

**METROPOLITAN COMMUNITY COLLEGE AREA  
BOARD OF GOVERNORS  
MEETING MINUTES  
FEBRUARY 27, 2024**

A meeting of the Board of Governors of the Metropolitan Community College Area was called to order at 6:30 p.m.

Chair Uhe asked Julie Lanxon to call the roll:

**MEMBERS PRESENT**

Brad Ashby  
Martha Brucker  
Kristen DuPree, Treasure  
Phillip Klein  
Theresa Love-Hug  
Linda McDermitt, Assistant Secretary  
Maureen Monahan, Chair  
Zach Reinhardt  
Fred Uhe, Vice Chair  
Tammy Wright  
Zach Pechacek, Faculty Ex Officio  
Eldaide Zulu, Student Ex Officio

**MEMBER ABSENT**

Adam Gotschall, Secretary

**Also Present:** Randy Schmailzl, College President

**Agenda Item 1d — Announcement of Posted Location of Open Meetings Act**

Following the Pledge of Allegiance, the Chair reported that a copy of the Nebraska Open Meetings Act had been posted in the rear of the room.

**Agenda Item 1e — Recording of Notice of Public Meeting**

The Chair then reported on the recording of the Notice of Public Meeting and stated the following:

1. *Proof of Publication, pursuant to Policy 10503 of the Board of Governors, in the form of an affidavit of an employee of the Omaha World-Herald, to the effect that notice of this meeting was published in that newspaper on February 16, 2024, and on the Omaha World-Herald website Omaha.com from February 16 - 22, 2024.*

2. Affidavit of College employee Julie Lanxon, to the effect that a copy of the published Notice of Meeting was transmitted to each member of the Board of Governors in a manner specified by Policy 10503 of the Board of Governors.

The notice of the meeting stated that an agenda for this meeting, kept continually current, was available for public inspection at the principal office of the Board of Governors, Building No. 30, 30th and Fort Streets, Omaha, Nebraska, by making prior arrangements by calling 531-622-2415.

Without objection, the Chair of the Board ordered that the affidavits be attached to the minutes of the meeting and made a part of the official proceedings of the Board of Governors.

## **Agenda Item 2 — Public Comments**

There were no public comments.

## **Agenda Item 3 — Action Agenda**

### **Agenda Items 3a — Consideration of Resolution Approving the Appointment of the Board of Governors' 2023 Metropolitan Area Planning Agency Representative, Board Doc. 8004**

**BE IT RESOLVED BY THIS BOARD OF GOVERNORS** that it hereby appoints \_\_\_\_\_ to serve as its representative on the Metropolitan Area Planning Agency (MAPA), to serve in such position for a term of office beginning March 1, 2024, and ending on the date of the first regular meeting of the Board of Governors in February 2025.

**MOTION:** Uhe moved to approve Zach Reinhardt as the MAPA representative for the 2024 year; Bruckner seconded the motion.

Martha Bruckner, yes  
Kristen Dupree, yes  
Phillip Klein, yes  
Theresa Love-Hug, yes  
Linda McDermitt, yes  
Maureen Monahan, yes  
Zach Reinhardt, yes  
Fred Uhe, yes  
Tammy Wright, yes  
Brad Ashby, yes

Motion carried.

### **Agenda Items 3b — Consideration of Resolution Approving the Process for Selection of External Auditors, Board Doc. 8005**

**WHEREAS**, on December 10, 2023, administration published a Request for Proposals (RFP) from accounting firms interested in serving as the College's external auditors for a period of up to five years; and,

**WHEREAS**, the sole bidder to serve as the College's external auditor was Weaver and Tidwell, LLP, out of Dallas, Texas.

**NOW THEREFORE BE IT RESOLVED** by this Board of Governors that it hereby schedules the interview of Weaver and Tidwell, LLP, to serve as the College's external auditor for a period of up to five years at its regular meeting at 6:30 p.m. on March 26, 2024. Said interview is to be conducted in-person with one or more representatives of Weaver and Tidwell, in the Board's meeting room in Building 21 (the Mule Barn), room 112, on the College's Fort Omaha Campus at 32<sup>nd</sup> Street and Sorensen Parkway.

**MOTION:** Reinhardt moved to approve interviewing Weaver and Tidwell, LLP; Love-Hug seconded the motion.

Monahan stated that one auditor proposal has been received. Schmailzl summarized the process the College followed for requests for proposals. He explained some of the complexities of MCC's audit. The College administration will continue to vet the audit firm and check recommendations. The Board asked questions of Brenda Schumacher, College Business Officer, and her team regarding the process, strategies, and the low number of proposals received.

Kristen DuPree, yes  
Phillip Klein, yes  
Theresa Love-Hug, yes  
Linda McDermitt, yes  
Maureen Monahan, yes  
Zach Reinhardt, yes  
Fred Uhe, yes  
Tammy Wright, yes  
Brad Ashby, no  
Martha Bruckner, yes

Motion carried.

#### **Agenda Item 4 — Report Agenda**

##### **Agenda Item 4a — Ex Officio Board Members' Report**

##### **Student Ex Officio Representative Report**

Zulu shared highlights from her written report, which featured the Student Advisory Council's monthly activities and several new MCC student organizations. The Board had no questions.

##### **Faculty Ex Officio Representative Report**

Pechacek introduced Gary Sparks, information technology faculty member, who presented on the cybersecurity center and associate degree program. He thanked Board Member Ashby for being supportive back in 2018 when the initial application for designation as National Center of Academic Excellence in Cyber Defense Education

(CAE-DE) was submitted. Sparks explained the re-designation process the department went through in 2023 that involved a Program of Study and a Center of Academic Excellence application. Last fall the National Security Agency validated the associate of applied science-cybersecurity program through 2028. This past December, MCC was re-designated as a National Center of Academic Excellence in Cyber Defense Education through 2028. Sparks shared enrollment and graduate data for a three-year period. When talking about the program's impact, Sparks shared a story about a student who participated in the Nebraska National Guard's Cyber Tatanka this past summer. The Board asked questions about the National Security Agency's involvement, graduation rates, salary ranges for recent graduates, certifications, and reviewers. Bruckner thanked Sparks for his hard work and commended him on his pride for the students.

#### **Agenda 4b — Chair of the Board's Report**

Monahan indicated she plans to serve as the Board of Governors' ex-officio representative to the MCC Foundation Board this year.

#### **Agenda 4c — Board Members' Reports**

Uhe recently attended the 2024 Association of Community College Trustees' National Legislative Summit in Washington, D.C. where he attended informational programs and met with Nebraska delegates. He shared some of the concerns he heard while on the Hill. He stated the Pell grant reform bill, which Congressman Flood signed on to, is expected to be discussed on the floor this week. Nebraska delegates showed a strong interest in hearing about MCC's 180-RAP program. Uhe also recently met with Hannah Bolt from Lozier to learn more about their Women in Manufacturing group. He added that tonight's Board dinner was prepared with the assistance of an MCC culinary graduate who was featured in a Flatwater Free Press article that was picked up by a national news organization.

Wright stated it is nice to see the chair and vice chair working side by side and in the community.

#### **Agenda 4d — Presidents' Report**

Schmailzl mentioned that a list of legislative bills was included in the packet. He provided an update on the legislature's progress and priorities. Schmailzl testified before the Appropriations Committee on Agency 83 (Community Colleges) regarding the recommended amount needed to prevent the community colleges from needing to levy property taxes, per the new funding agreement passed in LB783 last session. Wright asked for clarification about the property tax. Schmailzl answered that committed to funding more of the community colleges' general fund budgets through state income and sales tax, eliminating the need for colleges to levy property taxes for that purpose.

## **Public Art at South Omaha Campus**

Kay Friesen, Vice President of Operations, showed a time-lapse video of one of two commissioned pieces of artwork installed at the Automotive Training Center on the South Omaha Campus last fall. The pieces were created by artist Luke Achterberg, with whom MCC contracted following a national call for art. Friesen summarized Achterberg's background and how his artwork ties in with the automotive programs. McDermitt commented on the beautiful work and its interesting aspects. Bruckner asked if students know about the artist's background and the art pieces. Friesen replied that a story was posted to an internal newsletter for students.

## **Agenda 4e — Regular Reports**

No comments. No questions were asked.

## **Agenda 4f — Ombudsperson Report**

Julie Langholdt, Dean of Student Advocacy and Accountability, shared a brief history of the creation of the Ombudsperson position at MCC. The goal of this position is to address any concerns or challenges that come in from community members, students, or staff and help resolve the concerns or challenges at the lowest level. She presented case data from the past five years, indicating the numbers of concerns/complaints have consistently decreased due to the work improving College policies, making it clear where to get help, and solving problems at the lowest level. The Board had no questions.

## **Agenda 4g — 2024–25 Budget Calendar Review**

Schumacher, College Business Officer, presented the preliminary 2024-25 budget calendar. Reinhardt asked if the budget calendar takes into account when the state's contribution will be known and whether or not property taxes will need to be levied, so any shortfall could be addressed within the proper time frame. Schmailzl said the state will notify the College in August to allow time to inform the Board if there is a funding shortage or if funding is on target, reinforcing the importance of Schmailzl's testimony before the Appropriations Committee on Agency 83. Monahan requested adding the state's general fund notification deadline to the budget calendar.

## **Agenda 4h — Update on Building 7 Fort Omaha Campus**

Friesen provided an update on building 7 located on Fort Omaha Campus. Several months ago, the Secondary Partnerships staff was moved out of building 7 and into building 21 to allow a structural engineer to complete a full structural assessment. She shared several pictures of structural issues the engineer found during the assessment. The engineer indicated it would be more cost effective to demolish the building, which fits within the College's long-range facilities plan. The original Fort Omaha deed was reviewed and the administration confirmed that building 7 falls outside of the restrictive

parameters that might have precluded demolition. Most of the renovations that pose issues happened before MCC took possession of Fort Omaha in 1974. MCC has had a conversation with the Douglas County Historical Society so they are aware of the plans and understand the rationale. The College's plan is to put out a bid for demolition which will be brought back to the Board for approval. Board members had several clarifying questions for Friesen. One question was regarding how the space will be used after the building is demolished. Friesen responded that one idea is to apply for a grant to build freight farms in this area. She added that facilities and IT staff are salvaging items from building 7 that can be reused elsewhere on campus.

### **Agenda Item 5 — Consent Agenda Items**

Items remaining on the consent agenda are 7a, 7b, 7c, 7d, 7e, 7f, 7g.

### **Agenda Item 8 — Items Removed from Consent Agenda (if any)**

No agenda items were moved from the Consent Agenda.

### **Agenda Item 7 — Action Agenda**

#### **Agenda Item 7a — Consideration of Approval of Minutes of January 23, 2024, Board of Governors Meeting, Board Doc. 8006**

#### **Agenda Item 7b — Consideration of Resolution Approving Personnel Appointments, Board Doc. 8007**

***WHEREAS**, per Board Policy 60205, the Board of Governors shall have final approval of all full-time contracts for administrative, support and faculty personnel.*

***NOW THEREFORE BE IT RESOLVED** that the following appointments and employment contracts be approved and/or ratified by the Board of Governors:*

<u>Position</u>	<u>Name</u>	<u>Start Date</u>	<u>Annual Salary</u>
Adult Education Program Facilitator	Naomi Becker	03/01/2024	\$ 54,000.00
Adult Education Program Facilitator	Rida Neuhoff	03/18/2024	\$ 54,000.00
Application Systems Analyst I	Dylan WolfTornabane	03/11/2024	\$ 72,000.00
Avenue Scholars Facilitator	Karla Benton	03/16/2024	\$ 53,716.21
Director of Grants Accounting	Rose Crown	03/11/2024	\$ 88,000.00
Director of Institutional Research	Hayley Aniol	04/01/2024	\$ 80,000.00
Director of IT Application Technologies	Jessica Steffen	03/01/2024	\$ 93,000.00
Director of Student Experience (Health Professions)	Brenda Ballou	03/01/2024	\$ 72,675.28
Education Specialist for Veterans Upward Bound	LaDazja Ivory	03/11/2024	\$ 50,000.00
Information Technology Instructor	Edward Flenorl II	03/04/2024	\$ 82,698.00
Manager of Business Development, Training and Outreach	Spencer Goracke	03/01/2024	\$ 65,000.00
Nursing Instructor	Erin Salahshurian	08/26/2024	\$ 71,998.00

Nursing Instructor	Leslie Seaman	03/04/2024	\$ 68,350.00
Program Development Coordinator	Elizabeth Shepherd	03/16/2024	\$ 61,000.00

**Adult Education Program Facilitator** – The facilitator is responsible for overseeing basic skills instruction in accordance with the educational objectives of the College. This position develops course objectives and curriculum, trains and helps to manage assessment processes and outcomes reporting. The facilitator also teaches General Education Development (GED) or English-as-a-Second Language (ESL) classes to students enrolled in the Adult Education program. (Naomi Becker, Rida Neuhooff)

**Application Systems Analyst I** – The analyst provides accurate, quality analyses of new program applications, as well as conduct testing, locate potential problems, and solve them in an efficient manner. This position will also identify areas for modification in existing programs that drive automation and efficiencies and subsequently developing these modifications. (Dylan WolfTornabane)

**Avenue Scholars Facilitator** – The facilitator serves as the point person for Avenue Scholar students throughout their journey, providing proactive, ongoing, and individualized support through the complexities of the college environment. (Karla Benton)

**Director of Grants Accounting** – The director is responsible for the grants accounting function. This position performs financial analysis and review to assure internal controls, compliance, and financial integrity. The director assists College accounting and budget areas to assure timely and accurate reporting. (Rose Crown)

**Director of Institutional Research** – The director provides leadership of institutional data endeavors which support the mission and strategic initiatives. The position provides vision and implementation of college-wide decision support, institutional accountability, and continuous quality improvement. The director provides support in data governance and data literacy initiatives. (Hayley Aniol)

**Director of IT Application Technologies** – The director oversees the strategic planning, development, implementation, and maintenance of core IT applications within the organization. This position leads a team of skilled professionals to ensure the efficient functioning of the company's software systems, streamline processes, and drive technological innovation to support college objectives. (Jessica Steffen)

**Director of Student Experience (Health Professions)** – The director provides planning and oversight of the continuum of the student experience in health professions. This position ensures organization and service delivery results in a seamless student experience from pre-enrollment/exploration to graduation. The director is responsible for Clinical and Educational Relationships. (Brenda Ballou)

**Education Specialist for Veterans Upward Bound** – The specialist conducts individual and group sessions for academic, college, career, and personal guidance. This position works with veterans in target areas and internal and external partners to facilitate services and activities with an emphasis on college readiness. (LaDazja Ivory)

**Information Technology Instructor** – The instructor is responsible for providing an engaging teaching environment and participating in the shaping of the evolving curriculum in the information technology area. The instructor teaches a full range of courses to include basic information technology, Cisco Networking, Cloud & Server Administration, and IT Support. This position participates collaboratively in curriculum review and development, outcomes assessment, advisory council activities, projects, and other department or College activities. (Edward Flenorl II)

**Manager of Business Development Training and Outreach** – The manager is responsible for outreach and acts as an entry point for business and industry to complete the training to employment pathway. This position collaborates with internal and external partners to coordinate strategic outreach and identify prospective partnership opportunities. The manager conducts hiring events for students as they complete training programs and promotes career advancement services. (Spencer Goracke)

**Nursing Instructor** – The instructor is responsible for providing an engaging teaching environment and participating in the shaping of the evolving curriculum in the Nursing area. The instructor teaches a full range of nursing coursework. This position participates collaboratively in curriculum review and development, outcomes assessment, advisory council activities, projects, and other department or College activities. (Erin Salahshurian, Leslie Seaman)

**Program Development Coordinator** – The coordinator is responsible for managing relationships between outside organizations and the College. This position will work closely with industry leaders and community partners to identify workforce needs and workforce training solutions. The coordinator collaborates with program deans, staff, and faculty to promote short-term certifications as well as program degrees. (Elizabeth Shepherd)

### **Agenda Item 7c — Consideration of Resolution Approving Sabbatical Leave Requests for 2024-25, Board Doc. 8009**

**BE IT RESOLVED** that the Board of Governors approves a sabbatical leave for Carla Delucchi for fall quarter 2024-25 (August 26, 2024-November 21, 2024).

**BE IT RESOLVED** that the Board of Governors approves a sabbatical leave for Sarah Staroska for fall quarter 2024-25 (August 26, 2024-November 21, 2024).

**BE IT RESOLVED** that the Board of Governors approves a sabbatical leave for Rachel Neurath for spring quarter 2024-25 (March 4, 2025-May 23, 2025).

**BE IT RESOLVED** that the Board of Governors approves a sabbatical leave for Mary Umberger for spring quarter 2024-25 (March 4, 2025-May 23, 2025).

**BE IT RESOLVED** that the Board of Governors approves a sabbatical leave for Adam Dienst-Scott for fall quarter 2024-25 (August 26, 2024-November 21, 2024).

**BE IT FURTHER RESOLVED** that the Board's approval is contingent upon Carla Delucchi, Sarah Staroska, Rachel Neurath, Mary Umberger and Adam Dienst-Scott fulfilling the administrative requirements as prescribed by Board Policy #60309.

### **Agenda Item 7d — Consideration of Resolution Approving the 2023-26 Collective Bargaining Agreement with the MCC Police and Public Safety Bargaining Unit Fraternal Order of Police, Lodge #76, Board Doc. 8008**

**WHEREAS**, the most recent Collective Bargaining Agreement (CBA) between the College and the Police and Public Safety Bargaining Unit, Fraternal Order of Police (FOP) Lodge #76, expired on June 30, 2023; and,

**WHEREAS**, the College and the Union have agreed to terms and conditions of a renewal of said CBA, to run from July 1, 2023, through June 30, 2026; and,

**WHEREAS**, College administration believes that approval of the CBA is in the best interest of the College, and recommends that this Board approve renewal of said Agreement.

**NOW THEREFORE BE IT RESOLVED** that this Board hereby approves the negotiated Collective Bargaining Agreement between the College and the Police and Public Safety Bargaining Unit, Fraternal Order of Police (FOP), Lodge #76, Board Document No. 8008a, and authorizes the College President to execute said Agreement, with such modifications, changes, and amendments as the President, in consultation with College legal counsel, may deem appropriate and in the best interest of the College.



**Agenda Item 7e — Consideration of Resolution Approving Faculty Promotions, Board Doc. 8010**

**BE IT RESOLVED** that the Board of Governors of the Metropolitan Community College Area approves the promotions of the following Academic Advisor, Counselor, and Faculty bargaining union members to be effective retroactive to the first day of his or her 2023-24 contract:

	<u>GROUP</u>	<u>CURRENT LEVEL</u>	<u>PROMOTED TO LEVEL</u>
Joseph Eledge	Group III	Level I	Level II-C
Nicholas Braun	Group III	Level III-D	Level IV-D
Deborah Gaspard	Group I	Level II-C	Level III-C

**BE IT FURTHER RESOLVED** that the Board of Governors commends these individuals for their continued professional development while employed at the College.

**Agenda Item 7f — Consideration of Resolution Accepting the Bid for Welding Equipment, Board Doc. 8011**

**BE IT RESOLVED**, that the Board of Governors of the Metropolitan Community College Area hereby accepts the offer to purchase welding equipment from Linde Gas & Equipment Inc., in an amount not to exceed \$280,294.00 plus associated fees, and authorizes the President to negotiate and execute the purchase of said equipment as he, in consultation with College legal counsel, may deem appropriate and in the best interests of the College.

**Agenda Item 7g — Consideration of Resolution Approving the Renewal Purchase of Email Anti-Spam Software, Board Doc. 8012**

**BE IT RESOLVED**, that the Board of Governors of the Metropolitan Community College Area hereby approves the renewal purchase of email anti-spam software from GovConnection, Inc., for a period of three years, for an estimated cost of \$597,225.30 utilizing consortium contract pricing with such modifications, changes, and amendments, as the President in consultation with the College legal counsel, may deem appropriate and in the best interests of the College.

**MOTION:** Reinhardt moved to approve the consent agenda; DuPree seconded the motion.

Phillip Klein, yes  
Theresa Love-Hug, yes  
Linda McDermitt, yes  
Maureen Monahan, yes  
Zach Reinhardt, yes  
Fred Uhe, yes  
Tammy Wright, yes  
Brad Ashby, yes  
Martha Bruckner, yes  
Kristen DuPree, yes

Motion carried.

## Agenda Item 8—Adjournment

**MOTION**: Reinhardt moved to adjourn the meeting; Love-Hug seconded the motion.

Theresa Love-Hug, yes  
Linda McDermitt, yes  
Maureen Monahan, yes  
Zach Reinhardt, yes  
Fred Uhe, yes  
Tammy Wright, yes  
Brad Ashby, yes  
Martha Bruckner, yes  
Kristen DuPree, yes  
Phillip Klein, yes

Motion carried. The meeting was adjourned at 7:43 p.m.

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Adam Gotschall, Secretary, Board of Governors

Date

These minutes are unofficial and are subject to revision and approval at the next meeting of the Board of Governors

**AFFIDAVIT OF TRANSMISSION OF NOTICE OF  
MEETING OF BOARD OF GOVERNORS OF  
METROPOLITAN COMMUNITY COLLEGE AREA**

STATE OF NEBRASKA )  
 ) SS  
COUNTY OF DOUGLAS )

**Julie Lanxon, being first duly sworn upon oath deposes and states as follows:**

1. **That pursuant to direction received from the Chair of the Board of Governors of the Metropolitan Community College Area, I caused the following Notice to wit:**

**NOTICE OF MEETINGS**

Notice is hereby given that the Board of Governors of the Metropolitan Community College Area will meet on Tuesday, February 27, 2024, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32<sup>nd</sup> & Sorensen Parkway, in the Mule Barn, Building 21, Room 112, Omaha, Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continually current, is readily available for public inspection at the principal office of said Board of Governors, 30<sup>th</sup> & Fort Streets. Building 30, Omaha, Nebraska, during normal business hours.

Maureen Monahan  
Chair, Board of Governors

**PUBLISH on Friday, January 12, 2024**

to be published in *Omaha World-Herald* on **February 16, 2024**; and that the order to said newspaper was made by electronic transmission on **February 14, 2024**.

1. **That on February 20, a copy of such Notice was addressed and sent by e-mail or, if so requested, by personal delivery to each member of the Board of Governors.**

**Further affiant sayeth not.**

*Julie Lanxon*  
SUBSCRIBED AND SWORN TO before me this 20 day of February, 2024

State of Nebraska – General Notary  
JOLYNN EMERY  
My Commission Expires  
November 30, 2026

*Jolynn Emery*  
Notary Public



### AFFIDAVIT

State of New Jersey, County of Hudson, ss:

I, Tatiana Dorval, being of lawful age, being duly sworn upon oath, hereby depose and say that I am agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Omaha World Herald, a legal daily newspaper printed and published in the county of Douglas and State of Nebraska, and of general circulation in the Counties of Douglas, and Sarpy and State of Nebraska, and that the attached printed notice was published in said newspaper on the dates stated below and that said newspaper is a legal newspaper under the statutes of the State of Nebraska.

**PUBLICATION DATES:**  
Feb. 16, 2024

**NOTICE NAME:** 02 27 24 Board notice

**PUBLICATION FEE:** \$41.40

(Signed) Tatiana Dorval

#### VERIFICATION

State of New Jersey  
County of Hudson

SHANNEA H HOLMES  
NOTARY PUBLIC  
STATE OF NEW JERSEY  
My Commission Expires August 1, 2026

Subscribed in my presence and sworn to before me on this: 02/20/2024

Shanea H Holmes  
Notary Public

Notarized remotely online using communication technology via Proof.

#### NOTICE OF MEETING

Notice is hereby given that the Board of Governors of the Metropolitan Community College Area will meet on Tuesday, February 27, 2024, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32nd & Sorensen Parkway, in the Mule Barn, Building 21, Room 112, Omaha, Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continually current, is readily available for public inspection at the principal office of said Board of Governors, 30th & Fort Streets, Building 30, Omaha, Nebraska, during normal business hours.

Maureen Monahan  
Chair, Board of Governors

2024, (2) 16 - Fridays, ZNEZ