

**METROPOLITAN COMMUNITY COLLEGE AREA
BOARD OF GOVERNORS
UNOFFICIAL MEETING MINUTES
MAY 28, 2024**

Italicized text is not part of the original conversation.

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

Chair Monahan asked Julie Lanxon to call the roll:

MEMBERS PRESENT

Brad Ashby
Phillip Klein
Theresa Love-Hug
Linda McDermitt, Assistant Secretary
Maureen Monahan, Chair
Zach Reinhardt
Fred Uhe, Vice Chair
Tammy Wright, arrived at 6:31 p.m.
Zach Pechacek, Faculty Ex Officio
Eldaide Zulu, Student Ex Officio

MEMBERS ABSENT

Martha Bruckner
Kristen DuPree, Treasurer
Adam Gotschall, Secretary

Also Present: Randy Schmailzl, College President

Agenda Item 1 — Preliminaries

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 May 17, 2024, and on the Omaha World-Herald website Omaha.com from May 17-23, 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 — Award Presentation

Monahan recognized the Workday Phase 1 Implementors Team as the 2024 TEAM Award recipients. A summary of the award criteria and the team's work was included in the board packet. The Workday Phase 1 Implementors Team consists of staff from the Business Office and Human Resources Department, led by Brenda Schumacher, College Business Officer, and Missy Beber, Vice President for Human Resources, respectively. Collectively, this group has worked through the critical first steps in the collegewide modernization effort. In the last six months, they have participated in discovery meetings, alignment sessions, and thousands of testing scenarios on the new Workday platform, while managing their normal workloads. As a result of their efforts, the College is preparing for a successful phase one transition, and learning best practices for the next phases of work.

Team members are Jordan Bang, Missy Beber, Bob Campbell, Karen Clements, Rose Crown, Kevin Hand, Beth Heck, Lewis Hendrickson, Darin Kader, Heather Kelln, Shelly Mentzer, Hope Mite, Frankie Mossa, Brianna Murray, KT Nelson, Julie Nohrenberg, Carol Reifenrath, Sondra Rose, Brenda Schumacher, Mark Spielman, and Karla Stoltenberg.

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 celebrating recently graduated members and meeting with MCC's alumni coordinator. MCC's Phi Theta Kappa chapter celebrated five students being named to the All-Nebraska Academic Team.

Faculty Ex Officio Representative Report

Pechacek introduced Bob Maass, video/audio communication arts instructor, who presented an update on the video audio communication arts program and student successes. This program offers an Associate in Applied Science degree and three certificates. Graduates have been hired in various industry positions at the local and national levels. Current students provide pro bono services for several local non-profit organizations as part of their learning experience. Students recently participated in SkillsUSA Nebraska where three teams advanced to SkillsUSA Nationals in digital cinema, video television, and audio radio. Other recent student competition awards included Best of Show 2024 at the MCC Student Art Show and first place in narrative media at the Broadcast Education Associate Festival of Media Arts. Maass highlighted program enrollment and graduate numbers. Ashby asked what salary range graduates see upon entering the workforce. Maass stated that salaries range greatly from \$12 to \$40 per hour.

Agenda 4b — Chair of the Board's Report

Monahan complimented Tom McDonnell, vice president for academic affairs, and Maria Vazquez, vice president of student affairs, on doing a great job announcing students' names at graduation. Monahan stated she was glad two graduation ceremonies were held.

Agenda 4c — Board Members' Reports

McDermitt also commented on the decision to hold two graduation ceremonies adding that the ceremonies went well. She thanked the Board members who attended graduation. Love-Hug stated the social gathering at the Kiewit Luminarium was a great time and interesting, and she enjoyed the tour. Uhe thanked the team of employees who organized and worked the graduation ceremonies. He mentioned an article he recently shared with President Schmailzl regarding student mental health and asked Schmailzl if the Board could discuss student mental health at a future Board meeting.

Agenda 4d — Presidents' Report

Path Forward Year 4 Update

Tom McDonnell, vice president for academic affairs, updated the Board on Path Forward Year 4, which includes new student orientation 2.0 and on-time registration improvements. McDonnell explained the conditions of on-time readiness and how new student orientation 2.0 will be personalized by student type. Since the inception of Path Forward, graduation numbers have been trending in the right direction. Board members did not have questions.

Follett Bookstore Update

Tom McDonnell, vice president for academic affairs, informed the Board that the College received notification from Follett Bookstore indicating their intent to terminate their agreement or change the conditions of the current agreement. In response, the College has an advisory group researching different options, including vendors, and talking with peer institutions who are also in the same position. Board members had several questions for McDonnell about the conditions Follett proposed, digital textbooks versus print textbooks, and the necessity of textbooks for classes. Schmailzl added that the termination takes effect in October. The advisory group is doing their due diligence to have a plan ready for the administration to present to the Board in June.

Sarpy Corner Update

Nate Barry, vice president for strategic operations and initiatives, provided an update on what is currently happening with the Sarpy property. The next approval the College needs is from the Nebraska Coordinating Commission on Postsecondary Education (CCPE) to establish a branch campus. A meeting with CCPE staff will take place in June with the anticipation for this approval being on their fall agenda. The College is working with the City of Papillion on a rezoning request, which is anticipated to be on the City of Papillion's agenda this fall. The request for proposal for civil and site design is currently being drafted so it is ready to send out once the City of Papillion approves the rezoning request. The College will budget for the main road and is in the process of identifying potential donors to assist. Board members did not have questions.

Agenda 4e — Regular Reports

No questions were asked. Reinhardt recognized Julie Nohrenberg for 43 years of service and wished her well in retirement.

Agenda 4f — Coordinating Commission for Postsecondary Education (CCPE) Program Review Report

Tom McDonnell, vice president for academic affairs, presented this year's CCPE Program Review Report for administrative technology (office technology) and utility line academic programs. The report was included in the Board packet. McDonnell stated that CCPE reviews academic programs on a seven-year cycle and academic programs

must meet two thresholds to be considered viable. Later in the meeting the Board voted on a resolution to accept this program review report. The Board had no questions.

Agenda 4g — STEM Report

Gary Girard, vice president for community and workforce education, briefed the Board members on the evolution of noncredit STEM (science, technology, engineering and math) programming at MCC, which is expanding throughout the four-county service area. A future goal is for MCC to become a STEM destination and a well-known leader in STEM. Girard mentioned several current partnerships that cross K-12, non-profit, and industry. MCC's noncredit STEM programming will align with the academic focus areas and connect to the workforce. Girard answered Board members' questions.

Agenda Item 5 — Consent Agenda Items

Items remaining on the consent agenda are 7b, 7c, 7d, 7f

Agenda Item 6 — Items Removed from Consent Agenda (if any)

Agenda items 7a and 7e were removed from the consent agenda.

Agenda Item 7 — Action Agenda

Agenda Item 7b — Consideration of Resolution Approving Personnel Appointments, Board Doc. 8031

***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:*

<i>Position</i>	<i>Name</i>	<i>Start Date</i>	<i>Annual Salary</i>
<i>Continuing Education Coordinator III (STEM)</i>	<i>Jeffrey Ingraham</i>	<i>06/03/2024</i>	<i>\$75,000.00</i>
<i>Continuing Education Coordinator III (STEM)</i>	<i>Jeffrey Ingraham</i>	<i>07/01/2024</i>	<i>\$75,000.00</i>
<i>Coordinator of International and Intercultural Education</i>	<i>Sarah Polensky</i>	<i>06/10/2024</i>	<i>\$60,000.00</i>
<i>Coordinator of International and Intercultural Education</i>	<i>Sarah Polensky</i>	<i>07/01/2024</i>	<i>\$60,000.00</i>
<i>Director of Development</i>	<i>Patrick Kilcoyne</i>	<i>06/03/2024</i>	<i>\$78,000.00</i>
<i>Director of Development</i>	<i>Patrick Kilcoyne</i>	<i>07/01/2024</i>	<i>\$78,000.00</i>
<i>Director of STEM Program Development</i>	<i>Alan Wang</i>	<i>06/03/2024</i>	<i>\$80,000.00</i>

Director of STEM Program Development	Alan Wang	07/01/2024	\$80,000.00
Dual Enrollment Navigator	Brandon Terpsma	06/16/2024	\$57,296.98
Dual Enrollment Navigator	Brandon Terpsma	07/01/2024	\$57,296.98
Dual Enrollment Navigator (Early College)	Gina Emanuel	07/08/2024	\$59,000.00
Information Technology Instructor	Isaac Inkabi	08/26/2024	\$87,261.00

Continuing Education Coordinator III (STEM) – The coordinator will collaborate with the supervisor and internal/external constituencies to implement relevant Continuing Education programs focused on STEM and STEAM programming. (Jeffrey Ingraham)

Coordinator of International & Intercultural Education – The coordinator organizes educational programs, staff development activities, and cultural events to promote cultural diversity and international education. (Sarah Polensky)

Director of STEM Program Development – The director will develop curriculum and instructional programs related to STEM and STEAM programming that align with the institutional Academic Focus Areas framework, leading to STEM and STEAM related careers. (Alan Wang)

Director of Development – The director works with the foundation, the college, and community partners to strategically plan, organize, and direct all foundation fundraising to include major gifts, annual giving, planned giving, special events, and capital campaigns. This position creates annual development and stewardship plans and collaborates with staff and board to execute. The director initiates and executes donor communications. (Patrick Kilcoyne)

Dual Enrollment Navigator – The navigator is embedded in assigned high schools to enhance dual enrollment and support the transition of high school students to the college. This position develops relationships and partners with college divisions, 9-12 teachers, college faculty and staff to orient students, assist registration, advise placement, instruct technology, and answer questions to ultimately promote student learning and success. The navigator serves as the representative for Secondary Partnerships programs at assigned high schools. (Brandon Terpsma)

Dual Enrollment Navigator (Early College) – The navigator is embedded with high schools operating an Early College High School associate's degree program. This position facilitates student understanding of degree and certificate requirements for academic transfer. The Navigator develops relationships and partners across the college and assigned high school to orient students, assist registration, advise placement, instruct technology, and answer questions to ultimately promote student learning and success. The navigator serves as the representative for Secondary Partnerships programs at assigned high school(s). (Gina Emanuel)

Information Technology Instructor – The instructor is responsible for teaching basic information technology courses plus the full range of courses offered in Cisco Networking, Cloud & Server Administration, Cyber Security and IT Support concentration areas.

(Isaac Inkabi)

Agenda Item 7c — Consideration of Resolution Approving the Health and Dental Insurance Plans and the Maximum College Premium Contribution for Full-Time Regular Non-Bargaining Unit Employees and Those Bargaining Unit Employees Covered Under the College’s Designated Health and Dental Plans for the 2024-25 Plan Year, Board Doc. 8032

BE IT RESOLVED, that for the 2024-25 insurance plan year, the Board of Governors approves the continuation of Educator’s Health Alliance (EHA) Blue Cross/Blue Shield of Nebraska as the College’s designated health plan. As a result of the EHA premium rates increasing by 1.99% for the 2024-25 plan year, the Board sets the College’s designated health and dental plan maximum contribution at 100% of the premium cost for employee only coverage, and 80% of the premium cost for the other multi-party plans for full-time employees enrolled in the plan.

- **Health**
 - \$ 10,075.08 (or 100%) of the premium cost – employee only
 - \$ 14,911.44 (or 80%) of the premium cost – employee plus child(ren)
 - \$ 16,926.36 (or 80%) of the premium cost – employee plus spouse
 - \$ 22,727.76 (or 80%) of the premium cost – employee, spouse, & child(ren)
- **Dental**
 - \$ 361.56 (or 100%) of the premium cost – employee only
 - \$ 534.72 (or 80%) of the premium cost – employee plus child(ren)
 - \$ 606.96 (or 80%) of the premium cost – employee plus spouse
 - \$ 815.52 (or 80%) of the premium cost – employee, spouse, & child(ren)

BE IT FURTHER RESOLVED, that the College President is hereby authorized and directed to extend the College’s designated health and dental plans, with the terms described above, to the collective bargaining groups that are currently covered by the designated College plan.

BE IT FURTHER RESOLVED, that the College health and dental contributions herein approved will be implemented September 1, 2024, the beginning of the Blue Cross/Blue Shield of Nebraska plan year.

Agenda Item 7d — Consideration of Resolution Approving the Renewal of Three-Year Agreement for Adobe Software, Board Doc. 8033

BE IT RESOLVED, that the Board of Governors of the Metropolitan Community College Area hereby approves the purchase of Adobe software for a period of three years, commencing July 1, 2024, through June 30, 2027, utilizing consortium contract pricing in an estimated annual amount of \$125,157.08, as the President in consultation with College legal counsel may deem appropriate and in the best interests of the College.

Agenda Item 7f — Consideration of Resolution Approving Program Review Reports for 2023-24, Board Doc. 8035

BE IT RESOLVED, that the Board of Governors of the Metropolitan Community College Area hereby approves the program review reports for the following programs:

- Administrative Technology (Office Technology)
- Utility Line Technician

The program reviews are described in the document entitled “Metropolitan Community College, May 28, 2024, Program Review Overview,” which document is identified as Board Document No. 8035a.

MOTION: Reinhardt moved to approve the items remaining on the consent agenda; Uhe seconded the motion.

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

Motion carried.

Agenda Item 7a — Consideration of Approval of Minutes of April 23, 2024, Board of Governors Meeting, Board Doc. 8030

MOTION: Reinhardt moved to amend page 8 of the April 23, 2024, Board of Governors unofficial minutes. Love-Hug 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

Motion passed.

Discussion: Reinhardt requested a change to the April 23, 2024, unofficial minutes to correctly reflect that Gotschall, not Ashby, seconded the motion for agenda item 6i (page 8).

MOTION: Reinhardt moved to approve the April 23, 2024, Board of Governors meeting minutes with the amendment.

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

Motion passed.

Agenda Item 7e — Consideration of Resolution Agreeing to Stipulate to the Reorganized Academic Advisors, Counselors, and Faculty (ACF) Bargaining Unit's CIR Petition to Certify the New MCC Educators Union (MCCEU) as the Exclusive Bargaining Agent for Said Bargaining Unit, or, Alternatively, Absent CIR Certification, to Voluntarily Recognize the MCCEU as the ACF Bargaining Unit's Bargaining Agent for Purposes of Negotiating the 2025-26 Collective Bargaining Agreement., Board Doc. 8034

BE IT RESOLVED BY THIS BOARD that it agrees to stipulate to the request filed with the Nebraska Commission of Industrial Relations (CIR) by the College's Academic Advisors, Counselors, and Faculty (ACF) bargaining unit and the MCC Educators Union (MCCEU) seeking certification of the MCCEU as the exclusive bargaining agent for the ACF bargaining unit, replacing the Nebraska State Education Association (NSEA); and,

BE IT FURTHER RESOLVED that, in the alternative, the College also agrees that if the CIR certification process is not complete by September 1, 2024, that it will voluntarily recognize the MCCEU as the ACF's exclusive bargaining agent for purposes of negotiating a renewal of the Collective Bargaining Agreement (CBA) that will expire in 2025.

MOTION: Uhe moved to amend the language in agenda item 7e. Reinhardt seconded the motion.

Linda McDermitt, yes

Maureen Monahan, yes
Zach Reinhardt, yes
Fred Uhe, yes
Tammy Wright, yes
Brad Ashby, yes
Phillip Klein, yes
Theresa Love-Hug, yes

Motion passed.

Discussion: Jim Thibodeau, associate vice president for compliance and general counsel, explained that the college's academic advisors, counselors, and faculty bargaining unit is currently reorganizing and the current bargaining agent is the Metropolitan Community College Education Association. The previous reference to the bargaining unit Nebraska State Education Association was removed from the resolution.

The amended resolution now reads:

This is a resolution by which the College would agree not to object to the Academic Advisors, Counselors, and Faculty (ACF) bargaining unit's petition before the Nebraska Commission of Industrial Relations (CIR) seeking to certify the MCC Educators Union (MCCEU) as the exclusive bargaining agent for the ACF bargaining unit. The current bargaining agent for the ACF bargaining unit is the Metropolitan Community College Education Association. ~~has previously been associated with the Nebraska State Education Association (NSEA) as its exclusive bargaining agent, but t~~ The ACF bargaining unit is in the process of reorganizing, transitioning its association from the NSEA to the newly formed MCCEU, and the bargaining unit and the MCCEU will soon file a petition before the CIR for official certification of the MCCEU as the ACF's exclusive bargaining agent. In the alternative, the College would also agree that if the CIR certification process is not complete by September 1, 2024, to voluntarily recognize the MCCEU as the ACF's exclusive bargaining agent for purposes of negotiating a renewal of the Collective Bargaining Agreement (CBA) that will expire in 2025.

This resolution is part of a negotiated agreement between the College and the union that allows the College to eliminate Cash in Lieu of health and dental insurance (CILO) payments to ACF bargaining unit members by rolling any current CILO payments into the eligible employees' base salary, and not offering CILO to newly hired employees going forward. By eliminating CILO as an option for employees in this bargaining unit the College will also realize a 5% discount on health and dental premiums paid by the College on behalf of this bargaining unit. The College initiated discussions to eliminate the CILO in order to receive the premium discount, and the agreement to either not object to certification of the new bargaining agent or, alternatively, to voluntarily recognize the new bargaining agent is a concession that administration agreed to during negotiation with the union. Recognition of the new bargaining agent for the ACF bargaining unit should not result in any change in the composition of the ACF

bargaining unit and should have little to no effect on relations between the College and the ACF bargaining unit.

RESOLUTION

BE IT RESOLVED BY THIS BOARD that it agrees to stipulate to the request filed with the Nebraska Commission of Industrial Relations (CIR) by the College's Academic Advisors, Counselors, and Faculty (ACF) bargaining unit and the MCC Educators Union (MCCEU) seeking certification of the MCCEU as the exclusive bargaining agent for the ACF bargaining unit, replacing the Metropolitan Community College Education Association (MCCEA) ~~Nebraska State Education Association (NSEA)~~; and,

BE IT FURTHER RESOLVED that, in the alternative, the College also agrees that if the CIR certification process is not complete by September 1, 2024, that it will voluntarily recognize the MCCEU as the ACF's exclusive bargaining agent for purposes of negotiating a renewal of the Collective Bargaining Agreement (CBA) that will expire in 2025.

MOTION: Reinhardt motioned to approve agenda item 7e with the amended language. Uhe seconded the motion.

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

Motion passed.

Executive Session

MOTION: McDermitt moved to go into a closed session to discuss the Fort Crook House; Reinhardt seconded the motion.

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

Motion carried.

The chair stated the motion to move to a closed session is to discuss the Fort Crook House. The closed session being necessary in the public interest to protect against premature disclosure of negotiation strategy.

Schmailzl dismissed all staff except Jim Thibodeau and Pat Crisler. The closed session began at 7:48 p.m.

MOTION: McDermitt moved to come out of the closed session; Uhe seconded the motion.

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

Motion carried. Closed session ended at 8:15 p.m.

Agenda Item 8—Adjournment

The adjournment was not recorded on the meeting audio as the Board adjourned before the audio-visual technician returned to the board room.

MOTION: Reinhardt moved to adjourn the meeting; Uhe seconded the motion.

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

Motion carried. The meeting was adjourned at 8:16 p.m.

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

UNOFFICIAL DRAFT



AFFIDAVIT

State of Florida, County of Duval, ss:

I, Yuade Moore, 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:
May. 17, 2024

NOTICE NAME: 05 28 24 Board meeting notice

PUBLICATION FEE: \$40.20

(Signed) Yuade Moore

VERIFICATION
State of Florida
County of Duval



Subscribed in my presence and sworn to before me on this: 05/21/2024

Dusinyk. Kusvan
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, May 28, 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, (5) 17 - Fridays, ZNEZ