

**METROPOLITAN COMMUNITY COLLEGE AREA  
BOARD OF GOVERNORS  
MEETING MINUTES  
DECEMBER 12, 2023**

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, Vice Chair  
Martha Bruckner  
Kristen DuPree  
Adam Gotschall, Secretary  
Phillip Klein  
Theresa Love-Hug  
Linda McDermitt, Assistant Secretary  
Maureen Monahan, Treasurer  
Zach Reinhardt  
Fred Uhe, Chair  
Tammy Wright  
Eldaide Zulu, Student Ex Officio representative  
Zach Pechacek, Faculty Ex Officio representative

**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 December 1, 2023, and on the Omaha World-Herald website Omaha.com from December 1-7, 2023.*
2. *Affidavit of College employee Julie Lanxon, to the effect that a copy of the published Notice of Meeting was transmitted to each member of the Board of Governors in a manner specified by Policy 10503 of the Board of Governors.*

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

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

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

There were no public comments.

## **Agenda Item 3 — Award and Recognition**

### **Agenda Item 3a — Recognition of Former Board of Governors Member, Ron Hug**

The Board recognized former Board of Governors member, Ron Hug, who served as a Board member from January 1999 until September 2023 representing District 1, at-large, and District 4. During his time on the Board, Hug served as Chair, Vice Chair, Secretary, Treasurer, and MCC's MAPA representative. Uhe read the plaque which said, "Ron Hug – with grateful appreciation for dedicated service to the Metropolitan Community College Board of Governors representing District 1, At-Large, District 4 – January 1999 to September 2023 – Board Chair January 2001 to December 2002." Hug reflected on his years of service and thanked the Board members and administration for supporting him and helping him be successful as a Board member. Schmailzl shared several changes that Hug addressed while on the Board.

### **Agenda Item 3b — Diane Donelson Spirit Award**

Uhe announced Beth Shepherd, Manager of Continuing Education Programs and Training, as this year's recipient of the 2023 Diane Donelson Spirit Award. The Diane Donelson Spirit Award was established by Board resolution in 2005 in honor of former Board of Governors member, the late Diane Donelson, to recognize employees who demonstrate leadership, and the ability to build relationships with a compassionate and positive spirit. Uhe shared excerpts from Shepherd's nominations noting her exceptional leadership and commitment, steadfast commitment to nurturing strong relationships, and being a champion of MCC's mission. Schmailzl commended Beth for her hard work behind the scenes. Shepherd expressed her gratitude for MCC, her nominators, and the Board of Governors for the recognition. She also expressed her thanks to Gary Girard, Vice President for Community and Workforce Education, the Continuing Education team, and her family.

## **Agenda Item 4 — Report Agenda**

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

## **Student Ex Officio Representative Report**

Uhe introduced Eldaide Zulu as the newly elected student ex officio representative. Zulu, a nursing student, introduced herself and expressed her enthusiasm to serve and contribute as the student representative this next year.

## **Faculty Ex Officio Representative Report**

Pechacek, faculty ex-officio representative, introduced Deanna Peterson and Katie Sicheneder, MCC early childhood education instructors, who presented on a new non-credit credential program being offered. They compared the traditional in-person classroom program to the new innovative pathway, which was launched in 2019 with a grant from the Holland Foundation. MCC's early childhood educator career pathway features a high school career academy, internships, credential program, and academic programs. The self-paced child development non-credit credential training program is offered in English and Spanish, offers a personal coach, is online, and has open enrollment. Up to 19.5 credit hours from the non-credit credential program can be transferred in as credit toward an academic early childhood education program. This program's enrollment is growing and has received the reVISION grant from the Nebraska Department of Education. Peterson and Sicheneder recognized their community and higher education partners. Wright asked if this program would meet continuing education requirements for daycare providers. Peterson answered that it would, if the provider completes the program. Uhe asked what challenges students face, including low wages. Peterson stated providers find worker turnover challenging and some students struggle with technology.

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

Uhe thanked everyone for attending the holiday reception. He attended Barbara Velazquez' retirement party and noted her far reach into the community. He encouraged Board members to donate to the MCC Foundation before the end of the year.

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

Bruckner recently attended a webinar on dual enrollment and shared a few things she learned, and recognized that MCC is on the right track. Last week she attended the Metro Omaha Trades Invitational competition held at the Applied Technology Center and shared pictures from the competitions she observed. She remarked about the level of interaction high school competitors had with industry professionals.

## **Agenda 4d — Presidents' Report**

### **Path Forward Update**

Schmailzl introduced Tracy McTavish Mlady, Associate Vice President for Institution Effectiveness, and Brigid Howard, Director of Applied Research and Evaluation, who gave the annual update on data gathered as part of the Path Forward student success

initiative. They shared results from the past several years and the different groups they are tracking. McTavish Mlady noted some of the initial reports appear fairly flat because established interventions need time to grow to scale before progress will be reflected. She then presented trend data conveying the College's improving completion rates. McTavish Mlady and Howard answered Board members' questions regarding reasons specific data points are being tracked and what inferences are being drawn. Schmailzl added that the national IPEDS measurement system was built for four-year educational institutions, not two-year educational institutions. He stated that there are built-in consequences for institutions who have high part-time enrollments and whose students may take longer to complete; MCC's student population is two-thirds part-time. Schools with admissions criteria have an easier path to better graduation rates, while open access institutions like MCC help all interested students, regardless of their levels of readiness.

### **MetroSpheres**

Amy Recker, Associate Vice President for Advancement, reported on the MCC Foundation's newest project called MetroSpheres which was launched last week as part of the College's 50<sup>th</sup> anniversary celebrations. Fifty medallions with a QR code were hidden around four campuses. Those who find a medallion can scan the QR code to see what prize they won. Recker added that MetroSpheres will become an annual event that will involve different groups who engage within MCC's "sphere of influence".

### **College Payroll System**

Schmailzl informed the Board that the administration is preparing a recommendation to align all College employees on one payroll schedule starting in July 2024. Currently some employees are paid twice a month, while others are paid bi-weekly, depending on job groupings. The benefits include (1) more frequent pay periods, (2) part-time employees would be able to provide wage verification to government agencies more accurately, and (3) one consistent pay schedule across the College. The administration will report back to the Board before the new pay schedule kicks off in July.

### **Audit RFP Process Update**

Schmailzl shared that the request for proposal (RFP) for audit services was published in the *Omaha World-Herald* on Sunday, December 10 and was sent out to selected firms on December 11 with an RFP deadline of February 16, 2024. The Board will discuss the process to review proposals and conduct interviews at the January Board meeting. The Board will make a decision at the March meeting.

### **City of Omaha Easement Request – Fort Omaha Campus**

Schmailzl shared that the City of Omaha has made a request for two easements on 30<sup>th</sup> Street, with one being across the campus entrance directly north of Sonic. Thibodeau mentioned the City of Omaha is installing underground cable along 30<sup>th</sup> Street. MCC administration is currently reviewing the information and specifications for this particular easement request as they are not sure how this will affect future development of the

campus. They will bring a recommendation to the Board in January. The Board and legal counsel briefly discussed this issue.

#### **Agenda 4e — Regular Reports**

No comments. No questions were asked.

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

Items remaining on the consent agenda are 7a, 7b, 7c.

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

Removed from the consent agenda item 7d.

#### **Agenda Item 7 — Action Agenda**

#### **Agenda Item 7a – Consideration of Approval of Minutes of November 14, 2023, Board of Governors’ Meeting, Board Doc. 7996**

#### **Agenda Item 7b – Consideration of Resolution Approving Personnel Appointments, Board Doc. 7997**

*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:

<u>Position</u>	<u>Name</u>	<u>Start Date</u>	<u>Annual Salary</u>
Dean of Business	Marla Ashe	01/29/2024	\$122,000.00
Dean of Health Careers	Hal Strough	01/08/2024	\$133,000.00
IT Security Analyst	Timothy Gekas	01/08/2024	\$ 76,000.00
Manager of Community Outreach and Development	Tony Jeffery	01/08/2024	\$ 58,500.00

**Dean of Business** – The dean of business is the instructional leader for one of several academic areas of the College. This position supervises full-time and adjunct faculty, as well as assigned staff. The dean provides leadership in development and implementation of academic programs and interdisciplinary activities throughout Academic Affairs. The dean solves complex problems in an open and collaborative manner, facilitates program accreditation processes, the review of existing programs, and the development of new program offerings. (Marla Ashe)

**Dean of Health Careers** – The dean of health careers is the instructional leader for one of several academic areas of the College. This position supervises full-time and adjunct faculty, as well as assigned staff. The dean provides leadership in development and implementation of academic programs and interdisciplinary activities throughout Academic Affairs. The dean solves complex problems in an open and collaborative manner, facilitates program accreditation processes, the review of existing programs, and the development of new program offerings. This position works closely with faculty, area healthcare providers, state and national healthcare organizations, and community members. (Hal Strough)

**IT Security Analyst** – The analyst ensures system vulnerabilities are tracked, categorized, and escalated appropriately using security systems and tools. This position has direct involvement in security, monitoring both internally and with a third-party security operating center. The analyst responds to incident response, threat and vulnerability management, risk management, awareness training, and policy and controls implementation for both cloud and on-premise infrastructures. This position performs investigations and responds to potential security incidents, provides analysis and security reporting to management, and monitors user access to ensure adherence to IT and MCC policy and processes.  
 (Timothy Gekas)

**Manager of Community Outreach and Development** – The manager is responsible for outreach and acts as an entry point for community partnerships for the Heartland Robotics & Urban Agriculture program for MCC’s Community and Workforce Education (CWE) division. This position leads marketing efforts, including collaboration with internal and external partners to coordinate strategic outreach, and identifying prospective partnership opportunities. The manager conducts hiring events for students as they complete training programs, visits schools with the Robotics Trailer, and promotes CWE Robotics in the community.  
 (Tony Jeffery)

**Agenda Item 7c – Consideration of Resolution Approving Advisor, Counselor and Faculty Promotions, Board Doc. 7998**

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

	<u>GROUP</u>	<u>CURRENT LEVEL</u>	<u>PROMOTED TO LEVEL</u>
Jeff Blatchford	Group III	Level I	Level II-D
Tommy Brandt	Group III	Level I	Level II-D
Nicholas Braun	Group III	Level II-D	Level III-D
Larry Buland	Group I	Level II-B	Level III-A
Dylan Drake-Wilhelm	Group I	Level III-A	Level IV-B
Christopher Dyer	Group III	Level II-C	Level III-D
Bonnie Fitzgerald	Group I	Level II-B	Level III-B
Deborah Gaspard	Group I	Level I	Level II-C
Robert Gentleman	Group III	Level III-D	Level IV-D
David Havranek	Group III	Level I	Level II-D
Andrew Henrichs	Group III	Level I	Level II-D
Lucas Kern	Group III	Level I	Level II-D
Sara Kochera	Group III	Level I	Level II-A
Terry Kuebler	Group III	Level I	Level II-D
Gloriela Moore	Group III	Level I	Level II-C
Kevin Mortensen	Group I	Level I	Level II-C
Scott Resler	Group III	Level I	Level II-D
Scott Schmidt	Group III	Level II-C	Level III-D
Aimee Semin	Group II	Level I	Level II-C
Joseph Sherwin	Group I	Level II-A	Level III-C
Timothy Sievers	Group III	Level II-D	Level III-D
Laurie Smith	Group III	Level III-D	Level IV-D
Ryan Stamm	Group II	Level I	Level II-C
Robert Ulfers	Group III	Level I	Level II-C
Sherman Willis	Group I	Level I	Level II-A
Mark Wulf	Group III	Level II-D	Level III-D

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

**MOTION:** Gotschall moved to approve the consent agenda without agenda item 7d; Reinhardt seconded the motion.

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

Motion carried.

**Agenda Item 7d – Consideration of Resolution Approving Amendment One to the Sarpy-Douglas Law Enforcement Academy Interlocal Agreement Adding the College as a Participating Agency Under the Agreement, Board Doc. 7999**

***WHEREAS**, in April 2017, Sarpy County, Nebraska; Douglas County, Nebraska; the City of Bellevue; the City of Papillion; and the City of La Vista (“Participating Agencies”) entered into an Interlocal Agreement to create the Sarpy-Douglas Law Enforcement Training Academy (“SDLEA”) for the purpose of providing law enforcement officer certification training to law enforcement officers from each Participating Agency; and,*

***WHEREAS**, the Participating Agencies have agreed to amend the Interlocal Agreement for the sole purpose of adding Metropolitan Community College as a Participating Agency in the SDLEA; and,*

***WHEREAS**, the Metropolitan Community College Police Department (“MCCPD”) and administration recommend that this Board of Governors approve this resolution and Amendment One to the Interlocal Agreement authorizing the College to become a Participating Agency in the SDLEA to provide for necessary training of MCCPD law enforcement officers.*

***NOW, THEREFORE, BE IT RESOLVED** that this Board of Governors of the Metropolitan Community College Area hereby approves Amendment One to the Interlocal Agreement and authorizes the College to become a Participating Agency in the Sarpy-Douglas Law Enforcement Academy (“SDLEA”), and authorizes the President to negotiate, sign, and implement such agreement with the SDLEA Participating Agencies as the President, in consultation with College legal counsel, may deem appropriate and in the best interests of the College.*

McDermitt asked Dave Friend, MCC Chief of Police, to provide a summary of the Sarpy-Douglas Law Enforcement Academy interlocal agreement. Friend stated that in 2017 Douglas County, Sarpy County, Papillion, Bellevue, and La Vista law enforcement agencies joined together to create a local training academy to deliver the Nebraska basic curriculum for law enforcement. The agencies have common goals, staffing needs, training needs, overlapping demands for police responses, and other needs in

common in the area of law enforcement. The local training option serves as a huge recruitment tool as recruits do not need to live off-site to attend academy training in central Nebraska, as was previously the case. Friend said being part of the interlocal agreement will save MCC budget funds, and MCC officers will serve as adjunct instructors. MCC is the last agency to approve the amendment to add MCC to the local agreement.

**MOTION**: Reinhardt moved to approve agenda item 7d; Gotschall seconded the motion

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

Motion carried.

### **Agenda Item 8 — Adjournment**

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

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

Motion carried. The meeting was adjourned at 7:45 p.m.

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Adam Gotschall, 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, December 12, 2023, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32<sup>nd</sup> & Sorensen Parkway, in the Mule Barn, Building 21, Room 112, Omaha, Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continually current, is readily available for public inspection at the principal office of said Board of Governors, 30<sup>th</sup> & Fort Streets. Building 30, Omaha, Nebraska, during normal business hours.

Fred Uhe  
Chair, Board of Governors

**PUBLISH on Friday, December 1, 2023**

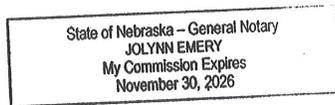
to be published in *Omaha World-Herald* on December 1, 2023; and that the order to said newspaper was made by electronic transmission on December 1, 2023.

- That on November 28, 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 5<sup>th</sup> day of December, 2023



Jolynn Emery  
Notary Public



**AFFIDAVIT**

State of New Jersey, County of Hudson, ss:

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

**PUBLICATION DATES:**  
Dec. 1, 2023

**NOTICE NAME:** 12 12 23 BOG notice

**PUBLICATION FEE:** \$40.20

(Signed) Megan Villanueva

**VERIFICATION**  
State of New Jersey  
County of Hudson

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

Subscribed in my presence and sworn to before me on this: 12/01/2023

Shannea H Holmes  
Notary Public

This notarial act involved the use of communication technology

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Fred Uhe  
Chair, Board of Governors  
2023, (12) 1 - Fridays, ZNEZ