

**METROPOLITAN COMMUNITY COLLEGE AREA
BOARD OF GOVERNORS
MEETING MINUTES
JULY 26, 2022**

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
Erin Feichtinger
Adam Gotschall, arrived 6:47 p.m.
Steve Grabowski, Treasurer
Ron Hug
Phillip Klein
Linda McDermitt, Secretary
Maureen Monahan, Assistant Secretary
Angela Monegain
Zach Reinhardt, Vice Chair
Fred Uhe, Chair
Joe Baker, Ex Officio Faculty

MEMBERS ABSENT

Bre Hounsougbin, Ex Officio Student

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 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 July 15, 2022, and on the Omaha World-Herald website Omaha.com from July 15-21, 2022.*

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 — Report Agenda

Agenda Items 3a — Ex Officio Board Members' Reports

Student Ex Officio Representative Report

Student ex officio representative, Bre Hounsoubin's, written report was in the board packet. No comments. No questions were asked.

Faculty Ex Officio Representative Report

Faculty ex officio representative, Joe Baker, stated this is a great time to be part of MCC with everything that is happening such as the Sienna Francis houses being moved from MCC to their new location this week.

Baker introduced Elise DeMaranville, Industry Training Manager, and they presented about SkillsUSA. They were recently in Atlanta, Georgia, with a group of students and advisors competing at National SkillsUSA. The presentation started with a short video that Bob Maass, Video/Audio Communication Arts Instructor, and his students created about their experience at National SkillsUSA. DeMaranville shared the list of available Nebraska SkillsUSA state leadership and skills conference contests. MCC competed in twelve state competitions and ten national competitions this year. Baker stated MCC's state medal count ranked second amongst community colleges this year, due chiefly to the fact that Northeast Community College students entered more competitions. In terms of student and faculty support, Baker emphasized that MCC does a lot of great things that other schools do not do, and he would like to see MCC compete in more areas to increase the medal count to what it once was. MCC students were honored to represent the State of Nebraska and MCC. SkillsUSA is not just a competition; it is about workforce readiness. Participants are able to network, wear dress attire to opening and closing ceremonies, go through a job search network program, and demonstrate workplace skills.

Reinhardt thanked Baker and DeMaranville and said it was great to see the number of students involved. He asked what is limiting MCC from having more programs involved. Baker said MCC is good at supporting each program in whichever way they see fit. Some MCC programs have other competitions students can participate in. The biggest obstacle is the time an instructor spends instructing outside of the classroom to get students competition ready. MCC needs to be part of more competitions to see the student participant numbers increase.

Feichtinger asked about the SkillsUSA scholarships and the mousetrap vehicle competition, referenced in their presentation. Baker explained that the mousetrap vehicle competition is a state-only competition meant for middle schoolers where they build a vehicle out of a mousetrap. These younger students also have the opportunity to write resumes and practice interview skills. DeMaranville stated that MCC Foundation has set up a tier system that correlates the awards scholarships based on which medal the student receives at state. The scholarship is applied to the student's account the next quarter. The same tiered system is used for students who compete at nationals. Baker thanked the Foundation for everything they do to support SkillsUSA and the mission. He added that the College picked up the students' expenses for nationals and offered a food stipend, whereas other schools did not do anything like this for students.

Agenda 3b — Chair of the Board's Report

Uhe commended Channels 3 and 7 on their coverage of the Sienna Francis tiny houses that were being moved from MCC, where they were built, to their permanent locations. He was recently at a business breakfast with Papillion-La Vista (PLV) Superintendent Rikli, who commended MCC on a great partnership.

Agenda 3c — Board Members' Reports

No reports shared.

Agenda 3d — Presidents' Report

Educational Attainment Goal

Schmailzl stated that the Legislature passed Legislative Resolution (LR) 335 for a statewide educational attainment goal this past spring. The purpose of this goal is to catalyze statewide efforts to increase the number of 25- to 34-year-olds who attain some type of credential – be it a degree, certificate, diploma, or other post-secondary or industry-recognized credential. MCC has students who enroll in a couple of classes and then secure a job, but these positive results are not reflected in national college outcomes reports. The state needs every person to have some type of skill and certificate to fill workplace voids. LR 335 is an acknowledgment of what MCC does with credentials, certificates, noncredit, or transfer to a four-year institution. Currently 58% of the 25- to 34-year-olds in Nebraska have a credential, and the goal is 70% by 2030. Path Forward revolves around goal attainment. There is a resolution in the action items in support of the attainment goal.

Ashby asked what the state is doing to help meet this 70% goal. Schmailzl replied that there will need to be ways to support college efforts (e.g., scholarship programs) at the state level. The state's recent investments in dual enrollment are an outgrowth of this goal. Ashby asked about the purpose of this goal. Schmailzl stated the resolution will turn into action at the Legislature. It is also a good conversation starter with businesses that may wish to help their employees earn skills badges or certificates. Gottschall asked if there is a way to break down the different reasons a student comes to MCC. Schmailzl said Path Forward will help the College know as much as possible about students' academic intentions from the outset. Uhe provided a personal example where he enrolled in one payroll accounting course at MCC and was able to get the skills he needed for his job. Although he did not complete a degree, he met his goal at MCC.

Schmailzl asked Hank Robinson, Vice President for Institutional Effectiveness, to update the Board about how Path Forward will align with the educational attainment goal. Robinson stated that Academic Affairs is mapping all degree programs so they can be completed in two years of full-time attendance. The maps will help the College ensure courses are available the quarter the students need them and make things predictable and consistent. Path Forward is also helping MCC award short-term credentials along the path as students work towards degrees; this attainment goal will give credit to the student and to the faculty for those completions. Grabowski added that it is hard for a community college to put numbers to success rates because people do what they need to do to get the skills needed and it is not because MCC is not doing its job. Schmailzl added that 70% of MCC students are part-time. Klein added that we have to be flexible for people to get the training they need.

Academic Calendar

Tom McDonnell, Vice President for Academic Affairs, presented an overview of the proposed revisions to the 2022-23 and 2023-24 academic calendars. The Board approved the 2022-23 academic calendar in 2020 and the 2023-24 academic calendar in 2021. In between those approvals, the U.S. President declared June 19 a national holiday, necessitating proposed calendar adjustments. There is an opportunity to revise the academic calendar for next year, and McDonnell stated he wants to respect the established process, where all faculty and staff have an opportunity to vote on academic calendar drafts. Based on the faculty and staff vote, the College's Academic Council makes a formal recommendation, which goes to the Cabinet to be recommended to the Board of Governors for final approval. Next month, the administration would like to bring a calendar revision that incorporates the June 19 holiday to the Board for approval. McDonnell showed the current calendars as approved by the Board and the proposed revisions for the 2023 and 2024 summer quarters that incorporate June 19 as a holiday. The proposal shifts the faculty instructional workdays and does not change the number of workdays. The drafted revisions will go back to the Academic Council in August for recommendation and include the June 19 holiday. The revised 2022-23 and 2023-24 calendar revisions will come to the Board in August for approval. Feichtinger asked for clarification as to whether the College would be closed or if no classes would be held on June 19. McDonnell stated MCC currently has twelve paid holidays for employees, and

June 19 would make thirteen, so wording is being worked on right now. Feichtinger inquired about the Academic Council and its makeup. McDonnell replied that the Academic Council is a group of 13 members made up of faculty members who represent each of the academic focus areas and two academic deans. It is an expectation that the Academic Council representatives will talk with colleagues in their area or division and get their feedback and input. McDonnell stressed that the academic calendar is voted on by all college faculty and staff. Schmailzl added that the Academic Council has been a very successful champion of shared governance at the College and has operated at a high level for over 20 years. He also reminded the Board that MCC's calendar is an academic calendar that revolves around faculty contract days; when the summer term is rescheduled, the revised calendar will need to be submitted to the U.S. Department of Education for Pell grant eligibility. Baker added that as a faculty member he knows who his Academic Council representative is and receives emails, surveys, and meeting agendas from them regularly. Baker said he will ask an Academic Council representative to come to a future board meeting so the Board can hear about the work they do. In regard to the academic calendar, Schmailzl added that for the twelve holidays no classes are held on those days and the college is closed. Reinhardt asked McDonnell if he has received any preliminary feedback as he has gone through the process. McDonnell said the feedback has been positive about this being the right thing to do.

Fort Military Property

The board packet included a historical document about an eight-acre military property north of the Fort Omaha Campus. This parcel is owned by the Navy and is the only remaining property onsite that has a military purpose. There are two ways for MCC to secure this property for college purposes: (1) the Navy declares it as surplus, at which point MCC would be fourth on the list, or (2) convey it through Congressional action. The first step toward conveyance has been accomplished through the National Defense Authorization Act for Fiscal Year 2023, recently passed in the House. Once conveyed, the property would not be free to MCC. Rather, it would be appraised and go through a lengthy process to determine value, for which the Navy would accept an equitable trade of new or existing facilities. Currently, MCC and the Navy have a memorandum of understanding in which MCC may use the parking lot and the military may use classrooms free of charge. This is a valuable piece of property due to its location and potential usage. Gottschall asked if there is any way to expedite the process of procuring the land. Schmailzl stated that former Senator Nelson is working with MCC to help with the process.

Employee Identification

Dave Friend, Chief of Police/Director of Emergency Management, said that after the recent tragedy in Uvalde, Texas, the issue of enhancing employee identification systems needs to be discussed. Friend, with Schmailzl's approval, brought a group of staff together to discuss what an enhanced employee identification system at MCC would look like. Friend said MCC is moving towards using access cards to replace door keys, but not all facilities have transitioned to the new system. Thus, not all employees have access cards they carry on their person. In the interim period, there needs to be a

way for first responders to quickly identify MCC employees. He shared a few ideas the group discussed as initial steps toward requiring all employees have some form of identification when on College property. Stressing that MCC is an open institution, Friend said he has sought feedback from staff in academic affairs and student affairs to solicit feedback and did not hear concerns raised. Schmailzl suggested this be brought to the Board as a policy matter. Hug mentioned it is time to do something and hopes MCC is not too far behind the curve. Reinhardt expressed that having multiple types of identification may cause more confusion. Ashby agreed the identification needs to be one size fits all. Grabowski inquired about the timeline for implementation and indicated he is confident in Friend and the staff to choose the identification type. Schmailzl said he would like to see this implemented in October at the latest. Feichtinger asked what the cost would be for faculty and staff. Schmailzl said there would be no cost for the faculty and staff. Schmailzl stated this would involve more than a resolution as this will need some background work and vetting done. Friend added that cost is not the issue; the issue is changing the culture of the institution to best gain voluntary compliance.

Agenda 3e — Regular Reports

No comments. No questions were asked.

Agenda 3f — Quarterly Reports

No comments. No questions were asked.

Agenda 3g — July Budget Discussion 2022-23

Schmailzl stated the Executive Summary from the 2022-23 budget book was included in the board packet, but that the official budget is in the separate binder that was provided to board members prior to the meeting. This year's budget book includes the same content items as the last ten years, except the supplemental economic information section was honed down. The proposed budget will be posted on the MCC website the day after the board meeting. Schmailzl urged Board members to contact him if more information is needed.

Schmailzl presented facts for the board members to take away as they review the budget book. In fiscal year 1993, the property tax general levy was 7.26 cents per \$100 valuation, and in fiscal year 2022 it is 7.5 cents per \$100 valuation, where it has been since fiscal year 2010-11. In thirty years, MCC's general fund property tax levy has increased by 0.24 cents. By law, Nebraska community colleges' maximum levy is 11.25 cents which includes a 2-cent maximum for capital. MCC currently utilizes 84% of the maximum levy and has never levied the full 11.25 cents.

Schmailzl added that the 2022 legislature passed LB 873 as a way to provide community college property tax relief for local taxpayers. This year the law provides up to \$50 million statewide for property tax relief to property owners who file for the tax credit. Per law, that amount will increase to \$195 million by 2026. Schmailzl showed a

chart illustrating how the property tax credit would decrease MCC's four-county property tax levy. In 2026, the credit would provide local property taxpayers approximately a \$70 credit from the state for every \$95 paid in property tax to MCC.

Schmailzl continued that last year's budget conversation revolved around the "ideal" 40/40/20 general fund revenue mix of 40% property tax, 40% state aid, and 20% tuition, which has been out of balance due to decreasing state aid levels. The tax credits will eliminate the problem. Monahan asked which year the tax credit would begin. Schmailzl said it is for the 2022 tax year. MCC's Marketing office is working on a campaign to publicize the tax credit to MCC's four-county area. Uhe reminded board members that as elected officials they should share this with their constituents, so MCC taxpayers take advantage of the credit.

Regarding the expenses, Schmailzl commented on several factors influencing the budget. First, 70% of MCC students attend part-time, leading to challenges of increased operating expenses and personnel costs. Inflation is another contributing factor. This fall, tuition will increase \$2 per quarter credit hour per the 2021 board resolution. MCC has the lowest expense per full-time equivalent (FTE) of all Nebraska community colleges at \$12,577 per student. MCC served 21,203 students last fiscal year. The expenses per FTE per student need to continue to decrease which is a challenge with the increased operating expenses and increased salaries. Ashby asked if using part-time faculty is driving the cost per student down. Schmailzl confirmed it was.

Schmailzl reviewed the capital improvements over the past decade, which have all been paid for with no public bond issues, again keeping property tax bills down. Since 2015, MCC's physical space has increased 41%, not including renovations. We anticipate significant enrollment demand with dual enrollment given recent state investments designed to defray tuition costs for participating students. MCC has the capacity to meet dual enrollment demands but the demand will continue to increase in 2023 after high schools have had time to incorporate more classes into their schedules. The Construction Education Center is close to capacity and overflowing into the Center for Advanced and Emerging Technology building, which is why MCC is expanding course offerings in four county school districts.

Schmailzl shared the maximum tax levy limits for the six types of political subdivisions. Some of these political subdivisions receive other payments from the state, in addition to the tax levy. Uhe pointed out that K-12 school districts also have bonds that are separate from the tax levy.

The four funds that make up MCC's budget are general, capital, auxiliary, and federal, with the general and capital funds being primary. Considering all four funds, this fiscal year's budget reflects only a 0.26% increase. MCC estimates an 8.67% increase in property tax receipts. The revenue projection will be finalized at the end of August when the counties report their final valuations. Schmailzl pointed out that tuition and fees revenue projections reflect a larger percentage increase than property tax revenue due to increases in tuition, dual enrollment, federal grants received, scholarships, and trades

enrollment. Schmailzl pointed out that personnel and operating expenses are the largest general fund expenditure increases. The capital fund revenue deficit will be made up by the college capital reserve and donations. Auxiliary funds come from vending machines, cell towers, bookstore, etc. and pay for student-oriented activities such as SkillsUSA.

Schmailzl reviewed additional budget calendar items:

- Valuations come in from the county in late August.
- Final state aid is certified through the audits that are completed and submitted. Public hearing in August.
- The joint public hearing on September 21.
- Adopt a budget at the September Board meeting.
- September 30 is the state submittal date.

Schmailzl reiterated that discussions need to happen tonight and at the August meeting because September will be late.

Grabowski commended the College on the budget book, adding that all the information needed is included in the book or he can call someone to point him in the right direction or answer questions. Ashby asked about the summary and sought more detail. He will contact Schmailzl for more information. Reinhardt stated that MCC provides a lot of great value to students; students have skin in the game; and this is a budget to be proud of. Grabowski stressed that with their actions at this board meeting, the board is accepting the budget as their budget. Schmailzl agreed and told the board that the budget is theirs to review and discuss. Uhe reiterated that this is an efficient budget that paves the way for continued growth.

Agenda 3h — Report on Draft Request for Proposals for College Master Plan

Hank Robinson, Vice President for Institutional Effectiveness, and Stan Horrell, Director of Campus Planning and Sustainability, presented a draft of the request for proposals (RFP) for the college master plan. Horrell stated that the same basic outline will be used as in years past but takes into consideration the changing nature of education in the process. Robinson noted the RFP will address having models to bring to the board for consideration and asking to acknowledge the changing expectations of students and constituents in the four-county area. The timeline is to have the RFP sent out for bid in the next 30 days, submission due at the end of August, review bids in early September, and bring a proposed contract to the September board meeting.

Agenda Item 4 — Consent Agenda Items

Items remaining on the consent agenda are 6a, 6b, 6c, 6d, 6e, 6f, 6g, 6h

Agenda 5 — Items Removed from Consent Agenda (if any)

No items were removed.

Agenda Item 6 — Action Agenda

Agenda Item 6a — Consideration of Approval of Minutes of June 28, 2022, Board of Governors' Meeting, Board Doc. 7876

Agenda Item 6b — Consideration of Resolution Approving Personnel Appointments and Separations, Board Doc. 7877

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 by the Board of Governors:

<i>Position</i>	<i>Name</i>	<i>Contract Period</i>	<i>Contract Salary</i>
Associate Vice President for Pathway Support Systems	Christopher Swanson	08/01/2022-06/30/2023	\$86,465.98
Business Instructor	Robert Caldwell	08/29/2022-05/26/2023	\$64,956.00
Civil Engineering Instructor	Dustin Shropshire	08/29/2022-08/17/2023	\$83,354.00
Continuing Education Coordinator II	Jonathan Bergeron	08/01/2022-06/30/2023	\$43,232.99
Continuing Education Coordinator II	Justin Caniglia	08/01/2022-06/30/2023	\$42,360.57
Continuing Education Coordinator II	Myra James	08/08/2022-06/30/2023	\$43,685.96
Continuing Education Coordinator II (STEM)	Erica Julsen	08/15/2022-06/30/2023	\$42,321.51
Culinary Arts Instructor	Douglas Chrisman	08/29/2022-08/17/2023	\$82,424.00
Diesel Technology Instructor	Brooks Rash	08/29/2022-08/17/2023	\$84,153.00
Design, Interactivity & Media Arts (DIMA) Instructor	Donovan Beery	08/29/2022-05/26/2023	\$68,182.00
Dual Enrollment Navigator	Tara Nettifee	08/01/2022-06/30/2023	\$51,511.34
Early Childhood Education Instructor	Katherine Sicheneder	08/28/2023-05/24/2024	\$68,030.00
English Instructor	Alea Hall	08/29/2022-05/26/2023	\$60,450.00
English Instructor	Alison Arant	08/29/2022-05/26/2023	\$70,792.00
Human Services Instructor	Sara Miller	08/29/2022-05/26/2023	\$62,385.00
Psychology Instructor	Samantha Delagarza	08/29/2022-05/26/2023	\$70,511.00
Respiratory Therapy	Brandy Robbins	08/29/2022-08/17/2023	\$80,555.00
Success Navigator	Tiffany Johnson	08/16/2022-06/30/2023	\$46,305.90
Success Navigator	Thomas Martinez	08/08/2022-06/30/2023	\$49,541.12
Youth Forward Program Specialist	Elizabeth Vazquez	08/16/2022-06/30/2023	\$47,115.50

BE IT FURTHER RESOLVED that the following separations be acknowledged and accepted by the Board of Governors:

<i>Name</i>	<i>Position</i>	<i>Effective Date</i>
Academic Advisor	Sofia Peralta-Amador	08/05/2022
Back-end Developer	Kamakshi Kotipalli	06/27/2022
Banquet and Service Manager	Vernetta Kosalka	08/08/2022
Coordinator of Special Projects	Teressa Hill	07/29/2022
Workforce Training Coordinator	Giovanni Consolino	06/29/2022

Agenda Item 6c — Consideration of Accepting and Approving the President’s Proposed Budget as the Metropolitan Community College Area Board of Governors’ Proposed Budget and Plan to Administer the Budget for Fiscal Year 2022-23, Board Doc. 7878

***BE IT RESOLVED**, that the Board of Governors of the Metropolitan Community College Area (MCCA), pursuant to Nebraska statutes, including, but not limited to, Section 13-504, hereby accepts for review and consideration, and hereby approves, Board Document No. 7878a as the MCCA Board of Governors’ Proposed Budget Statement 2022-23, for the fiscal year beginning July 1, 2022, and ending June 30, 2023. The Board of Governors and the College will make said Proposed Budget Statement available to the public prior to publication of notice of hearing on the Proposed Budget Statement and at the hearing, along with other information pursuant to Neb.Rev.Stat. §13-506, as amended, and said Proposed Budget Statement shall be subject to the public hearing(s) to be held, amendments by the Board to reflect any changes in county property valuations, and further consideration and possible amendment by the Board prior to and in preparation for final approval; and*

***BE IT FURTHER RESOLVED**, that the Board accepts for review and consideration, and hereby approves the Plan to Administer the Budget for 2022-23, Board Document No. 7878a, subject to approval of the Proposed Budget Statement by the Board, and the Board directs that the Plan shall be subsequently deemed to have been amended to conform with the Proposed Budget Statement and any amendments thereto finally approved by the Board of Governors; and,*

***BE IT FURTHER RESOLVED**, that the President and/or General Counsel of MCCA shall be the designated representative(s) to attend the joint public hearing on behalf of MCCA pursuant to Neb.Rev.Stat. §77-1633 of the Property Tax Request Act.*

Agenda 6d — Consideration of Resolution Approving Lease and Interlocal Agreement Relating to Dog Park at Sarpy Center, Board Doc. 7879

***WHEREAS**, the College and the City of La Vista (City) each own an undivided one-half interest as a tenant in common in Lot 2, Metro La Vista Addition to the City of La Vista, Sarpy County, Nebraska (Sarpy Center Property); and,*

***WHEREAS**, the City has established and operates a public dog park located on unimproved land in the northerly portion of the Sarpy Center Property; and,*

***WHEREAS**, in order to facilitate the City’s continuing operation of the public dog park the parties propose to renew the Lease and Interlocal Agreement to set forth the terms and conditions of the dog park arrangement for a term of three years, running from June 1, 2022, through May 31, 2025; and,*

***WHEREAS**, pursuant to state law (Neb. Rev. Stat. §85-1511(14)) and Board Policy 80505, the conveyance or lease of real property owned by the College shall be effective only when authorized by an affirmative vote of at least two-thirds of all members of the Board.*

***NOW THEREFORE BE IT RESOLVED**, that this Board hereby authorizes the President to renew the Lease and Interlocal Agreement, Board Document No. 7879a, under such terms and conditions as the President, in consultation with College legal counsel, may deem appropriate and in the best interests of the College, and authorizes the President to take such action to execute such documents as may be necessary or appropriate.*

Agenda 6e — Consideration of Resolution Amending Board of Governors’ Policy 70203 (Vacancies, Applications, Selection Procedures), Board Doc 7880

BE IT RESOLVED by this Board of Governors of the Metropolitan Community College Area that it hereby amends Board Policy 70203 as is shown below (deletions stricken through and additions underlined):

70203 Vacancies, Applications, Selection Procedures

Open classified positions may be advertised internally and externally when needed. External advertising will be conducted in a manner intended to reach a diverse pool of qualified candidates.

The President is authorized to permit the transfer of employees to open positions without advertising internally or externally.

Each applicant must submit an application for consideration. To be eligible for employment, the applicant must meet the minimum qualifications established for the position.

Employees are not permitted to report to individuals with whom they are related or have close relationships. See College Procedures Memorandum (PM) VI-11 for the definitions of "Familial Relationship" and "Close Relationship", and associated procedures to be followed when employees are related or in close relationships.

The most qualified candidate will fill positions. Selection shall be based on applicant knowledge, skills, abilities, previous experience, and any other factors deemed relevant under the circumstances. All job offers are contingent upon successful background and reference checks.

Human Resources will monitor all aspects of the selection process to ensure all College processes are followed and compliance requirements are met.

(Rev. / /).

~~70203 Vacancies, Applications, Selection Procedures~~

~~All vacancies for classified positions shall be advertised appropriately within the College, and outside advertising sources also shall be used to publicize such vacancies when appropriate. The advertising shall occur in a manner that reaches out to attract diverse, qualified candidates. (Amended 12/17/96) Recruitment efforts will be made to reach out to attract diverse, qualified candidates.~~

~~The President is authorized to permit the transfer of employees to open positions without advertising outside the College. (Amended 11/24/87; 12/17/96)~~

~~Every person seeking employment as a classified employee with the College must submit an application on the appropriate form and be available for an interview. To be eligible for employment, the applicant must meet such minimum qualifications established prior to the advertisement of the position.~~

~~A person recommended for employment of reassignment to a classified position shall not be related to the supervisor of the position. A related person as used in this policy~~

~~shall mean only the employee's father, mother, then current spouse, child, step-child, brother, sister, or any other relative living in the household of the supervisor.~~

~~The most suitably qualified candidates will fill positions after an appropriate search and/or inquiry. Selection shall be based upon the merits of the candidates, ability to do the job and previous work performance as they relate to the particular position. Prior to the selection, a review shall be made of such things as an employee's work history, educational background and aptitudes.~~

~~The Office of Human Resources shall process all applications for the employment of classified staff, arrange screening interviews, and otherwise monitor the selection procedures that have been approved by the College and which are consistent with the Affirmative Action Compliance Program, the Managing Diversity Plan of the College, and applicable legal requirements.~~

~~The Office of Personnel and Employee Relations is responsible for insuring that all forms and documents, which are required of new classified employees, be executed. Unless otherwise approved by the President, such forms and documents shall be received before employment is authorized.~~

Agenda 6f — Consideration of Resolution Amending Board of Governors' Policy 70204 (Files and Confidentiality of Records), Board Doc. 7881

BE IT RESOLVED by this Board of Governors of the Metropolitan Community College Area that it hereby amends Board Policy 70204 as is shown below (deletions stricken through and additions underlined):

70204 Files and Confidentiality of Records

The College ~~shall~~ will establish a ~~n-official~~ personnel file for each employee that consists of all required pre-employment data and documents. ~~material. The file will be maintained with ongoing employment documents deemed necessary. Classified employees shall provide the Office of Personnel and Employee Relations with all pertinent data and materials as may be required by the President for maintaining a complete and current personnel file.~~

Confidentiality of ~~the official~~ personnel files ~~shall~~ will be maintained at all times, with access limited to only those individuals determined to have a legitimate need for access. with a need to know. the individual employee, his or her supervisors, administrators having employee evaluation responsibilities, the staff in the Office of Personnel and Employee Relations, the President and his designees and the Board and its designees. Requests for information from one's own personnel file, other than employment information permitted by law to be released, ~~shall~~ will not be released, not be honored without written permission from the employee, except pursuant to court subpoena or other action authorizing its release.

The President is authorized to establish procedures consistent with this policy for the placement, use, and retrieval of documents in the personnel files. Such procedures are to be consistent with any applicable rights to privacy laws.

(Rev. ___/___/___)

Agenda Item 6g — Consideration of Resolution Adopting the State Educational Attainment Goal that at Least Seventy Percent of 25- to 34-Year-Old Nebraskans Attain a Degree, Certificate, Diploma, or Other Postsecondary or Industry-Recognized Credential with Economic Value by 2030, Board Doc. 7882

WHEREAS, in the interest of statewide economic, workforce, philanthropic, and social development, during the recently concluded legislative session the Nebraska Legislature approved Legislative Resolution (LR) 335 in which it declared it to be the goal of the State of Nebraska that at least seventy percent of 25- to 34-year-old Nebraskans have a degree, certificate, diploma, or other postsecondary or industry-recognized credential with economic value by 2030; and,

WHEREAS, the Legislature encouraged the Board of Regents of the University of Nebraska, the Board of Trustees of the Nebraska State Colleges, the Board of Governors of each community college area, the State Board of Education, and the Coordinating Commission for Postsecondary Education to adopt the seventy percent attainment goal as evidence of its support for the goal; and,

WHEREAS, this Board fully supports the commitment by the College to achieve the seventy percent attainment goal by 2030, pursuant to LR 335.

NOW THEREFORE BE IT RESOLVED by this Board that it fully supports LR 335 and adopts the statewide educational attainment goal that at least seventy percent of 25- to 34-year-old Nebraskans have a degree, certificate, diploma, or other postsecondary or industry-recognized credential with economic value by 2030.

Agenda Item 6h — Consideration of Resolution Approving the Powersports and Outdoor Power Technology Academic Program, Board Doc. 7883

WHEREAS, Metropolitan Community College's (MCC) mission to deliver relevant, student-centered education to a diverse community of learners results in academic programming that leads to gainful employment in high-wage, high-skill, and high-demand jobs in the College's four-county service area, and/or seamless transfer to a 4-year college or university; and,

WHEREAS, based on feedback from industry advisors and data from Lightcast (formerly Economic Modeling Specialists International—EMSI), employer demand for powersports and outdoor power technology service technicians is expected to be high in both the near and long term; and,

WHEREAS, MCC students and the service area would benefit from creation of a powersports and outdoor power technology program, and the College has existing lab and classroom space in the former automotive technician lab at the South Campus Mahoney building to house such a program.

NOW THEREFORE BE IT RESOLVED, that the Board of Governors of the Metropolitan Community College Area hereby approves the program proposal for a Power Sports and Outdoor Power Technology Associate of Applied Science degree program described in the document entitled "Metropolitan Community College Powersports and Outdoor Power

Technology Program Proposal”, identified as Board Document No.7883a, and directs the College President and administration to take such actions as may be advisable or necessary to gain approval of adding the program to the College Catalog.

MOTION: Hug moved to approve the consent agenda; Gottschall seconded the motion.

Erin Feichtinger, yes
Adam Gottschall, yes
Steve Grabowski, yes
Ron Hug, yes
Philip Klein, yes
Linda McDermitt, yes
Maureen Monahan, yes
Angela Monegain, yes
Zach Reinhardt, yes
Fred Uhe, yes
Brad Ashby, yes

Motion carried.

Agenda Item 7—Adjournment

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

Adam Gottschall, yes
Steve Grabowski, yes
Ron Hug, yes
Philip Klein, yes
Linda McDermitt, yes
Maureen Monahan, yes
Angela Monegain, yes
Zach Reinhardt, yes
Fred Uhe, yes
Brad Ashby, yes
Erin Feichtinger, yes

Motion carried. The meeting was adjourned at 8:20 p.m.

Linda McDermitt, Secretary, Board of Governors

Date

**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:

- 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, July 26, 2022, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32nd & Sorensen Parkway, in the Mule Barn, Building #21, Board 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.

Fred Uhe
Chair, Board of Governors

PUBLISH on Friday, July 15, 2022

to be published in *Omaha World-Herald* on **July 15, 2022**; and that the order to said newspaper was made by electronic transmission on **July 13, 2022**.

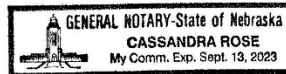
- That on July 14, a copy of such Notice was addressed and sent by e-mail or, if so requested, by personal delivery to each member of the Board of Governors.**

Further affiant sayeth not.

Julie Lanxon

SUBSCRIBED AND SWORN TO before me this 14th day of July, 2022

Cassandra Rose
Notary Public





Date: July 15, 2022

Affidavit of Publication

METROPOLITAN COMMUNITY COLLEGE
PO BOX 3777
OMAHA, NE 68103

Date	Category	Description	Ad Size	Total Cost
07/21/2022	Legal Notices	NOTICE OF MEETING Notice is hereby given that	1 x 0 L	181.99

**Publisher of the
World Herald**

NOTICE OF MEETING

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Fred Uhe
Chair, Board of Governors
ZNEZ

I, (the undersigned) an authorized representative of the World Herald, a daily newspaper published in Omaha, Douglas County, Nebraska; do certify that the annexed notice NOTICE OF MEETING Notice was published in said newspapers on the following dates:

07/15/2022

The First insertion being given ... 07/15/2022

Newspaper reference: 0000318232

Billing Representative

Sworn to and subscribed before me this Friday, July 15, 2022

Notary Public

State of Virginia
City of Richmond
My Commission expires

Kimberly Kay Harris
NOTARY PUBLIC
Commonwealth of Virginia
Reg. No. 356753
Commission Exp. Jan. 31, 2025

E-mail
clreifenrath@mccneb.edu