

SHORELINE COMMUNITY COLLEGE**Board of Trustees****(Virtual) Special Meeting of January 26, 2022****3:00 PM – Study Session • 4:30 PM – Special Session**Zoom Link: <https://us02web.zoom.us/j/81147996903>

Webinar (“Meeting”) ID: 811 4799 6903

(See page 2 for information to connect to the meeting via telephone)

A G E N D A

3:00 PM – STUDY SESSION			
NO.	AGENDA ITEM	RESPONSIBILITY	TAB
	<ul style="list-style-type: none"> • Transitioning to Remote Learning & Services: Successes & Lessons Learned • etcLink Update 	<i>Phillip King</i>	
4:30 PM – SPECIAL SESSION			
NO.	AGENDA ITEM	RESPONSIBILITY	TAB
1.	Convene Special Meeting	<i>Chair Catherine D'Ambrosio</i>	
2.	Report: Chair, Board of Trustees	<i>Chair Catherine D'Ambrosio</i>	
3.	Consent Agenda a. Approval of Previous Meeting Minutes •Special Meetings of December 1, 2021; December 13, 2021; December 16, 2021; January 14, 2022	<i>Chair Catherine D'Ambrosio & Trustees</i>	
4.	Communication from the Public Public comment(s) will be presented to the Board verbally. <ul style="list-style-type: none"> • <u>For attendees connecting online:</u> Please sign up to provide a public comment via the Chat function in Zoom between 4:15 PM – 4:30 PM on January 26, 2022. • <u>For attendees connecting by telephone:</u> Please sign up to provide a public comment between 4:15 PM – 4:30 PM on January 26, 2022 by: 1. Sending an email to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu with your telephone number and name (optional); or 2. Calling Board Secretary Lori Yonemitsu at (206) 546-4552 with your telephone number and name (optional). <p>The Board Chair will call upon each speaker signed up to provide public comment. The total public comment period at the January 26, 2022 meeting will be no more than thirty (30) minutes with up to two (2) minutes allotted per speaker. Adjustments to the two (2) minute allotment will be made if more than fifteen (15) individuals sign up to speak. (For the entering of a public comment into the record and attaching to the minutes of the January 26, 2022 meeting, please send written public comment to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu following the January 26, 2022.)</p>	<i>Chair Catherine D'Ambrosio</i>	
5.	College Update(s) <ul style="list-style-type: none"> • Campus Reopening 	<i>Ann Garney-Harter</i>	

6.	Report: Presidential Recruitment Status Update	<i>Veronica Zura</i>	
7.	Report: Financial & Budget Update	<i>Bob Williamson</i>	
8.	Report: 2022 Washington ACT Transforming Lives Award(s) Board Recipient	<i>Tom Lux & Eben Pobe</i>	
9.	Action: 2021-2022 Services & Activities (S&A) Budget & Winter 2022 Allocations	<i>Sundi Musnicki</i>	1
10.	Action: Changing February 2022 & April 2022 Board of Trustees Regular Meeting Dates	<i>Chair Catherine D'Ambrosio</i>	2
11.	Constituent Report: Shoreline Faculty	<i>Eric Hamako</i>	
12.	Constituent Report: Shoreline Classified Staff	<i>Ric Doike- Foreman</i>	
13.	Constituent Report: Shoreline Associated Student Government	<i>Sunshine Cheng</i>	
14.	Report: College President	<i>Steve Hanson</i>	
15.	Report: Closing Remarks – Board of Trustees	<i>Trustees</i>	
16.	Executive Session for the following reason: <ul style="list-style-type: none"> To discuss matters of litigation or potential litigation with legal counsel. 	<i>Chair Catherine Post D'Ambrosio</i>	
17.	Action: Adjournment	<i>Chair Catherine D'Ambrosio</i>	

•To connect to the January 26, 2022 special meeting:

- Via link, go to: <https://us02web.zoom.us/j/81147996903>
- Via telephone: Call/Dial/Key-in to one of the following numbers. Start with the first number. If you receive a busy signal or an “all circuits are busy” message, try the next number on the list.

(253) 215-8782
(669) 900-6833
(312) 626-6799

- Webinar (“Meeting”) ID: 811 4799 6903

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF DECEMBER 1, 2021

MINUTES

The special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Chair Catherine Post D'Ambrosio at 4:31 PM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

MEMBERS PRESENT

Trustees Rebecca Chan, Catherine Post D'Ambrosio, Tom Lux, Eben Pobe, and Kim Wells were present via audio/visual conference.

Assistant Attorney General (AAG) John Clark represented the Office of the Attorney General via audio/visual conference.

REPORT: CHAIR, BOARD OF TRUSTEES

Chair Post D'Ambrosio welcomed Interim President Steve Hanson to Shoreline Community College.

CONSENT AGENDA

Chair Post D'Ambrosio asked the Board to consider approval of the consent agenda. On the agenda for approval:

- a. Minutes from the special meeting of October 27, 2021.
- b. College Policies
 - New
 - Policy 1007 (COVID-19 Fully Vaccinated Campus)
 - Policy 5165 (Transfer of Credit)

Motion 21:68: Motion made by Trustee Lux to approve the consent agenda.

Motion seconded by Trustee Chan. All five Trustees present (Rebecca Chan, Catherine Post D'Ambrosio, Tom Lux, Eben Pobe, Kim Wells) for this action item, voted *aye* to approve the motion.

COMMUNICATION FROM THE PUBLIC

Per the notice for the December 1, 2021 (virtual) special meeting of the Board of Trustees:

Public comment(s) will be presented to the Board verbally.

- For attendees connecting online: Please sign up to provide a public comment via the Chat function in Zoom between 4:15 PM – 4:30 PM on December 1, 2021.

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- For attendees connecting by telephone: Please sign up to provide a public comment between 4:15 PM – 4:30 PM on December 1, 2021 by: 1. Sending an email to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu with your telephone number and name (optional); or 2. Calling Board Secretary Lori Yonemitsu at (206) 546-4552 with your telephone number and name (optional).

The meeting host will move individuals signed up to provide public comment to the panelist screen and the Board Chair will call upon speakers. The total public comment period at the December 1, 2021 meeting will be no more than thirty (30) minutes with up to two (2) minutes allotted per speaker. Adjustments to the two (2) minute allotment will be made if more than fifteen (15) individuals sign up to speak. (For the entering of a public comment into the record and attaching to the minutes of the December 1, 2021 meeting, please send written public comment to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu following the December 1, 2021 meeting.)

Professor of Mathematics Steve Bogart read his public comment and submitted the written version for entering into the record (attached).

COLLEGE UPDATES

There were no updates for the College Updates segment.

FIRST READING: 2021-2022 SERVICES & ACTIVITIES (S&A) BUDGET & WINTER 2022 ALLOCATIONS

Associated Student Government (ASG) President Sunshine Cheng and Budget & Finance Officer Kate Nguyen presented information on the *Services & Activities Fee Budget Allocation Proposal for Winter 2022* (attached).

In response to questions from the Trustees, Student Leadership & Student Life Director Sundi Musnicki responded that:

- The ASG is not repurposing dollars in the winter 2022 allocation proposal.
- Director of Financial Services Alyshia Josleyn is a part of the S&A Committee.
- Information on the S&A budget is disseminated to the study body via the student website.

SECOND READING: BOARD OF TRUSTEES 2021—2022 PROFESSIONAL LEARNING GOALS

Trustee Wells shared a revised version of the Board's 2021–2022 Professional Learning Goals and the Trustees provided input on the revised version.

REPORT: FINANCIAL & BUDGET UPDATE

Acting Vice President for Business & Administrative Services Bob Williamson went over a

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2021-22 Revised Operating Budget, Revenues and Expenses – October 2021 spreadsheet (attached), as well as a *Fund Balance (From Report GA1332 Fund Ledger)* spreadsheet (attached).

Vice President Williamson noted that it would be helpful to have a work session for the Board, on reserves and payment of debt.

FIRST READING: CHANGING FEBRUARY 2022 & APRIL 2022 BOARD OF TRUSTEES
REGULAR MEETING DATES

Board Secretary Lori Yonemitsu read tab 4 [First Reading: Changing February 2022 & April 2022 Board of Trustees Regular Meeting Dates].

CONSTITUENT REPORT: SHORELINE FACULTY

Professor and SCCFT President Eric Hamako read *Statement to the SCC Board of Trustees* (attached).

CONSTITUENT REPORT: SHORELINE CLASSIFIED STAFF

IT Administrator & Chief Shop Steward Ric Doike-Foreman read statement (attached).

CONSTITUENT REPORT: SHORELINE ASSOCIATED STUDENT GOVERNMENT

Associated Student Government (ASG) President Sunshine Cheng read statement (attached).

REPORT: SHORELINE PRESIDENT

November 15, 2021 marked Interim President Steve Hanson's first day at Shoreline Community College. Interim President Hanson:

- Thanked everyone for the warm welcome to campus and noted that he was fortunate to attend the groundbreaking ceremony for the Health, Science & Advanced Manufacturing Classroom Complex (HSAMCC) where he had an opportunity to meet many individuals—including Dr. Susana Reyes, Shoreline School District's new Superintendent, who expressed wanting to tour the campus in the very near future.
- Spoke of participating in the ACT's (Association of College Trustees) virtual conference with Trustee Lux and Trustee Chan and noted that one of the presentations was by two (2) community college presidents who provided an overview of the work being done at their colleges to advance diversity, equity, and inclusion.
- Communicated that he had an opportunity to meet with SBCTC Executive Director Jan Yoshiwara who shared with him system updates, as well as an overview of bills passed in the last legislative session—SB 5194/HB 1318 (Providing for equity and access in the

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community and technical colleges) and SB 5227 (Requiring diversity, equity, inclusion, and antiracism training and assessments at institutions of higher education).

- Noted that he has met with Eric (Hamako), Ric (Doike-Foreman), and Sunshine (Cheng) and that he “looks forward to ongoing meetings with them to discuss the issues that they are addressing in their presentations.”
- Shared that there is a December 2, 2021 Presidents’ Academy which will include a discussion amongst the community and technical college presidents, the University of Washington president, and the Washington State University president regarding the role of the college president in the post-pandemic future, as well as a higher education-legislative session overview.
- Conveyed that he is a member of the Presidents’ Equity Committee and that he will be sharing with the College, and the Board “about this important work.” “Let’s do everything we can to be leaders in this area of equity and diversity.”

REPORT: CLOSING REMARKS – BOARD OF TRUSTEES

The Trustees welcomed Interim President Hanson to the College.

ADJOURNMENT

Motion 21:69: Motion made by Trustee Wells to adjourn the special meeting of December 1, 2021.

Motion seconded by Trustee Lux. All five Trustees present (Rebecca Chan, Catherine Post D’Ambrosio, Tom Lux, Eben Pobe, Kim Wells) for this action item, voted *aye* to approve the motion.

Chair Post D’Ambrosio adjourned the meeting at 6:03 PM.

Signed _____
Catherine Post D’Ambrosio, Chair

Attest: January 26, 2022

Lori Y. Yonemitsu, Secretary

I'm Steve Bogart, professor of mathematics, math fpc, 1st vp of sccft, and proud recipient of this year's exceptional faculty award.

Welcome to Steve Hanson. Almost thirty years ago, when I was a part-time math teacher starting my career at Edmonds Community College, Steve was a very supportive dean. I greatly appreciate him and look forward to his leadership at Shoreline.

When his term concludes, I hope our interim president will leave us with an honest assessment of his perception of where Shoreline is, what our strengths are, and where our significant external and internal issues lie.

The Board praised President Roberts when they terminated her contract for convenience, and I've spent a lot of time trying to understand that situation. I've heard the cost to buy out President Roberts was around \$250,000, a huge expense in a time of budget crisis where long-time employees making much less lost their jobs. My conclusion is the Board strongly felt a change in leadership was necessary to deal with issues the college currently faces. But the Board didn't describe their understanding of those issues.

I'm a long-time contributor to the college community, and I want to move forward productively. But I don't see that happening without a clear-eyed acknowledgement by our administration of the state of the college. That's my ask of our interim president.

Steve, I'm glad you're here. I have faith in your ability to get us ready to move forward. Everyone, take care and stay safe.

*Happy Day,
Steve Bogart*



Services & Activities Fee Budget Allocation Proposal Winter 2022

Presented by:

Kate Nguyen, ASG Budget & Finance Officer

Sunshine Cheng, ASG President

Sundi Musnicki, Director of Student Leadership & Residential Life

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Summer/Fall S&A Budget Recap

In June 2021, BOT approved the allocation of \$678,128 to S&A programs, student clubs, and discretionary funds for the period of summer and fall quarters, based on an anticipated budget of \$1.2 million. S&A anticipated \$1 million in revenue with the possibility of accessing up to \$200,000 from reserves.

As of November 19, 2021:

- Revenue: \$450,765
- Expenses: \$210,255

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Winter S&A Budget Allocation

Based on the College's decision to continue with limited in-person classes and activities through winter quarter, the S&A Committee notified programs in October that funding would be allocated on a per-quarter basis through the rest of the current academic year.

- Received \$217,469 in requests for winter
- Allocated total of \$216,233

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S&A Expenses to Date & Winter Allocations

S&A Supports:

- 18 Programs
- Student Clubs
- Discretionary Funding:
- Mini-Grant & Contingency

Programs	Summer/Fall 2021 Allocation	Summer/Fall 2021 Spent	Summer/Fall 2021 Remaining	Winter 2022 Requested	Winter 2022 Allocation
Arts & Entertainment	\$37,332	\$16,419	\$20,913	\$11,350	\$11,350
Art Gallery	\$0	\$0	\$0	\$0	\$0
Assoc. Student Gov.	\$33,120	\$7,201	\$25,919	\$0	\$0
ASG - Student Clubs	\$25,000	\$0	\$25,000	\$0	\$0
ASG - Mini-Grant	\$100,000	\$0	\$100,000	\$0	\$0
Athletics	\$220,066	\$54,514	\$165,552		\$0
Choral Groups	\$7,609	\$376	\$7,233	\$10,805	\$8,805
Concert Band	\$0	\$0	\$0		\$0
DECA	\$0	\$0	\$0		\$0
Ebbtide	\$16,845	\$0	\$16,845		\$0
Gender Equity Center	\$10,375	\$3,242	\$7,133	\$0	\$0
Instrumental Music	\$0	\$0	\$0		\$0
Multicultural Center	\$12,964	\$2,653	\$10,311	\$2,567	\$2,567
Opera & Musicals	\$0	\$0	\$0		\$0
Parent/Child Center	\$26,500	\$26,500	\$0	\$26,500	\$26,500
Plays & Video	\$5,996	\$526	\$5,470	\$3,082	\$3,082
Spindrift	\$10,315	\$1,732	\$8,583	\$2,584	\$3,348
Student Life	\$130,096	\$85,450	\$44,646	\$140,096	\$140,096
Theater Tech	\$8,578	\$3,703	\$4,875	\$5,301	\$5,301
Tutoring	\$33,332	\$7,939	\$25,393	\$15,184	\$15,184
TOTAL	\$678,128	\$210,255	\$467,873	\$217,469	\$216,233

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Notable Changes

Programs	Summer/Fall 2021 Allocation	Summer/Fall 2021 Spent	Summer/Fall 2021 Remaining	Winter 2022 Requested	Winter 2022 Allocation
Art Gallery	\$0	\$0	\$0	\$0	\$0
Assoc. Student Gov.	\$33,120	\$7,201	\$25,919	\$0	\$0
ASG - Student Clubs	\$25,000	\$0	\$25,000	\$0	\$0
ASG - Mini-Grant	\$100,000	\$0	\$100,000	\$0	\$0
Gender Equity Center	\$10,375	\$3,242	\$7,133	\$0	\$0

- No budget request was submitted for winter quarter for the above programs.
- If funding is needed prior to spring 2022, it may be requested through the ASG mini-grant process.

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Notable Changes

Programs	Summer/Fall 2021 Allocation	Summer/Fall 2021 Spent	Summer/Fall 2021 Remaining	Winter 2022 Requested	Winter 2022 Allocation
Athletics	\$220,066	\$54,514	\$165,552		\$0
Concert Band	\$0	\$0	\$0		\$0
DECA	\$0	\$0	\$0		\$0
Ebbtide	\$16,845	\$0	\$16,845		\$0
Instrumental Music	\$0	\$0	\$0		\$0
Opera & Musicals	\$0	\$0	\$0		\$0

- No budget request was submitted for winter quarter for the above programs.
- If funding is needed prior to spring 2022, it may be requested through the ASG mini-grant process.

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Notable Changes

Programs	Summer/Fall 2021 Allocation	Summer/Fall 2021 Spent	Summer/Fall 2021 Remaining	Winter 2022 Requested	Winter 2022 Allocation
Student Life	\$130,096	\$85,450	\$44,646	\$140,096	\$140,096

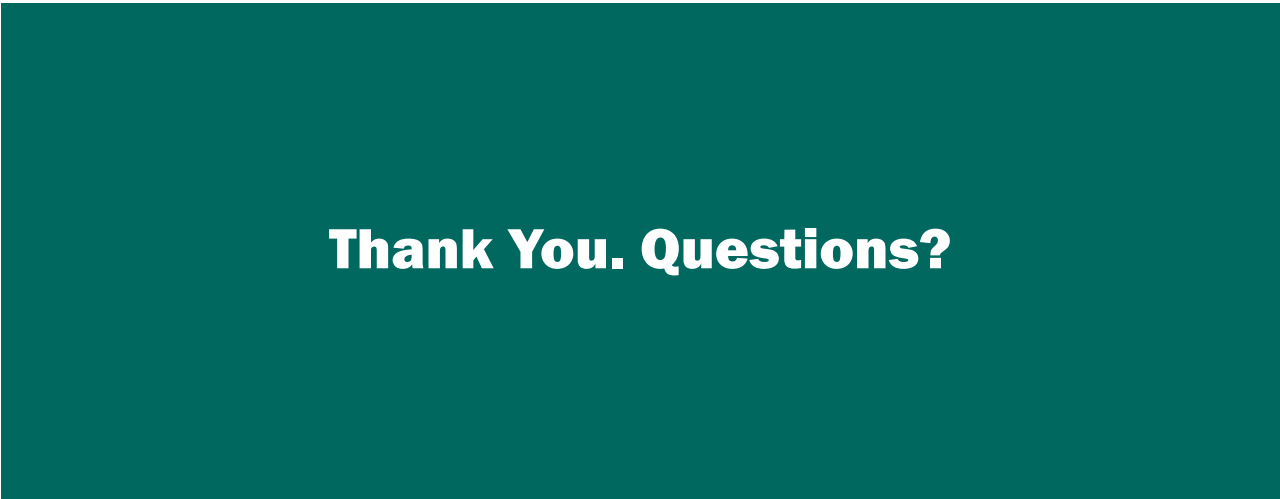
- Funding for 3 full-time staff + 1 intern position for winter and spring
- No additional funding for salaries will be needed for the remainder of the year

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In Conclusion...

- The S&A Committee allocated \$678,128 for summer and fall quarters. As of November 19, 2021, the fee has brought in **\$450,765** in revenue and S&A programs have spent a total of **\$210,255**.
- Based on requests received, the committee has allocated \$216,233 for winter quarter, noting that any funding not approved may continue to be requested from ASG through the mini-grant process.

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Thank You. Questions?



SHORELINE COMMUNITY COLLEGE

2021-22 Revised Operating Budget, Revenues and Expenses - October 2021

Revenues	FY22 Revised Budget	Thru October 31, 2021 Actual	Variance Favorable (Unfavorable)
State Operating Appropriations	\$ 31,057,551	\$ 6,857,751	-77.92%
Operating Tuition (0424)	10,354,133	3,848,517	-62.83%
International Education contribution to Operating Budget expenditures	3,287,030	1,095,677	-66.67%
Running Start reimbursement contribution to Operating Budget expenditures	2,116,982	705,662	-66.67%
CEO reimbursement contribution to Operating Budget expenditures	727,701	242,557	-66.67%
	<u>47,543,397</u>	<u>12,750,164</u>	

Natural Classification Expenditures	FY21 Budget	Thru October 31, 2021 Actual	Variance Favorable (Unfavorable)
Exempt	5,175,112	1,585,916	69.35%
Full-Time Faculty	10,197,564	1,982,126	80.56%
Part-Time Faculty	9,124,446	2,956,025	67.60%
Classified	6,365,784	1,960,470	69.20%
Hourly, Students and Others	578,233	212,075	63.32%
Benefits	10,146,056	2,801,689	72.39%
Personal Services Contracts	320,500	56,579	82.35%
Goods and Services	3,926,457	1,046,940	73.34%
Travel	102,270	7,354	92.81%
Capital Outlays - Fixed Assets	533,999	9,013	98.31%
Computers and Related Hardware	205,923	-	100.00%
Client Services and Financial Aid	828,543	258,747	68.77%
Debt Service	392,419	-	100.00%
Subtotal	<u>47,897,306</u>	<u>12,876,934</u>	
Intra Agency Reimbursements	<u>(368,200)</u>	<u>(122,840)</u>	66.64%
Total Expenditures	<u>47,529,106</u>	<u>12,754,094</u>	
Surplus/(Deficit)	<u>\$ 14,291</u>	<u>\$ (3,930)</u>	

From Report GA1332 Fund Ledger

Fund	Fund Title	iL 1355 Balance	Restricted	Unrestricted	Notes
145	Grants and Contracts	15,136,936.79	(1,786,267.41)	16,923,204.20	Cash balnce from Running Start, International, CEO/LCN
146	Local Contracts	1,227,311.09	1,391,238.06	(163,926.97)	Cash flow timing for RS reimbursement.
147	Plant	(182,809.34)	(182,809.34)	-	Local resources were not appropriated for this activity.
148	Dedicated Local	5,166,953.98	5,166,953.98	-	
149	Operation Fee Account	6,024,281.07	-	6,024,281.07	Tuition and HEERF funds recognized in 149.
448	Printing Fund	222,331.52	-	222,331.52	
460	Motor Pool	(3,315.25)	-	(3,315.25)	
522	Associated Students	3,548,902.32	3,548,902.32		
524	Bookstore	(748,599.67)	-	(748,599.67)	
528	Sustainable Commuter	3,416,940.71	3,416,940.71		
528	Parking Operations	(2,795,858.43)	-	(2,795,858.43)	
570	Other Auxiliary Enterprise	1,310,494.30	-	1,310,494.30	
573	Housing & Food	398,612.53	-	398,612.53	
790	College Payroll Clearing	1,076,102.15	1,076,102.15	-	
840	Agency	(765,674.81)	(765,674.81)	-	Amounts owed the college for state operating and capital
846	Grants in Aid	(6,214,346.89)	(6,214,346.89)	-	Funding to be captured to cover financial aid and HEERF-student
849	Student Loan	28,109.15	28,109.15	-	
850	Work Study	246,497.37	246,497.37	-	
859	Endowment Local	3,008.54	3,008.54	-	
860	Long Term Loan	203,603.37	203,603.37	-	Accumulation of allowed financial aid administrative take (3.5%).
991	NDSL	245.45	245.45	-	
992	Nurses Loan	70,273.68	70,273.68	-	
Total of All Funds		27,369,999.63	6,202,776.33	21,167,223.30	
Total GL1355 from Report GA1331		27,369,999.63			
Difference		0.00			
Operating Reserves noted above				21,167,223.30	
Board Reserves:					
Reserve Board of Trustees			535,064.00		
Reserve Capital Fund			2,000,000.00		
Reserve Debt Service			1,500,000.00		
Reserve General Fund			5,710,689.00		
Reserve Innovation/Opportunity			924,576.00		
Reserve Tuition			1,607,775.00		
Total Board Reserves				12,278,104.00	
Net unrestricted Operating reserves				8,889,119.30	



SCCFT President Eric Hamako
Statement to the SCC Board of Trustees
2021.12.01
Permalink: <https://bit.ly/SCCFTtoBOT2021-12>

I ask that my comments be read into the record.

Trustees of the Board:

My name is Eric Hamako. I am the President of the faculty's union, the Shoreline Community College Federation of Teachers (SCCFT), Local 1950 of the American Federation of Teachers (AFT).

When I was a college student, I worked jobs as a waiter and as a salesperson. In those jobs, I observed that you can learn things about people based on how they treat the people they are not *required* to treat well. For example, a customer might treat their supervisor at a business lunch with respect, as the situation requires, but treat the waitstaff quite differently. Likewise, a business owner might be required to pay workers a *minimum* wage, but they revealed themselves by whether they would do more than the legally required minimum. During my college classes, Social Psychology provided me with language to help me make sense of my workplace, with concepts such as “strong situational influences” and “weak situational influences.” In a labor-management relations setting, we can use such concepts to make sense of the difference between “mandatory subjects of bargaining,” in which the state legally requires an employer to bargain with workers’ unions – a “strong situational influence” – and “permissive subjects of bargaining,” in which the state *permits* an employer to bargain, but does not *require* them to do so – a “weak situational influence.”

So, we can observe and learn about the College’s leadership, based in part on how it treats workers when it is not *required* to treat us well. Today, I’ll address three broad examples: first, accountability for the College’s past actions; second, the College’s response to the ongoing pandemic; and third, inequities in faculty salaries.

First, as the College welcomes a new Interim President, Steve Hanson, there's talk of moving forward and of healing the past, of a return to civility, respect, or collaboration that are purported to have existed in the College's past. But, as my faculty colleague, Steve Bogart, addressed earlier this evening, the Board of Trustees has not yet accepted responsibility for its role in supporting and endorsing past leaders who so wounded workers and the College community. Rather, the Board of Trustees has, as of yet, touted the leadership of a string of such leaders as they exited the College; several who left with considerable amounts of the College's money in their hands. It is difficult to authentically move forward without an honest accounting of the past. As Malcolm X put it, when asked about "progress" in the United States, *"If you stick a knife in my back nine inches and pull it out six inches, there's no progress. If you pull it all the way out, that's not progress. The progress is healing the wound that the blow made. And they haven't even begun to pull the knife out, much less try to heal the wound. They won't even admit the knife is there."* So, as there's talk about progress and moving forward at the College, we cannot heal properly without a sober acknowledgement of blows made and wounds yet unhealed.

Lack of accountability for the College's past leadership means that workers continue to have doubts and fears – reasonably founded doubts and fears – that the College will repeat such patterns of leadership in the future. For example, as the College moves to create new faculty jobs, when it does so without meaningful participation from the current faculty in affected units, faculty are reasonably concerned about what those Administration decisions will bode for us. We have not forgotten the faculty colleagues that the College cut from us over its past two rounds of layoffs – none of whom were ushered out with a year's salary in their pocket for their trouble. Without reconciliation based on accountability for past actions, even what might otherwise seem positive – such as new faculty jobs – may continue to be viewed through a lens ground into shape by the unreconciled past. The College's leaders – you, the Board of Trustees – are not *required* to provide such accountability – but, you could *choose* to do so.

Second, the COVID-19 pandemic. The pandemic is not over. The pandemic is ongoing. During the first year of the pandemic, our faculty union demanded to bargain with the College over changes to our working conditions – such a demand to bargain, backed by state power, is a "strong situational influence." But, the College, to its credit, agreed to remote work accommodations for faculty that *are* better than what is required by the state. And, faculty members experience the value of those bargained accommodations when they are able to work remotely to accommodate their own high-risk status, the high-risk status of family members, or childcare and schooling schedules affected by the ongoing pandemic.

Now, as we proceed through the second year of this pandemic, our faculty union is in the process of bargaining a second COVID Memorandum of Understanding (MOU) with the College. Faculty members continue to be greatly concerned about the safety of their families, their students, and their own lives as the College determines how broadly to reopen ongoing in-person instruction. In our faculty union's bargaining with the College, thus far, we acknowledge that the College is already taking some of the steps we are proposing – but, given the tattered state of labor-management relations, we are asking the College to codify those actions in an MOU. Such an MOU, backed by state power, would then provide us the assurance of a “strong situational influence” that the College will continue those practices, rather than unilaterally changing them down the road. And, in our faculty union's bargaining with the College, we have asked that the College agree to safety precautions *beyond* what the state requires of the College. Thus far, the College has indicated that it will do what the state *requires* in those regards, but it has not yet agreed to our proposals that the College do *better* than what others require.

Third, inequities in faculty members' salaries. Faculty members experience multiple inequities in what we are paid, whether based on our hiring dates, our status as Full-Time or Associate, or the disciplines in which we teach.

As one long-seeping wound, many long-serving faculty experience what's sometimes called “salary compression.” That is, they were hired years ago at a starting salary, with the presumption of annual salary increases that, for many years, were not actually approved by the state. So, a faculty member who was hired at salary level three, perhaps the maximum salary level for a new hire at the time, may have worked at the College for fifteen years, but could be excruciatingly short of salary level eighteen – perhaps closer to salary level five. Meanwhile, newer faculty – such as myself – have had the benefit of our faculty union having bargained to raise the initial salary placement cap – and may be paid significantly more than faculty with twice our years of experience to the College. Our faculty union sees this “salary compression” as an inequity, one which we have, in the recent past, attempted to resolve through bargaining with the College. The College was not *required* to make up for that salary compression – and it has not. But, the College *could* do better.

Another salary inequity, which the faculty union and College have only recently managed to close, is the differential pay paid to Associate Faculty for the same work that Full-Time Faculty perform. For many years, Associate Faculty were paid less than Full-Time Faculty for the same work at the same salary level. Only in the past few years – and due to the work of faculty union leaders like DuValle Daniel and Brad Fader – were our faculty union and the College able to agree that Associate Faculty and Full-Time Faculty should be paid the same salary for the same

work at the same salary level. Resolving this inequity is a win for both faculty and the College, while many other Colleges continue to pay inequitable salaries to Associate Faculty.

And, third, a more recent salary inequity has been created by the Washington State Legislature's HB 2158, which allocates additional funding for faculty salary increases – but, only for those faculty in disciplines that are deemed “high demand.” That is, the Legislature exercised a neoliberal, free-market logic by saying that it will pay more to faculty members, but only to those in disciplines where market demands *require* the Legislature to pay higher salaries. As a faculty union, we reject such “market logic.” So, our faculty union – led both by faculty members who *have* received such salary increases and those who have not – will be working to advocate that the Legislature do better than the market *requires* – that the Washington State Legislature should create a biennial budget for 2023-2025 that provides salary increases to faculty it left out of the recent “high demand” salary increases. We advocate “High demand faculty salary increases for all.” Here, the College could partner with our faculty union local and the AFT Washington state federation in our advocacy for further investment in higher education. The College is not *required* to do so; but, it *could*.

So, in this transitional time at the College, as the College leadership broaches “moving forward” or “healing” or a “new normal,” many things will be required of all of us. And, our faculty union and other workers will be looking to see whether the Board of Trustees and the College Administration will treat us only as well as is required – or whether it will choose to do *better*.

Good night.

###

I ask that my comments be read into the record. Good evening everyone. My name is Ric Doike-Foreman and I have the honor to serve as the Washington Federation of State Employees (WFSE) Chief Shop Steward.

The return to campus is proving itself somewhat of a challenge. There are a significant number of moving parts to this process and the campus organization, as a whole, has seemingly lost the operations manual; at the very least several key pages have been misplaced. We have a leadership predominantly composed of acting positions. Classified positions are being backfilled with temporary contracts. Workload is constantly redistributed to cover lost, vacant, or reorganized positions. Excuses are oft described decisions using 'emergency action' or 'critical need' to justify their enactment; however, these are only used when it suits a certain group's need under a guise of 'temporary ... until we can find a replacement or until we can hire'. Time passes and yet nothing changes. People get busy and things that are important today get buried by other reprioritized important matters tomorrow. Why look to resolve problems today when they can be pushed off to a tomorrow that never comes?

The classified staff exist under the inherent predilection that we are just tools to be used as best determined by the administration. There exists a breaking point and it is fast approaching. Already positions across campus are pushed into retiring or are being vacated by choice as individuals are being forced into looking elsewhere where their existence will be appreciated and cared about. As we move beyond the inception of being a vaccinated campus, the guises of caring, understanding, and sympathy are dropping revealing a callous dispassionate bearing encased in virulent privilege and self-interest. Scheduling precedence is afforded to administrative exempt over classified staff for day preference, childcare needs, medical affairs, etc. This gives the overt message that the needs of the administrative exempt are far more important than the needs of any others.

Communication is one of the most difficult processes to refine and execute effectively. When a campus has an ineffective process and procedure, all the emails, text messages, alerts, web pages, etc. in the world do not amount to anything more than wasted effort and frustration. Add to that some constant reorganization in middle management / senior leadership so that these individuals do not know the people in their departments. Give a dash of confusion in that it becomes difficult to determine who issues should be addressed to. This is a sure-fire recipe for instilling a lack of understanding, communication, and support ensuring ongoing power and security through autocracy.

We are tired. We are upset. We want consistency, recognition, and respect for the parts we play when it comes to deciding how the campus is moving forward, steering toward new normalcy. We want equality when it comes to developing schedules for upcoming quarters. Our families, our children, our needs are just as important as yours. Most of all, and words alone can no longer suffice, we want to know we are valued.

To the Board of Trustees, good evening. My name is Sunshine Zheng and I am the student body president.

I'd like to begin by welcoming President Hanson to his interim tenure, and express my enthusiasm for our opportunity to collaborate moving forward. Student Life has continued to find ways to engage the student body both online and in-person, hosting awareness activities, club fairs, our leadership series, and planning a host of events and giveaways to help students to destress and unwind. As finals are nearly upon us, we are excited for the break and I, in particular, have been reflecting a lot on this last quarter, and some of the opportunities that lay before us.

I think for many of us, this quarter has offered somewhat of a reprieve. From the steady increase in active student clubs to seeing more and more life on campus, I feel hopeful about the way in which we seem to be slowly, but steadily recovering from the last year and a half. Just as the committees I sit in have been re-examining their structures, I have been thinking: with all that we have learned, how should we be restructuring ourselves as a whole?

I participated in a panel recently around equity in higher education and recall a remark made by a colleague. She said that we can't think of equity work as something that is somehow separate from our own, nor the niche task of any one council. It is a part of everything we do, and must be inseparable from the foundation on which we build all of our work. CTCs are uniquely positioned to close the opportunity gap, but our support has to extend beyond admission - otherwise, studies show, we risk worsening the equity divide not only within their education, but throughout a student's entire life. Our enrollment crisis is, among many things, the product of a series of failures to meet students where we are, and support us in the ways that we need.

So where do we start? To only name a few, some of what this looks like is ease of access to wraparound services: counseling, healthcare, resources to address housing or food insecurity or transportation. It looks like pay equity for part-time faculty, and access to the resources we need so that we may not only persevere, but also rest. I feel lucky to be a part of a college that names equity as a priority, but I encourage those in this room to explore with me more what this means, and how we can become an institution supportive of our students, staff, and educators in a way that does not meet our pre-pandemic standard, but transcends it.

Thank you for listening.

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SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF DECEMBER 13, 2021

MINUTES

The special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Chair Catherine Post D'Ambrosio at 4:03 PM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

MEMBERS PRESENT

Trustees Rebecca Chan, Catherine Post D'Ambrosio, Eben Pobe, and Kim Wells were present via audio/visual conference.

COMMUNICATION FROM THE PUBLIC

Per the notice for the December 13, 2021 (virtual) special meeting of the Board of Trustees:

Public comment(s) will be presented to the Board verbally.

- For attendees connecting online: Please sign up to provide a public comment via the Chat function in Zoom between 3:45 PM – 4:00 PM on December 13, 2021.
- For attendees connecting by telephone: Please sign up to provide a public comment between 3:45 PM – 4:00 PM on December 13, 2021 by: 1. Sending an email to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu with your telephone number and name (optional); or 2. Calling Board Secretary Lori Yonemitsu at (206) 546-4552 with your telephone number and name (optional).

The Board Chair will call upon each speaker signed up to provide public comment. The total public comment period at the December 13, 2021 meeting will be no more than six (6) minutes with up to two (2) minutes allotted per speaker. Adjustments to the two (2) minute allotment will be made if more than three (3) individuals sign up to speak. (For the entering of a public comment into the record and attaching to the minutes of the December 13, 2021 meeting, please send written public comment to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu following the December 13, 2021 meeting.)

No one signed up to provide public comment(s).

ACTION: APPOINT COMMUNITY MEMBERS TO THE 2021-2022 PRESIDENTIAL SCREENING COMMITTEE

Executive Director Veronica Zura provided an overview of the action item. Recommendation contained in tab 1 [Action: Appoint Community Members to the 2021-2022 Presidential Screening Committee]: “That the Board of Trustees approve Dr. Tanisha Brandon-Felder and Suni Tolton to participate as community member representatives on the Presidential Screening Committee.”

Motion 21:70: Motion made by Trustee Pobe to add “these two (2) community members to the 2021-2022 Presidential Screening Committee.”

Motion seconded by Trustee Wells.

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF DECEMBER 13, 2021

Trustee Pobee expressed appreciation “for the good work that has been done, led by Veronica” and added that he has “worked with Suni for the past four to five years on several community projects” and “two or three projects with Dr. Brandon-Felder.”

Trustee Wells and Chair Post D’Ambrosio thanked Trustee Chan for bringing both community members, forward.

All five Trustees present (Rebecca Chan, Catherine Post D’Ambrosio, Eben Pobee, Kim Wells) for this action item voted *aye* to approve the motion.

Executive Director Zura noted that she will be asking the Board to hold a short meeting in the near future to finalize the salary for the presidential recruitment.

ADJOURNMENT

Motion 21:71: Motion made by Trustee Pobee to adjourn the special meeting of December 13, 2021.

Motion seconded by Trustee Chan. All five Trustees present (Rebecca Chan, Catherine Post D’Ambrosio, Tom Lux, Eben Pobee, Kim Wells) for this action item, voted *aye* to approve the motion.

Chair Post D’Ambrosio adjourned the meeting at 4:11 PM.

Signed _____
Catherine Post D’Ambrosio, Chair

Attest: January 26, 2022

Lori Y. Yonemitsu, Secretary

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF DECEMBER 16, 2021

MINUTES

The special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Vice Chair Eben Pobe at 1:03 PM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

MEMBERS PRESENT

Trustees Rebecca Chan, Tom Lux, Eben Pobe, and Kim Wells were present via audio/visual conference.

COMMUNICATION FROM THE PUBLIC

Per the notice for the December 16, 2021 (virtual) special meeting of the Board of Trustees:

Public comment(s) will be presented to the Board verbally.

- For attendees connecting online: Please sign up to provide a public comment via the Chat function in Zoom between 12:45 PM – 1:00 PM on December 16, 2021.
- For attendees connecting by telephone: Please sign up to provide a public comment between 12:45 PM – 1:00 PM on December 16, 2021 by: 1. Sending an email to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu with your telephone number and name (optional); or 2. Calling Board Secretary Lori Yonemitsu at (206) 546-4552 with your telephone number and name (optional).

The Board Chair will call upon each speaker signed up to provide public comment. The total public comment period at the December 16, 2021 meeting will be no more than six (6) minutes with up to two (2) minutes allotted per speaker. Adjustments to the two (2) minute allotment will be made if more than three (3) individuals sign up to speak. (For the entering of a public comment into the record and attaching to the minutes of the December 16, 2021 meeting, please send written public comment to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu following the December 16, 2021 meeting.)

No one signed up to provide public comment(s).

ACTION: CONFIRM SALARY RANGE FOR PERMANENT PRESIDENT POSITION

Executive Director Veronica Zura read tab 1 [Action: Confirm Salary Range for Permanent President Position].

Motion 21:72: Motion made by Trustee Chan that “we accept the recommendation that the Board of Trustees approve the salary range of \$250,000 - \$275,000 a year for Shoreline’s next permanent President.”

Motion seconded by Trustee Wells.

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF DECEMBER 16, 2021

Executive Director Zura and/or Interim President Steve Hanson responded to questions from the Trustees regarding:

- The average salary of current presidents in the community and technical college system and noted, “this range is representative of similar colleges of our size.”
- The presidential salary range at similar colleges in the state also conducting presidential searches.
- The role of Academic Search, the College’s recruiting partner.
- The Board’s role in determining and approving the salary for the President.
- Furnishing the Board with data that would assist the Board in determining salary.
- The current salaries for the presidents in the Seattle metro area and the difference in salaries for presidents in a district (e.g., Seattle; Spokane) versus the salaries for presidents at stand-alone colleges.

All four Trustees present (Rebecca Chan, Tom Lux, Eben Pobe, Kim Wells) for this action item, voted *aye* to approve the motion.

ADJOURNMENT

Motion 21:73: Motion made by Trustee Lux to adjourn the special meeting of December 16, 2021.

Motion seconded by Trustee Chan. All four Trustees present (Rebecca Chan, Tom Lux, Eben Pobe, Kim Wells) for this action item, voted *aye* to approve the motion.

Vice Chair Pobe adjourned the meeting at 1:24 PM.

Signed _____
Eben Pobe, Vice Chair

Attest: January 26, 2022

Lori Y. Yonemitsu, Secretary

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF JANUARY 14, 2022

MINUTES

The special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Vice Chair Eben Pobe at 2:32 PM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

MEMBERS PRESENT

Trustees Rebecca Chan, Catherine Post D'Ambrosio, Tom Lux, and Eben Pobe were present via audio/visual conference.

COMMUNICATION FROM THE PUBLIC

Per the notice for the January 14, 2022 (virtual) special meeting of the Board of Trustees:

Public comment(s) will be presented to the Board verbally.

- For attendees connecting online: Please sign up to provide a public comment via the Chat function in Zoom between 2:15 PM – 2:30 PM on January 14, 2022.
- For attendees connecting by telephone: Please sign up to provide a public comment between 2:15 PM – 2:30 PM on January 14, 2022 by: 1. Sending an email to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu with your telephone number and name (optional); or 2. Calling Board Secretary Lori Yonemitsu at (206) 546-4552 with your telephone number and name (optional).

The Board Chair will call upon each speaker signed up to provide public comment. The total public comment period at the January 14, 2022 meeting will be no more than six (6) minutes with up to two (2) minutes allotted per speaker. Adjustments to the two (2) minute allotment will be made if more than three (3) individuals sign up to speak. (For the entering of a public comment into the record and attaching to the minutes of the January 14, 2022 meeting, please send written public comment to Board Secretary Lori Yonemitsu at lyonemitsu@shoreline.edu following the January 14, 2022 meeting.)

No one signed up to provide public comment(s).

TRAINING: MULTICULTURAL COMPETENCY INTERVIEWING RUBRIC (MCIR) WITH DR. ERNEST JOHNSON & DR. YVONNE TERRELL-POWELL

The training on the Multicultural Competency Interviewing Rubric (MCIR) was facilitated by Dr. Ernest Johnson and Dr. Yvonne Terrell-Powell, LMHC, and included the following:

- Welcome & Introductions
- History of Multicultural Competency Interviewing Rubric (MCIR)
- Workshop Outcomes (Distinguish; Demonstrate; Generate; Understand), Facilitation Style
- Data: What we know “Presidential FACTS”
- Assessment Measures and DEHPD
- MCOB (Multicultural Organization Development)/MCIR/DEHPD

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF JANUARY 14, 2022

- MCIR-Admin Presentation
- MCIR-Admin Application
- Wrap Up

Using the College’s presidential search as a framework, Dr. Johnson and Dr. Terrell-Powell went over the five (5) levels in the Multicultural Competency Interviewing Rubric (MCIR) and shared potential questions to, and responses from, candidates—for each level.

- Level 1: Mainstream Candidate
- Level 2: Associative Candidate
- Level 3: Additive Candidate
- Level 4: Structural Reform Candidate
- Level 5: Social Action/Social Justice Candidate

The Trustees had an opportunity to participate in an exercise “to think about the MCIR in relationship to a particular candidate at a particular level.” Each Trustee was assigned one of the MCIR levels, an interview question, given examples of answers consistent with the level to which she/he/they were assigned, and generated “1-2 additional answers from the perspective of a candidate at your assigned level.”

Discussion about where the College is in terms of diversity, equity, and inclusion, led Executive Director Veronica Zura to share the link to the [Presidential Profile](#) document.

ADJOURNMENT

Motion 22:01: Motion made by Trustee Pobee to adjourn the special meeting of January 14, 2022.

Motion seconded by Trustee Chan. All four Trustees present (Rebecca Chan, Catherine Post D’Ambrosio, Tom Lux, Eben Pobee) for this action item, voted *aye* to approve the motion.

Chair Post D’Ambrosio adjourned the meeting at 4:27 PM.

Signed _____
Catherine Post D’Ambrosio, Chair

Attest: January 26, 2022

Lori Y. Yonemitsu, Secretary

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF JANUARY 26, 2022**

TAB 1

ACTION

Subject: 2021-2022 Services & Activities (S&A) Budget & Winter 2022 Allocations

Background

Associated Student Government (ASG) Budget & Finance Officer Kate Nguyen and President Sunshine Cheng presented the Services & Activities (S&A) fee budget allocation proposal for winter 2022 at the December 1, 2021 Board of Trustees meeting. The S&A Committee decided during the fall 2021 quarter:

- To allocate funding for the remainder of FY 2021-2022 on a per-quarter basis.
- To allocate \$216,233 from the S&A fee budget for disbursement to programs and clubs for winter quarter 2022.

Recommendations

That the Board of Trustees approve the allocation of \$216,233 from the S&A fee budget for disbursement to programs and clubs for winter quarter 2022.

Prepared by: Sundi Musnicki
Director, Student Leadership & Residential Life
Shoreline Community College
January 21, 2022

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF JANUARY 26, 2022**

TAB 2

ACTION

Subject: Changing February 2022 & April 2022 Board of Trustees Regular Meeting Dates

Background

The Board approved its 2022 regular meeting schedule at the June 23, 2021 special meeting of the Board of Trustees. At the December 1, 2021 special meeting of the Board of Trustees, the Board was presented, as a first reading, with the following date changes to the February 2022 and April 2022 regular meetings for consideration.

<u>FROM</u>		<u>TO</u>
Wednesday, February 23, 2022 3:00 PM (Study Session)/4:30 PM (Regular Meeting)	➔	Thursday, February 17, 2022 3:00 PM (Study Session)/4:30 PM (Regular Meeting)
Wednesday, April 27, 2022 3:00 PM (Study Session)/4:30 PM (Regular Meeting)	➔	Thursday, April 21, 2022 3:00 PM (Study Session)/4:30 PM (Regular Meeting)

Recommendation

That the Board take action on the date changes presented above to the February 2022 and April 2022 regular meetings.

Prepared by: Lori Yonemitsu, Executive Assistant to the President
Shoreline Community College
January 21, 2022