

**METROPOLITAN COMMUNITY COLLEGE AREA
BOARD OF GOVERNORS'
MEETING MINUTES
OCTOBER 22, 2019**

A meeting of the Board of Governors of the Metropolitan Community College Area was called to order at 6:30 p.m., in Building #21, the Mule Barn, Fort Omaha Campus, 32nd Street and Sorensen Parkway, Omaha, Douglas County, Nebraska.

MEMBERS PRESENT

Erin Feichtinger
Roger Garcia
Steve Grabowski, Chair
Ron Hug
Linda McDermitt, Treasurer
Maureen Monahan
Angela Monegain
Dave Pantos, Secretary
Michael Young, *arrived at 6:39 pm*
Tonya Glathar, Ex Officio Student

MEMBERS ABSENT

Phillip Klein
Fred Uhe
Joy Schulz, Ex Officio Faculty

Also Present: Randy Schmailzl, College President.

MOTION: Following the Pledge of Allegiance, Hug moved to excuse the absence of Klein, Uhe, and Young; Pantos seconded the motion.

Garcia, yes
Grabowski, yes
Hug, yes
McDermitt, yes
Monahan, yes
Monegain, yes
Pantos, yes
Feichtinger, yes

Motion carried.

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

The Chair reported that a copy of the Nebraska Open Meetings Act had been posted in the rear of the room. A copy was made available for public inspection.

Agenda Item 1e—Approval of Notice of Public Meeting

The Chair then reported on the Notice of Public Meeting and presented 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 October 11, 2019; and*
2. *Affidavit of College employee Pauline Laughlin, 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, during normal business hours. 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 Item 3a—Ex Officio Board Members’ Reports

- **Student Ex Officio Report**

Glathar shared highlights from the written report in the Board materials, referencing the Student Leadership Conference and the upcoming Student Advisory Council (SAC) election. In response to a question from Feichtinger, she noted her takeaway from the Student Leadership Conference was the demonstration of growth of the co-presenters since the beginning of their term on SAC. She also noted the sense of community during the conference.

- **Faculty Ex Officio Report**

Dr. Tom McDonnell, Vice President for Academic Affairs, introduced Nanci Stephenson, Interior and Fashion Design Instructor, and MCC student Agustin Delgado.

Stephenson introduced Delgado as an outstanding student, who has chosen to put his MCC studies ahead of an invitation to participate in Bravo’s “Project Runway” and other requests, including fashion weeks in New York and Milan, Italy, and London, England.

Delgado shared brief personal history, noting he learned his sewing and beading skills from great-grandparents and an uncle. He came to the United States at age 7 and took Home Economics at age 12, where he first learned to use a sewing machine. He stated his training at MCC has been invaluable in learning both the lingo of the fashion industry and the principles of fashion. He has been involved in Omaha Fashion week as an Elite Designer and as a Featured Designer. He noted the “World of Wearable Art” in New Zealand has also reached out to him.

Delgado stated his priority is education. He will complete his associate degree in Fashion Design from MCC and then hopes to move on to earn a degree in immigration pre-law.

He thanked Stephenson and the College for the affordable education and opportunities.

Board members engaged Delgado in conversation, asking clarifying questions and complimenting him on his talent, skill, and drive to make education a priority.

Agenda Item 3b—Chair of the Board’s Report

Grabowski stated he will report in November on the Association of Community College Trustees (ACCT) Leadership Congress. He noted his attendance at GED graduation, the groundbreaking for the Automotive Training Center at the South Omaha Campus, the Student Leadership Conference, and Community Dialogues.

Agenda Item 3c—Board Members’ Reports

McDermitt noted her attendance at several Community Dialogues and stated the feedback from the community should be valuable for administration moving forward. She also referenced Aksarben Foundation Court of Honor 2019 honoree Randy Schmailzl, who was honored for education partnerships.

Feichtinger stated she found the input at Community Dialogues encouraging, particularly the many positive comments regarding the College and the South Omaha Community. She noted her attendance at several panel sessions at the ACCT Leadership Congress.

Young referenced his attendance at GED graduation and the inspirational story of the MCC student speaker. He noted the Code School kick-off he attended. In reference to the ACCT Leadership Congress, he stated this is his final year on the ACCT Diversity, Equity, and Inclusion (DEI) Committee. He noted the DEI Committee is discussing a DEI track in governance and leadership, trustee development, and presidential searches.

Garcia shared his takeaways from the ACCT Leadership Congress: 1) how other community colleges track success at the governance level, in regards to key performance indicators (KPIs) of interest to a Board; and 2) a Board self-assessment done by a community college that could lead to planning for a Board workshop and data gathering for Board meetings.

Pantos reported on his attendance at the ACCT Leadership Congress. He noted he was inspired as he listened to two former community college students who shared their stories. One was a DREAMer, a child of undocumented immigrants, who overcame the obstacles of financial aid and other challenges and is now earning her master's degree, with a goal to work as a counselor at a community college. He noted his attendance at sessions which focused on policies and will share information in the weeks to come.

Monahan commented on the SOC groundbreaking and referenced her immigrant great-grandfather who worked in South Omaha at the Cudahy packing plant. She stated the way MCC develops and trains the workforce impresses her. She noted her attendance at the ACCT Leadership Congress and found it interesting and inspiring to learn that MCC has already addressed many of the issues other community colleges are currently working on.

Agenda Item 3d—President's Report

- Adult Education / South Omaha Express – Dr. Maria Vazquez**

Schmailzl called on Dr. Vazquez to introduce staff and students from the Adult Education team. He noted that MCC has the largest GED and adult education program in the state.

Vazquez noted that at MCC, adult education includes English language learners, adult basic education, and GED, and includes credit and non-credit courses. The College offers programming at 15 locations, including industry locations, college campuses (6 MCC locations), and K-12 schools. She introduced Tammy Green, Director of Workforce and IT Innovation Career Skills.

Green reported that the Adult Education program provides foundational work that provides an expressway in Applied Technology and transfer programs towards employment, funding sources, and outcomes.

Outcomes include:

1. achievement of 100% of the state required measurable skills gains,
2. 62% of the students completing pre- and post-testing,
3. all curriculum aligns with college and career readiness and English language proficiency standards, and
4. MCC is the first in Nebraska to create an integrated education and training program.

Programs are available to students who may begin at any time and are offered days, evenings, and weekends. Green reviewed the skills-based approach components:

1. English language instruction,
2. adult basic education instruction,
3. integrated education and training,
4. career placement program with multiple facets, and
5. short term certifications.

Green introduced Mary Solberg, Adult Education Instructor and lead teacher, who shared her story, the growth of the program, and her passion for teaching. She shared the story of a MCC student, who is a father and was homeless. The teaching and instruction provided to him assisted him in becoming an example to his son – a true success story, as he gained housing and learned to manage a budget. Solberg introduced NayDeny Chuol, MCC student and GED graduation speaker, who told her story of coming to the United States from South Sudan. She shared her journey in earning her GED, getting a job at Tyson Foods, and her dream to continue her education. She noted MCC is one of the most positive experiences she has had to date.

Then Noe Garcia, Manager of Training and Development for Tyson Foods Prepared Foods Division, spoke about the Tyson Food Upward Academy. He spoke highly of the collaboration between MCC adult education and Tyson Foods. Tyson is one example of many industry partners with the Adult Education program. Tyson Foods hires immigrants who come from dozens of different countries. In the Omaha plant, 27 languages are currently spoken within the plant. He noted the collaborative effort with MCC has increased employee retention, safety within the Tyson plants, and employees are integrating into the communities in which they live. He referenced Tyson's tuition reimbursement rate of 80% reimbursement for classes where students earn a "C" or better. He also noted that adult education teachers come to Tyson's facilities, which has inspired Tyson to increase their technology and classroom space. He noted two students of the Upward Academy have been promoted to "leads" and are being fast-tracked into management.

Green introduced Hector Martinez, MCC South Express Operations Coordinator, who shared a bit of his background, as well as discussing new and current projects at South Express. When his family moved to the United States from the Dominican Republic, he and his sister took English as a Second Language classes in Ralston, while his mother took classes at MCC.

Martinez reflected on his transition to South Express and how he has worked with his team to identify goals to increase their effectiveness as a team in helping students. They are working on communication and collaboration through a Microsoft platform, they defined norms and expectations, and are having regular team meetings. New initiatives include an information system for GED graduates to assist

them in moving on to college classes or a certificate program. They are building a computer skills workshop, particularly for adult learners. In collaboration with the Continuing Education department, they are working to bring more Continuing Education to South Omaha, including a STEM program. There is an effort to make testing more comfortable within their location and staff are encouraged to participate in MCC professional development offerings.

Hug offered that even though 80% tuition reimbursement from Tyson Foods is generous, that the other 20% could still be challenging and suggested a scholarship or other system could be reviewed and potentially implemented.

Young congratulated the group on their collective work and noted the impact on MCC communities.

- **Food Insecurity Update**

Schmailzl referenced the report in the Board materials, noting work continues on the details to implement the food distribution workflow.

- **Elkhorn Valley Campus Update**

Schmailzl reviewed the boundaries of the Elkhorn Valley Campus (EVC) and reminded the Board that EVC is zoned "ag" (agriculture). The south side of the EVC (Dodge Street) includes a state of Nebraska right-of-way, so nothing can be built on the area. He referenced a section of property on the north side of the EVC campus owned by Gottsch Enterprises.

Schmailzl asked Dave Hohman, Legal Counsel to the Board, to further review current concerns and communication regarding EVC. Hohman referenced a delayed notice from the City of Omaha for a renewed request for a preliminary plat for a project called High Point Replat 9, made by Gottsch Enterprises. This project involves subdividing 8.4 acres of land located directly north of the EVC property. The request is for a division into 4 lots and 4 outlots and re-zoning all of them as commercial. This request dates back to 2016. At that time, a letter was sent to the City of Omaha Planning Department noting several concerns that the College had with the proposed project, including the potential impact on sanitary and storm sewer capacities. The College requested information on these issues from the developer. However, before the information was provided, the developer put the project on hold.

Now, the same replat request has been brought back to the City of Omaha City Council. The College has the same concerns as noted in 2016 and has again requested information regarding the concerns of administration and its engineers. The Omaha City Council, at their meeting today, October 22, agreed to lay the item over for two weeks.

Currently, administration is in touch with engineers and lawyers in regards to the concerns of the College administration. Administration will continue to monitor the situation and keep the Board informed.

A brief discussion ensued reviewing history on why and how this request has been brought back to the City of Omaha. There is a lot of work to be done in order for the project to move forward, which is expected to take months.

Agenda Item 3e—Regular Reports – Randy Schmailzl

There were no questions regarding the regular reports.

Agenda Item 3f—Quarterly Reports – Randy Schmailzl

There were no questions regarding the quarterly reports. Schmailzl noted he welcomes feedback on reports that would be meaningful to the Board.

Agenda Item 3g—Report on Art for the South Omaha Campus Automotive Training Center – Dr. Tom McDonnell, Vice President for Academic Affairs

Dr. McDonnell introduced Susan Trinkle, Dean of Humanities and the Arts and Dr. Jackie Almquist, Executive Director of the MCC Foundation, and Stan Horrell, Director for Campus Planning and Sustainability as members of the Public Art Committee. The Public Art Committee goes back to 2010 and was developed to ensure art is ensconced on MCC Campuses so students have the opportunity to learn to appreciate art in a familiar and comfortable setting. The Committee manages donations and selects art that is both appropriate and culturally diverse for MCC.

In 2014, former Board member Dave Newell, brought forth a resolution directing the President to develop, for approval by the Board, a process for the selection and display of appropriate and inspirational art in and around new buildings constructed by the College up to no more than one percent (1%) of the cost of the new construction. The resolution was passed unanimously.

As the three new buildings on the Fort Omaha Campus were built, the resolution was enacted and a piece of art, “As Above, So So Below” by Pho Shu Whang, was installed in the courtyard area of the new buildings.

Agenda Item 6d on the Action Agenda is a resolution to set aside one-half percent of the \$23 million Automotive Training Center construction budget for public art.

Agenda Item 3h—Report on College Advisory Committees – Dr. Tom McDonnell, Vice President for Academic Affairs

McDonnell noted there are currently 35 Advisory Committees, which play a role in what MCC does to stay relevant in the various career fields and industries.

All career programs have an advisory committee and members are engaged in a variety of activities and provide input through feedback sessions. This input makes it possible for MCC students to be ready for jobs on day one.

An example of an outcome of this important input is the recent Construction Education career day, where 400 area high school students visited campus and were engaged in hands-on activities with 30 of MCC's industry Advisory Committee members.

The Auto Collision Advisory Committee donated parts and time to The Recycled Rides® program. They took a totaled 2013 Mitsubishi, which was donated to the program, and MCC students, faculty and Advisory Committee members worked together to rehab the car which, when completed, was donated to a student from Sudan.

Healthcare Advisory Committees have begun to work together between disciplines, which simulates a healthcare setting.

Agenda Item 4—Consent Agenda Items

Items remaining on the consent agenda are 6a, 6b, 6c, 6d, and 6e.

Agenda Item 5—Items Removed from Consent Agenda (If Any)

Young requested Agenda Item 6e be removed from the agenda. However, Agenda Item 6f was the item which was discussed. These minutes reflect the discussion of Agenda Item 6f rather than the verbal request noted on the audio recording of the meeting. All Agenda Items were approved unanimously by Board members present.

Agenda Item 6a—Consideration of Approval of Minutes of September 17, 2019 Board of Governors' Meeting, Board Doc. 7597

Agenda Item 6b—Consideration of Resolution Approving Personnel Appointments and Separations, Board Doc. 7598

WHEREAS, Per board policy (60205) the Board of Governors shall have final approval of all full-time contracts for administrative, support and faculty personnel.

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

Name	Position	Contract Period	Contract Salary
Jacqueline Armstrong	Associate Dean of Construction Education	11/04/19-06/30/20	\$54,161.08
Michael Hughes	Associate Director of Student Advocacy & Accountability	11/04/19-06/30/20	\$46,606.84
Tyisha Wagner	Career Facilitator	11/01/19-06/30/20	\$30,745.56
Dawn Nizzi	Manager of Business Development, Training & Outreach	10/28/19-06/30/20	\$41,517.12

Michelle Inzauro Nursing Instructor 12/02/19-05/22/20 \$36,840.25

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

Name	Position	Effective Date
Alina Borkowski	Academic Advisor	11/08/19
Iryna VanDyk	Enrollment Navigator	09/30/19
Calvenn Wogou	Network Engineer	10/15/19
Cornelius McGreevy	Social Sciences Instructor	10/03/19

Agenda Item 6c—Consideration of Resolution Approving General Pay Increases and the Pay Rate Schedule for Regular Exempt and Non-Exempt Bargaining Unit Employees, Board Doc. 7599

BE IT RESOLVED, that the Board of Governors hereby approves the following actions with pay rate adjustments effective July 1, 2019:

1. For all regular exempt and non-exempt non-bargaining unit employees who have served in their current position or a comparable position at the College during the fiscal year July 1, 2018, through June 30, 2019, provide a pay increase of 3.404% for fiscal year 2019-20.
2. For all regular exempt and non-exempt non-bargaining unit employees who have served in their current position or a comparable position at the College for less than a full year during the period July 1, 2018, through June 30, 2019, provide a pay increase for fiscal year 2019-20 as follows: 2.80% plus a prorated portion of the remaining .60% allocated for pay increases.
3. Evaluate and adjust the pay rates of those individuals who have assumed additional or lesser responsibilities and/or whose pay rate is inconsistent with internal equity. Any such pay rate adjustments shall be made retroactive to the effective date established at the time the position is reviewed or the change in assignment occurred.
4. For all regular exempt and non-exempt non-bargaining unit positions, increase the midpoints for Job Groups A through L by 2.80% and adjust the pay ranges accordingly in the Metropolitan Community College Pay Rate Schedule for 2019-20.
5. Evaluate and adjust any new hires, transfers, promotions, and position reclassifications that occurred during the fiscal year that began July 1, 2019 to ensure that placement and pay rates are in compliance with the Pay Rate Schedule for 2019-20.

BE IT FURTHER RESOLVED, that the Board of Governors hereby approves and adopts the enclosed Metropolitan Community College Pay Rate Schedule for 2019-20 for Non-Bargaining Unit Positions setting forth the pay grades (job groups) and the pay ranges for such pay grades (job groups) to be implemented for the fiscal year beginning July 1, 2019.

Agenda Item 6d—Consideration of Resolution Approving the Expenditure of Funds for Art for the South Omaha Campus Automotive Training Center, Board Doc. 7600

WHEREAS, the Board of Governors, by resolution at its October 28, 2014, meeting (Consideration of Resolution Directing the President to Develop Procedures for Incorporating Art into All New Public

Buildings Constructed by the College and Designating Funding for Said Art) (Board Document 6072), directed that the Board and the College should appropriate up to a maximum of one percent (1%) of the cost of construction of new College public buildings for the acquisition and display of art in and around said buildings; and,

WHEREAS, during construction of the South Omaha Campus expansion the College's Public Art Committee, in collaboration with the Nebraska Arts Council, will issue a request for artists and student artists to submit proposals to create and display works of art for public display in and around the Automotive Training Center.

NOW THEREFORE BE IT RESOLVED by this Board of Governors that it approves the expenditure of funds up to \$115,000 (1/2 percent of \$23 million in new construction) to purchase art for the South Omaha Campus Automotive Training Center.

Agenda Item 6e—Consideration of Resolution Approving the Purchase of Computer and Network Services Equipment, Board Doc. 7601

BE IT RESOLVED, that the Board of Governors of the Metropolitan Community College Area hereby approves the purchase of computer and network services equipment in an amount not to exceed \$2,800,000 utilizing state contracts or consortium pricing with such modifications, changes, and amendments, as the President in consultation with the College Legal Counsel, may deem appropriate and in the best interests of the College.

MOTION: Hug moved to approve the Consent Agenda; McDermitt seconded the motion.

Grabowski, yes
Hug, yes
McDermitt, yes
Monahan, yes
Monegain, yes
Pantos, yes
Young, yes
Feichtinger, yes
Garcia, yes

Motion carried.

Agenda Item 6f—Consideration of Resolution Approving the Contract for Canvas Learning Management System, Board Doc. 7602

BE IT RESOLVED, that the Board of Governors of the Metropolitan Community College Area hereby approves a three year contract for the Canvas Learning Management System from Instructure in the estimated total amount of \$569,622.00, based on Canvas licensure terms as outlined in their proposal with such modifications, changes, and amendments as the President, in consultation with College legal counsel, may deem appropriate and in the best interest of the College.

MOTION: Pantos moved to approve Agenda Item 6f; Young seconded the motion.

Young complimented College administration on making the decision to move to the Canvas Learning Management System (LMS). He noted he is familiar with the system

and the various components available within it. He was particularly curious about administration's use of the professional development component of the system.

Schmailzl called Chuck Davis, Director of Technology Enabled Learning, to answer the question. Davis stated he facilitated the LMS review that led to the decision to adopt Canvas beginning next fall. He has met with a representative of MCC's Institute for Faculty Excellence (IFEX) to discuss professional development opportunities for faculty. The platform facilitates e-learning in many ways with multiple resources and will be explored in the coming months.

Hug, *left the meeting at 8:23*

McDermitt, yes

Monahan, yes

Monegain, yes

Pantos, yes

Young, yes

Feichtinger, yes

Garcia, yes

Grabowski, yes

Motion carried.

Agenda Item 7—Adjournment

MOTION: Pantos moved to adjourn the meeting; Young seconded the motion.

McDermitt, yes

Monahan, yes

Monegain, yes

Pantos, yes

Young, yes

Feichtinger, yes

Garcia, yes

Grabowski, yes

Motion carried. The meeting was adjourned at 8:27 p.m.

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

**STATE OF NEBRASKA)
) SS
COUNTY OF DOUGLAS)**

Pauline Laughlin, being first duly sworn upon oath deposes and states as follows:

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

NOTICE OF MEETING

Notice is hereby given that the Board of Governors of the Metropolitan Community College Area will meet on Tuesday, October 22, 2019, 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 available for public inspection at the principal office of said Board of Governors, 30th & Fort Streets, Building #30, Omaha, Nebraska, during normal business hours.

Steve Grabowski
Chair, Board of Governors

to be published in *Omaha World-Herald* on October 11, 2019; and that the order to said newspaper was made by electronic transmission on October 9, 2019.

- 1. That on October 9, 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.

Pauline Laughlin

SUBSCRIBED AND SWORN TO before me this 9th day of October, 2019

Jolynn Emery

Notary Public

State of Nebraska - General Notary
JOLYNN EMERY
My Commission Expires
November 30, 2022



Omaha World-Herald

Date: October 11, 2019

Affidavit of Publication

METROPOLITAN COMMUNITY COLLEGE
ACCOUNTS PAYABLE
PO BOX 3777
OMAHA, NE 68103-0777

Date	Category	Description	Ad Size	Total Cost
10/17/2019	Legal Notices	NOTICE OF MEETING Notice is hereby given that I	1 x 0 L	162.88

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Steve Grabowski
Chair, Board of Governors

**Publisher of the
World Herald**

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:

10/11/2019

The First insertion being given ... 10/11/2019

Newspaper reference: 0000085840



Billing Representative

Sworn to and subscribed before me this Friday, October 11, 2019



Notary Public

Janet Johnson Williams
NOTARY PUBLIC

Commonwealth of Virginia
7566416

State of Virginia
City of Richmond
My Commission expires _____

My Commission Expires June 30, 2021