not know until today if they have a job for next year. Some have worked for 8-20 years. Colleagues in temporary positions still do not know if they have jobs. They do not know until late in the college faculty hiring season. All of our special faculty finding out in March it still pretty late, this fills this time with anxiety. Congratulations again to our newly tenured faculty members.
6. **Vice President for Administrative Services** – Dr. Teresa Rich expressed how proud she is of the audit results and the staff that worked on it. A huge team effort to get an unqualified opinion, which is a clean audit. Dr. Rich thanked Chair Baldoz for attending the exit interview today. She will be bringing the audit to the board at a future meeting to accept the audit results. Dr. Rich provided a ctcLink update, 48 weeks to go live. Currently in week, four of a 15-week business fit gap process. Our team is engaged and enthusiastic but getting tired. Lots of homework assignments. A copy of the Board fiscal update is filed with these minutes in the president's office.
7. **Vice President for Instruction and Student Services** – *Mr. Tomás Ybarra – lost connection – rejoined later in the meeting.* VP Ybarra thanked the Board for adopting the new mission statement and the strategic plan. It's important that these foundational documents promote our pursuit of racial equity. This has special significance to many at YVC. A couple of our professional technical programs passed significant milestones in their accreditation processes. Teacher education program lead by Dr. Melissa Matczak had its three-year review. It was a long process, the site visit was affirming, the review committee expressed appreciation of strong participation. They are scheduled to present their results in May. Associate Degree Nursing program was visited by evaluators, this program is lead by Interim Program Director Wendy Baker who has done an outstanding job. Evaluators found no deficiencies. They will be recommending accreditation for the program but they don't meet until September.
8. **President**

Community Relations Report – Mr. Dustin Wunderlich, Director of Community Relations, discussed set to launch social media campaign to promote running start program. Working with Hillary Emerson and Leslie Blackaby on the campaign, reaching students on instagram and parents on Facebook. Also working on a social media campaign for ELA and GED classes, working with Marc and his staff. Started a new social media campaign 5 reasons to choose with a goal to increase awareness of the programs available to YVC students. Thanked faculty who provided content for the 5 reasons campaign. Excited to be launching the new virtual tour of YVC, Dustin shared his screen and provided a sneak peek. A copy of the report is filed with these minutes in the president's office.

Human Resource Activity Report – Mr. Steve Sloniker, Executive Director Human Resource Services, discussed the HR activity report, one correction Janet Foster Goodwill should be on the retirement section and Tammy Siebenberg also announced her retirement. The HR team is working on 11 active recruitments, on schedule with the VP search interviews will occur the week of April 12th with open



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forums to begin in early May. Also working on business fit gaps and they are lengthy segments and takes a significant amount of time. A copy of the report is filed with these minutes in the president's office.

President's Report – 1) Thanked the trustees for approving the strategic plan and mission statement. This is a very important process and document that will provide guidance for us as we plan and make decisions for the next five year. Thanked everyone that put in effort and time in its preparation. 2) Caring Campus grant involved alot of our staff, 23 staff participated in about 15 hours of training. They sent YVC a plaque on our successful completion of the program and our steps forward in implementation. 3) As of the passing of HB 2864 YVC, Skagit CC and South Puget Sound CC will be participating in a pilot program for running start in the summer. We will open this to Yakima, Granger, Highland, Mabton and Wapato school districts as a piolet program. 4) Anxiously awaiting the budget and revenue forecast. We anticipate the first budget should be available around March 22nd or 23rd. We are already working on preparing our budget for next year, new budget items, unfunded mandates. 5) All trustees need to complete the forms for public disclosure commission by April 15th. It's a new system so it may take you time to input all your information. Trustee Ortega indicated that today the Governor moved the entire state to phase three and asked how that effects YVC. Dr. Kaminski indicated that we are waiting on guidance from the state board, there are a lot of questions about what it means for community colleges. Hopefully the state board will let us know soon. We have a plan and we are following it and we are not going to move faster than we think is safe. So even if the Governor thinks its safe to open it up that's not exactly where we are. We are aware of the number of cases in our district and what it takes to open up. We are still on track to have everything online for spring and summer and that is not going to change. We haven't made decisions yet on fall. We are monitoring it very carefully.

G. Call to the Public – No one present indicated a desire to address the Board.

H. Date of Next Meeting— The next meeting will be, April 8, 2021.

I. Executive Session. No executive session was called.

J. Action Items. N/A

K. Adjournment. The meeting adjourned at 5:35.

PATRICK BALDOZ
KAMINSKI
Patrick Baldoz, Chair

LINDA
Attest: Linda Kaminski, Secretary