Chair Jerry Cook: I'd like to call the April 16th, 2015, meeting of the Johnson County Community College Board of Trustees to order. Would you please join me in the Pledge of Allegiance.

I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

Chair Jerry Cook: I'd like to note that Trustee Cross is present by telephone, and we are expecting Trustee Drummond and Trustee Lindstrom momentarily. Roll call and recognition of visitors.

Ms. Terri Schlicht: Okay. This evening's visitors include Dick Carter, Lance Collins, Sean Pietag, and Melody Rayl.

Chair Jerry Cook: Thank you. The next item is the open forum. The Open Forum section of the board agenda is the time for members of the community to provide comments to the board. There will be one Open Forum period during each regularly scheduled board meeting. Comments are limited to five minutes unless a significant number of people plan to speak. In that instance, the Chair may limit a person's comments to less than five minutes.

In order to be recognized, individuals must register at the door at each board meeting prior to the Open Forum agenda item. When addressing the board, registered speakers should be respectful and civil and not address matters related to individual personnel matters with the college. There are no registered speakers tonight, so the Open Forum is hereby closed.

Next item is awards and recognition, and we have a few this evening. Dr. Sopcich.

Dr. Joe Sopcich: Thank you, Dr. Cook.

Tonight we'd like to honor our women's basketball team, the NJCAA 25th team, Division II National Champions.

Coach Conrad, could you please come to the podium? Coach, thank you for bringing your team to this tonight. For those of us who watched every game, it was an incredible experience and quite an accomplishment that -- your accomplishment as well as the members of your team and your coaching staff. Before we get started here, could you please introduce the girls for us?

Coach Ben Conrad: Yeah. Do you want me to introduce them all?

Dr. Joe Sopcich: Yeah.

Every one of them? All right. There's a bunch of them. Go ahead and step forward when I call out your name. Kierra Isaiah, Chastity Franklin, Alexis Brown, Kelsey Barrett, Emily Work, Shelby Dahl, Braile Fields, Katie Jones, Brook Vaughan, McKayla Ross, Jenae Barnes, Erica Nelson, Nieka Wheeler. Those are the players. Our staff is here as Coach Boland, Josh Boland; Coach Strong, Dave Strong; Coach McCree, Phillipe McCree; Coach Moore, Carlos Moore; and Coach Sydnee Sassaman is not here today. She had to do some stuff at home back in Garden City, but she's another big part of our staff. That's our team.
Dr. Joe Sopcich:  All right.

(Applause.)

Dr. Joe Sopcich:  Coach, we're going to go into a little bit more detail here tonight because we all know it came down to the last seconds of the game, and you did -- had some coaching wizardry on the court. And the players did a fantastic job. What if we run this for a few seconds, to kind of set the -- get the atmosphere up? And then, Coach, we're going to ask you to diagram the play on the white board --

(Laughter.)

-- and then we'll take it from there. Okay?

So Terri, you want to press this and get things going?

Coach Ben Conrad:  Okay. Well, the first thing is you guys got to understand we got a full time out, and --

Dr. Joe Sopcich:  Okay. There we go.

Coach Ben Conrad: -- for most people that don't think a full time out is a long time, it's really not. We had -- by the time the players get to the huddle, we probably had 35 seconds. So what I first did, I came away from the huddle, and we had a couple choices on what we wanted to run. And one thing I wanted to run was something we used to call "Blue Jay" that we didn't put in with this team because this team was kind of interesting. They -- the more things we put in, the more stuff they would forget early in the year.

(Laughter.)

Coach Ben Conrad: So we kept it real simple with this group this year, didn't run a whole lot of sets. We kept it extremely basic. And so we didn't have Blue Jay in, but I got to thinking in that huddle what Blue Jay was really good in the past, it had some down screen, ball screen action. And then I thought you know what? This group has also been a little suspect with some impromptu stuff, you know, on the fly, on the chalkboard.

Isn't that right, Lex?

So I thought we're going to go real simple with an isolation play we've ran over the years that we hadn't run a whole lot this year. And then it became -- down to which kid are we going to run the play for.

Dr. Joe Sopcich:  Now, excuse me, Coach, could you diagram that for us up on the board?

Coach Ben Conrad:  Yeah, I will. Yeah.

Dr. Joe Sopcich:  Okay.

Coach Ben Conrad:  So I'll show you. I'll show everybody, basically what it is, it's a box that -- point guard is here, you got a player here, player here, player here, and the kid you want to make the play is right here. And again, we have -- I don't know if we even ran it this year, honestly, but we'd run it a lot in the past. And we called it -- in the past we called it "Ice," and who ever played the ball, they were the star. Okay. So the ball is coming in and you'd send your player this way, screen out that way, and you got all of the players on this side of the floor. And then this guy just cuts part of the elbow, and then we hit them. And it's just an isolation play for that kid to make a play. So it's really simple, and there's not a lot of ways to kind of screw this up.

(Laughter.)

Coach Ben Conrad: And so, and so in my mind again I had 30 -- probably 15
seconds to make these decisions because then I had to go in the huddle with these guys. So I decided we’re going with this play here. And then there’s the decision of who do we run it for. Who’s the star? And Nieka Wheeler had been the best player in the tournament, the entire tournament. Erica Nelson can really make plays with the ball in her hand. But ultimately, I just had a hunch that Alexis Brown was the kid that wouldn’t be afraid.

Not that you’d be afraid, Nieka. Okay. But I just thought she’d make a play. I just -- I just had a feeling she was going to get it done. And Lex doesn't get nervous. She doesn't really get nervous a whole lot. So there she comes.

(Applause.)

And if you look at me, like, I'm continually looking around to make sure it's real. And I'm continuing looking around to see did the clock -- did we have enough time? I -- it took one of my assistants tackling me from behind and saying we just won it for me to be, like, yeah, we actually did. So it was a pretty amazing moment and a real tribute to these guys, for sure.

>>Dr. Joe Sopcich: That's right, Coach. Thanks a lot.
Carl, I think you have an award presentation.

>>Mr. Carl Heinrich: Let me give you a little bit of background on how fortunate we are to have Coach Conrad here. And I'll give you the history. In the summer of 2008, Ben Conrad was introduced as the new women's head basketball coach following Debbie Carrier. In seven seasons at Johnson County, he has a record of 207 and 32 which is an .866 winning percentage which is unbelievable. He's led the program to over 30 wins in 6 consecutive seasons. He is the only coach in the Jayhawk Conference history to make that claim.

Jim Litell who is currently the head coach at Oklahoma State University did it four times. So that kind of gives you how good he really is. This season Ben led the Lady Cavaliers to the national title with the 66-64 win over the top-seeded Parkland and finished the year with program record mark of 34 and 2. The win over Parkland also gave Ben his 300th win as a collegiate head coach. He was named the coach of the tournament and recently honored nationally, the 2015 Spalding NJCA Women's Division II National Coach of the Year.

Ben has also won the Jayhawk Conference three times, finished as the number one or two ranked team in the final poll four times, and reached the national tournament four times. He also became the first coach in the program's history to be selected the Jayhawk Conference East Division Coach of the Year following the 2009/2010 season. He also earned that honor following the '11/12, '12/13, and '13/14.

Through seven seasons at Johnson County, Ben has coached eleven NJCA All Americans, nine WBCA All Americans, four national tournament selections, one national tournament MVP, twenty-six All-Region VI performers, and eighteen All East Jayhawk Conference including two conference MVP's. Even more impressive, Ben has helped 36 of his players at JCC earn a scholarship to four-year schools including 13 to the NCA Division I program.

Join me in congratulating Ben and the job that he's done for us.

(Applause.)

I will also add he's expanding his ability and he's coaching youth baseball, so
Chair Jerry Cook: The -- I had the chance to be at the games, and I also had the chance to sit in the press box for a moment. And the announcer said -- asked me if I thought we had a chance to win. This was probably in the second game of the tournament. And I said, well -- and having played a little of basketball, our coach always said -- and I know, ladies, you've heard this -- if you play good defense, you work hard, and be patient with your offense, and it does help when the ball goes in at a timely moment, you'll have a good chance. Congratulations.

(Applause.)

Dr. Joe Sopcich: Ben, thanks to you and your coaching staff and for all the girls for representing Johnson County in the best way possible. We get a lot of compliments on the class of our team and how you play the game. So thank you.

And also, Carl and Pam, I've heard from other presidents whose teams participated in the tournament, and they were -- they couldn't say enough good things about how you guys managed that tournament. So thank you very much. It's really, really appreciated.

Hey Nieka, Nieka, stand up to the microphone. Where are you going to school?

Ms. Nieka Wheeler: I'm not sure yet. Like, I have two more visits to go to.

So --

Dr. Joe Sopcich: Where at? Can you disclose that?

Ms. Nieka Wheeler: Loyola Chicago and Eastern Carolina.

Dr. Joe Sopcich: Oh, that's terrific. Where did you play in high school?


Dr. Joe Sopcich: That's a great school, great school for basketball. Okay, Dr. Korb, follow that one.

Dr. Judy Korb: Okay. Well, I'm going to try. I would like to invite Mike Souder, Debbie Rulo, and Jeff Hoyer to come forward, please. We are recognizing these three leaders from Continuing Education with an Exemplary Team Leadership Award. This award is sponsored by the Chair Academy, and Mike and Jeff and Debbie, the award was officially granted at the Chair Academy Conference in Seattle just last week. But they were given this award because of their exemplary leadership in leading the continuing education team in redesigning some processes using metrics and evaluations criteria. They did that by managing not only the processes, but the people that had to implement those. And they have done an excellent job of working together to bring that division together to accomplish that. And so that's why they were recognized for this award.

Chair Jerry Cook: Congratulations. Thank you very, very much.

(Applause.)

Are any of them leaving for a D-1 school?

Dr. Judy Korb: Well, we're getting ready to show their video.

Chair Jerry Cook: Okay.

Dr. Judy Korb: Okay. Next we have the John and Suanne Roueche Excellence Award winners. And the League for Innovation started this award in 2012. And the award is open to league alliance member institutions, and is it to celebrate outstanding contributions in leadership by community college faculty and staff. And we had two faculty members that were recipients of this award. They received it at the League for
Innovation's Conference back in the first part of March in Boston. So that was the official recognition. But we are recognizing Allison Smith who is associate professor and chair, art history and humanities, and Jason Gray, associate professor in hospitality management.

(Applause.)

And the next award, I would like to ask Lindy Robinson, Ona Ashley, and Felix Sturmer to come to the podium. Johnson County Community College is the third school in the country to be recognized by the World Association of Chef Societies. Students who graduate with a chef apprenticeship degree will receive this Wax CC designation which is a professional credential for the graduates, and it designates them as a Commis Chef. And only 36 schools in the world actually have this recognition.

So Lindy, Ona, and Felix are being recognized for that they did to put together an extensive application and walk that through a process that was over a year long to actually provide all of the things that we needed to do and show all of the exemplary parts of our program so that we would be able to offer this recognition and designation to our students. Thank you.

(Applause.)

>>Chair Jerry Cook: If I could just take a moment, Dr. Korb, and while the national championship for the ladies was very, very deserving and hard work, March Madness also applies to lots of other activities and events. So the faculty that were recognized tonight in those three categories with leadership, excellence, and with excellence in their programs really is a tribute I believe to our faculty and the commitment they have to each of their departments. The community certainly should be proud of the accomplishments of all of our staff and faculty. And tonight you just saw but four of those recognitions. And those activities occur every day on this campus in the student and teaching learning process. And so I want to congratulate you and the entire faculty and the staff for the great work we do representing this college and this community. Thank you.

Okay. Student Senate Report, Mr. Redmond. Is Mr. Redmond here? Thank you. This is the -- April is the time we have our budget workshop. And there's a reason why we start the meeting at 4:00 o'clock in April, an hour earlier than our regular time. The budget process is one that has received a lot of input from departments since last year, the end of the budget development process. And tonight is an opportunity for us to get a Budget Workshop Report as to where we believe we're going in the next year. There will still be a considerable amount of work to be done between now, but that leads us up to August when we have our public forum. So at this time, Dr. Larson, I believe you're going to lead us through the budget workshop.

>>Dr. Barbara Larson: Well, thank you, Dr. Cook and members of the board and members of the community here. I'm actually going to turn the bulk of this presentation over to Rachel Lierz, our associate vice president for financial services and CFO. Before she starts, I want to acknowledge Rachel and members of the entire team that have worked very hard to get us to this point. As you know, we have several new players involved in the budget process this year. We lost a great deal of institutional history with Don Perkins' departure. And we've, at times, forged our way through this and it has not always been easy, but I'm very proud of where we are.

As Dr. Cook mentioned, we have a very participative process. There are 120
budget administrators, and they have been extremely diligent. They've been patient as we've asked them to think about their budgets new ways and to budget somewhat differently, and they've been very cooperative as we have, again, been working with a new team of players.

I want to also acknowledge not only financial services team, but also human resources and information services who are very involved in putting the budget together. And with that, Rachel will have some highlights in a PowerPoint and then step us through some highlights of the budget book, the budget workshop book that we've put together.

So Rachel, thank you.

>>Ms. Rachel Lierz: Thank you. I know that you all received the budget workshop manual in advance of the meeting, but as Barbara mentioned, I'd like to kind of flip the order a little bit tonight and start with the presentation. It kind of will discuss some highlights and some summary data from the workbook. Then we'll circle back through, hit on some of the detail that's included in the book, and then take questions at the end if that's -- if that works for everyone.

So the first slide here, we have just a couple of highlights of the budget process for the '15/'16 year. So one of the most important aspects of the budget for next year and the difference really -- one of the key differences between what you may have seen in the past is that we've budgeted expenditures more closely to approximate our budgeted revenue. In previous years I believe you have seen budgets where expenditures were more than revenue bit were anticipated to be utilized only at about a 93% ratio.

So this year what we've done is through our budget development process, asked the budget administrators around campus to really look back and rather than budgeting based on previous year's budget, to look at previous year's actual spending and help us to get a budget that more accurately reflects where we think we'll spend versus a 93% or so estimated usage rate. So where we think we've landed is a budget that's going to help us approximate expenditures at about a 98% ratio versus a 93% ratio.

The second thing, our capital budgets as you've seen in the advanced materials are about a million dollars higher than the '14/'15 budget. So we have intentionally increased those and able to -- to continue to be able to address equipment replacement needs, remodel requests, and building improvement requests that came forward through the budget development process.

And finally, fiscal '16 is budgeted to be the third consecutive year of contributions to reserves.

Okay. The next slide is a graph, and it shows five-year trends. And this is looking at revenues over expenditures so your net income or loss on an annual basis, if you will. If you look at the first number or the first bar over on the left-hand side you'll see the fiscal '12 actual deficit was over $10 million. By fiscal '13, that deficit was cut in half, approximately, and was around $5 million. Last year, fiscal '14, was the first contribution to reserves in five years with a surplus or contributions to reserves and the general PTE funds of approximately $5 million.

The fiscal '15 budget that we talked about was budgeted at the 93% expense usage rate. So the budgeted contribution was around $2 million. However, the next bar where I've labeled that '15 estimate is really where we think we're going to wind up. So now that we've got nine months of the fiscal year under our belt, we're taking a look at the actual results and saying, you know what? Instead of a $2 million-ish contribution for
reserves, this year we're probably going to be closer to 5. So really, a continuation of a very positive trend.

And then the final bar on the right is the '16 budgeted surplus which is, again, around $2 million.

So when we take a look at the actual numbers, we'll see what we have kind of on a summary basis. And again, we're just talking the general PTE funds. And this is just setting the two years, this year and next year, beside each other and really looking at what we have. So we have about a $6 million increase budgeted for revenues which is primarily driven by what we're projecting to be about a 6.6% increase in assessed valuation. Expenditures broken out here on the chart between salaries, operating, and capital lines for a budgeted total that's slightly less than last year. But again, we're anticipating we're actually going to spend about 98% of that versus 93 because we believe we've budgeted more closely to actual than we have in the past such that then that contribution to reserves will continue to be about $2 million.

At the bottom of the slide you'll see I have, in italics, just a note, and we talked about this at the management committee level, that both budgets include a capital line of about a million dollars for renovation of the vacated OCB space from when the culinary program was moved to the new culinary institute. So those salaries were initially budgeted for this year, but all that we were able to encumber during this year was architect fees so the construction will actually take place during next fiscal year. That's why that's being re-budgeted in the capital line again.

Okay. So I'm able to better clarify the 93 and the 98. On the next slide I went in and said, okay, on the expenses, instead of 140 and 138 million, when you apply that 93 and the 98, are we actually going to be spending more? And the answer is yes. We're budgeting less, slightly, on a gross basis but really anticipating that the actual spending will increase. And there are several reasons why, and we'll talk about those on subsequent slides.

But again, I thought this was helpful and hopefully helps everyone to kind of get to what the actual numbers are: increases in salaries and benefits primarily due to compensation increases and increased cost of health care; operating expenditures increasing, again, I've got some detail on subsequent slides; and then capital spending as well. But again, it reconciles back to that approximately $2 million contribution to reserves for next year.

Okay. So now we can talk about what some of these specific items are that we're looking at budgeting to increase for next year. The first being a placeholder for compensation increases, for salary increases of 2 and a half percent. That's included in the budget in the general fund.

The next bullet on here addresses funded vacant positions. We do still have about $460,000 of vacant positions that are in the budget that are funded. This year during the year, there were some positions that became vacant and on the administrative side were reduced. And those were primarily in the custodial and information services areas. So you will see some savings in the full-time salary and full-time hourly lines on the administrative side.

The Affordable Care Act, our HR folks have been working very hard to quantify the likely impact of providing part-time health -- or health insurance for part-time workers here at the college and have anticipated that to cost between 400 and $700,000.
So that has been contemplated in the budget for next year. And then an increase for employee medical insurance of about 7.2% as well.

Within operating categories we did see an increase there in what we were planning or estimating to spend through our budget, the first of those being costs associated with Senate Bill 155. Next year will be the first year that the budget reflects revenues and expenses associated with that. And again, that is providing free college tuition to high school students in postsecondary technical education programs and then incentives to school districts as well. So the college has a 50/50 share funding agreement in place with the various school districts that participate in this such that we have budgeted revenue of about a million dollars from the state and then expenses or shared funding payments to school districts of about 500,000. So about half that, 50% of the total. So that will be reflected in the budget for next year as well.

Strategic plan initiatives, over the spring and during the budget development process, the president’s cabinet reviewed and prioritized about $1.3 million of funding requests that came in for strategic planning items. What was actually funded at the end of the day was about $621,000 of the 1.3 million. So that has been included in the budget and primarily relates to expansion of web-based instruction and marketing facilities utilization and student success, specific tasks identified with each of those planning goals. So we've got a placeholder in the budget for that as well as contingency items. Again, this budget has about $600,000 of contingency in the operating line allocated between the three branches, instructional precedence, and administrative and finance as well.

So we've talked about increasing costs but we also have identified some areas where we have seen significant savings throughout the budget process. Part-time credit instruction or what's commonly referred to as adjunct faculty, adjunct spending, that budget has been decreased by about 3.9% or about $500,000 for next year. What happened there was when enrollment was at its highest point in about 2011, that budget was increased and kind of carried forward for the next few years and wasn't really decreased in order to reflect downward trends in enrollment. So that number has been adjusted for next year.

Flex credit benefits are decreasing, and that has to do with the change to the employee benefits package for flex credit offerings for employees. That is decreasing with that change in benefits.

The last three lines there are just operating lines where we identified significant savings through our process: consulting, postage, and supplies and materials. And again, we had 120, 130 budget administrators around campus really going through, back through their budgets and looking to where they actually were spending and adjusting their budgets accordingly.

With regards to capital spending, we talked about the fact that we're rebudgeting that OCB space renovation, just over a million dollars. We've also included some significant funding for other remodel and renovation and improvement projects, specifically at third floor men's and women's rest rooms is the OCB. Various classrooms were identified for painting in our prioritization process, classroom furniture and equipment. And if you looked at your budget workshop book, you saw all of the boring details of all the welding machines, EMF equipment, microscopes, spectrometers, and all sorts of things included in the detail.

Carpet replacement, and that's primarily I believe in the library and some of the
gym corridors, an investment being made there. And then ITP planning for information technology at over a million dollars which will be further allocated between the instructional and administrative functions.

The last bullet on this side mentions capital the outlay fund. And I wanted to make sure that we talked about that, that part of the reason for the increase in capital spending through the general fund is to help to continue to preserve the capital outlay fund for larger scale, one-time projects. That half mill that's directed to capital outlay, you know, we're being intentional about reserving that for next year, what will be roof replacement, masonry repairs, and larger-scale lighting and HVAC projects.

Okay. The next slide is a look at reserve projections. And these numbers came straight out of the five-year model that was included in the workbook. And really, the blue bars just are an indication of our estimated reserves at December 31 in each of the five subsequent years. And we picked December 31 because that is traditionally the cash low point during the year just due to timing of tuition receipts and ad valorem tax receipts as well. So we feel like this is a pretty conservative model as far as in the out years being very conservative on increases and assessed evaluation and expenditures.

But you can see that in total, the projected reserve levels are always above $30 million, and the red line which looks at the reserve as a percentage of expenses doesn't dip below 19 percent. And we've talked again at the management committee level about the board policy being 10% there, and then another look at the 16.5% marker which is the guidelines established by the league of municipalities. So I think these reserve projections are very positive considering those two benchmark levels.

Okay. The next slide that I have is -- refers to one item that is not yet contemplated in the budget or in those reserve projections, and that is the retirement incentive program. And at this time I'll turn it over to Judy to give us a little bit of additional information on this program.

Dr. Judy Korb: Okay. This is the retirement incentive program that we have discussed, but it would be a planned spending of reserve dollars and so will have to be built into the budget. It's a health reimbursement arrangement where employees who are KPERS -- full KPERS eligible to retire and have 15 years at the college would be eligible to apply for it. And it would be based on unused, earned but unused sick-leave and capped at an annual amount of a thousand hours based on a 12-month employee. And it would go into a tax-free account. It's administered very much like a health savings plan and could be administered by an external vendor. There would be a trust established. And the participants, there would be a one-time window for applying for it, and then that window would close. That would go away. And also the -- anyone that is eligible for it would not be eligible for the early notification award that people are now eligible for when they retire.

We would have some options that -- a trust would be established to handle this, but we would have some options around how we would fund it. So we believe that we could take -- because we don't know the total number of people that may apply for it and be interested in it. We don't know for sure how we are going to manage that as far as the numbers. We may have to, you know, ask some people to wait until a second year. We may be able to fund everyone in the first year because we really just don't know. But we have some different ways that we can manage funding that trust to where we believe that we would be able to put, you know, half of the total amount in the trust the first year.
potentially, and then fund the rest of it later depending on how many people we have take it.

So we have some options around that, but the bottom line is, it is a planned spending of reserve dollars that we do not currently have built in. But we’ve talked about this, so --

>>Ms. Rachel Lierz: All right. I just have one final slide here, and then we can go back through some of the detail in the workshop booklet. And this really just speaks to the timing as far as where we go from here. After today we are, unfortunately, by no means done with the budget for next year.

No voting action will take place today. At next month's board meeting, the board will be asked to vote on approval of the management budget for next year. And what the management budget does is just essentially allow the college to conduct business effective July 1 with the new fiscal year. So that's the purpose of the management budget.

From then we move into June, and in June the college administration will receive updated info from the county with regards to assessed valuation. And we'll use that to inform our legal budget. So as I said right now, we have built a 6.6% assumption into the budget. That number will likely change in a month or two when we get some updated info, but there will be no board action at that time. That will happen in July at which time the board will vote to approve just a one-page portion of the legal budget for publication. That would effectively establish the mill levy and put our spending restrictions in place for each of our funds. The board may elect at that time to adjust the mill. At this point the amount remains consistent with where it is currently at for the 15 year.

In August at the board meeting, it will be a public hearing during which attendees can come and address the board with questions about the legal budget. And at that time the entire legal budget would be voted on and hopefully approved after which we would proceed to file the appropriate documentation with the state and with the county. And at that point the mill levy is officially, formally set.

But then, as everyone knows, in October/November the county will provide the final assessed valuation of 2015 that will be applied to the tax bills. At that time they could potentially slightly adjust the mill depending on where the value -- assessed valuation comes in, it would be a slight adjustment. For example, if the assessed valuation was slightly lower, they would adjust the mill slightly higher to reflect the net change.

So those are my final comments about the timeline and this presentation. At this time I would like to go back to the workbook just to touch on a few slides and then have some time for questions, hopefully. So we'll start here.

Just a quick mention of the mission values -- mission and vision statements and the core values of the college that were identified last year during the strategic planning process. We felt like it was important to put those in here as a reminder of the importance of the budget -- the resource allocation or the budget process and then form the strategic plan and continued efforts to kind of link our planning and budgeting going forward.

I'll skip over the next page which was the budget guidelines set back in December and move forward here to this ten-year look back at enrollment history. I think this is
interesting. Again, it reflects information which a lot of you have seen before, most notably here with the peak and credit hours that I mentioned earlier happening in the 2010/11 academic year. So we've got the numbers up here for % change, and then looking at it in a graphic format at the bottom of the sheet. We are projecting flat credit hours for next year, 338,000, a flat amount with where we're at probably in the '14/'15 year.

The next page discussed the ten-year history of assessed valuation and the mill levy. Again, the 6.6% increase for next year, we've got the numbers here, and then a line graph to illustrate the significant increase there, the mill levy amounts remaining fairly consistent over time.

Next page is a pie chart really just looking at the sources of revenues. And so I think the big take away from these two graphs when you look at last year versus this year are the increase in the ad valorem tax revenue from -- it was approximately 54% of the college's revenue source last year. It will be about 55 this year, and then in the opposite direction, the state funding decreasing from 16% of total revenue to 15 percent.

A look at expenses again, we've talked about some of the fluctuations in detail, but when you're looking at total expenses for the college, salaries and benefits were 78% of the budget last year. They will be 77% next year, a decrease of 1% there, and then an increase in capital spending which we talked about earlier.

Page 7 is just a look at our unencumbered cash balances. And we've looked at cash reserves on the bar graph earlier, but that was as of December 31 on an annual basis at the traditional low point. This is more of a monthly look. So you can kind of see the peaks and valleys. Again, we talked about the timing of tuition receipts and tax funding causing the ups and downs during the year. I think the most important take away from this graph is that the green line which is fiscal '15 exhibits a very positive trend as far as unencumbered cash on a monthly basis compared with the last two years.

The next chart which is on Page 8 of the book is a snapshot or a look at our total staffing going back again ten years to 2006. So the 2015 is obviously where we're at right now. I wanted to point out that for the budget for next year we have not budgeted any additional positions. So we'll be holding flat at 1894. Again, I think it's interesting to note that at the bottom the comparison of where we're at now versus 2006 down 99 positions in total, and this year compared to last year down about approximately 8 positions.

Page 9 is a look at the impact of our increase in credit hour -- in tuition per credit hour. So as we've said, it's gone up by $3 per credit hour for in-state residents -- I'm sorry, I'm on the wrong -- I skipped one, didn't I. Let's go back to Page 9. Sorry about that.

This is a look at the taxes for average residents. So we talked about the increase in appraised value, and then with the flat in the levy the actual change in taxes on an average resident is about $14.

Now, sorry about that, the next page, 10, is the impact on students of the change in tuition price per credit hour. So moving from 88 to $91 per credit hour in the county for residents would be an equivalent to about $90 a year for someone taking 30 total credits over the course of the academic year. Then we've got the out-of-state -- the other Kansas county and the out-of-state rates published here as well. And then for comparative purposes, we have provided the info for KU, K State, and then Metropolitan,
and Kansas City, Kansas Community College.

Page 11, I thought this was very interesting data as well. This is a survey that's compiled annually by the College Board, and it's looking at total tuition and fee costs for the past six years for each state, average state tuition and fee costs. You can see Kansas down here, 44th out of 50. But the total costs there of 2628 is right in line with our total costs for 30 credit hours per year. So I think that's a statement about value for sure.

And then finally, this is really the last slide that I wanted to talk about. This is just a summary slide. We have focused so much on the general and PTE funds through the presentation and talked about the changes there. But this really lays out the other funds that make up the college's total financial picture including the capital outlay fund which I spoke about, but also special assessments, adult's motorcycle, truck driving, auxiliary enterprises which is the bookstore and dining services, and then the student activity fund, and then the various other restricted and grant funds that we have. That's kind of a snapshot of the revenue and expenditures projected for each one of the additional funds. All of that information is included in the legal budget as well.

So that's really where I was planning to stop. The additional information in the workbook is an updated printout of that five-year model as well a lot of detail from our capital schedule on equipment replacement. So at this time I would, you know, open it up for any questions or any additional information that you'd like to have and we can -- and go from there.

>>Chair Jerry Cook: Rachel, thank you very much.
Barbara, do you have anything else to add?

>>Dr. Barbara Larson: I do not. Again, we have a lot of detail in the book that you are welcome to review at any point. We want to be as transparent as possible. You have information about budget changes at the departmental level, and you have information about budget changes at the -- what we would call account level. So what is the change in budget for supplies and materials from year to year? And then as Rachel said, multiple pages of our capital schedule.

It's been a -- there's a lot that goes into this in terms of the prioritization, especially I'd say Andy Anderson and all the deans going through, again, various requests to bring us to this point. So again, I thank them, and we are open to questions.

>>Chair Jerry Cook: Rachel, your last comment at the end when you say the data is updated in the workbook. Isn't it updated to the date at the top of the document?

>>Ms. Rachel Lierz: Yes.
>>Chair Jerry Cook: Or did I misunderstand --
>>Ms. Rachel Lierz: Yes.

>>Chair Jerry Cook: -- that there's different data.
>>Ms. Rachel Lierz: Different with the five-year model.

>>Chair Jerry Cook: Well, you said it was updated. Was that updated --

>>Ms. Rachel Lierz: As of the day that I printed it, yeah, April 7th in this situation.

>>Chair Jerry Cook: Yeah. Very good. Trustee Musil.

>>Trustee Greg Musil: You know, I indicated I had questions, and I do. Well, the capital -- you know, going through this, it's very detailed. I'd make a couple points, I guess. One thing that we didn't -- I couldn't discern from this that you pointed out in your first slide was the change in part-time or adjunct faculty number which was 3-point
something% and a million-plus dollars.

>>Ms. Rachel Lierz: Okay.

>>Trustee Greg Musil: And you indicated that -- and I want to make this broader because I don't want to just discuss that. But we hired on adjuncts during the period when -- in the recession when enrollment went to its highest level which was I think 2010/2011.

>>Ms. Rachel Lierz: Yes.

>>Trustee Greg Musil: And now we are adjusting it for 2015/2016. So who is it that looks at those numbers between that five-year period to say we should be ramping down just like we would ramp up based on enrollment. And I don't know who -- it just seems like that's a big chunk to do in one year when our enrollment dramatically dropped in '12/13, and '13/14, and now we're kind of holding it steady. That's my first question, I guess is when -- on any budget category, who's responsible? A dean, department chair, a budget administrator to say, you know what? We need to -- things have changes and we should be budgeting different next year.

>>Dr. Andy Anderson: The deans watch that every semester as we're enrolling we try and anticipate how many session we'll have, how they'll be staffed. And so it is a monitoring process. The very first year which the enrollment started declining, again, we were very caution because you're never quite sure of what the numbers are going to be. But that is something that the deans look at every semester as they're building the budget trying to anticipate what the needs will be.

And so the first couple of years, actually, we probably carried more forward in the adjunct line than we needed, but we weren't sure where -- what the numbers would be. Now that the trends are pretty clearly established and I think we feel comfortable with the numbers, we, you know, we adjusted our lines to show that. But yeah, the deans watch that very closely.

>>Dr. Joe Sopcich: One of the benefits, I mean, what you saw today is the new approach to budgeting for -- probably since the beginning, we did a 7% variance which, quite frank is -- it worked well for the organization. That's rather extraordinary. Now with this budget just a little bit more closer to reality, we'll be able to better manage that budget and keep our eyes on it, make adjustments throughout the course of the year. It's definitely for the first year, it was a great step in the right direction.

>>Trustee Greg Musil: But what you're saying then is that if we looked at the percentage actually expended in part-time faculty in the past years, it wouldn't have -- it would have been lower than the 93 percent. And so this big drop off isn't as dramatic as it looks in our new budgeting format. Is that fair?

>>Ms. Rachel Lierz: The 93% is on average. So some lines are spent much closer to that. And some lines are significantly under. So --

>>Trustee Greg Musil: Well, I think our goal is to be more agile both ways. When we need more faculty, let's get them. And when we don't, let's -- you know, because we're going to be responsive to our enrollment.

So I just want to point out something on reserves before Mr. Carter gets up here. But, you know, our reserves that we're going to add next year that's about 1.4% of our total expenditures will go into reserves. So it's a small amount. Our total reserves over those five years are about $30 million and, okay, they're above $30 million each year. If I did the math right, we have about a 13 and a half million dollar a month hit for salaries,
benefits, and operating expenses. So our reserves are at about two months of our expenses.

So when people in other cities in this state that start with T, Topeka, look at reserves and talk about operating like a business, I think it's important for us to realize we have two months worth of reserves to keep the lights on and to keep the 77% of our expenditures that go to people, to keep them around.

And in the slide you showed where it jumps up by month, it was down closer in the low 20s as of December in the past couple years. So we had less than two months worth of reverses.

You also mentioned that we are -- I think Barbara or Judy mentioned we're -- some of those reserves that we have in there, we're going to have to spend down on the retirement incentive program. So we actually plan our budgets for more than one year. We got them thinking in the future, don't we? So that's another reason to use reserves and have them there if you want to run like a business.

>>Ms. Rachel Lierz: Correct.
>>Trustee Greg Musil: Now, on the capital issues, again, we're spending another million dollars over the past years, but that's -- we still only spend 4.9% of our expenditures on capital items, I think.
>>Ms. Rachel Lierz: Right.
>>Trustee Greg Musil: So I -- those points just show that we're still being very careful in what is in the budget next year, and for people that we're being profligate in our spending habits, they can't document that with any data.

I just might note that in our five-year plan, tuition will go up from $72 in '14/'15 to $87 in '19/'20 which is a 20% increase in tuition for our students. We're at the same -- same level of enrollment now that we were in 2006/2007, so our obvious way to do better is to get more students enrolling and paying their credit hours.

I was surprised in the employee benefits on Page 18 that the budget for '14/'15 is 28,500,000. The budget for '19/'20 is 29,900,000, about a $1.4 million increase over five years. That seemed low to me given the uncertainties that we have. Is that just again a best estimate?

>>Ms. Rachel Lierz: What -- I'm sorry, what page are you on?
>>Trustee Greg Musil: I'm on Page 18, the employee benefit portion of the general/PTE expenditures.
>>Dr. Barbara Larson: Yeah. Some of that begins with the -- I'll say the calibration or recalibration for '15/'16 because if you look at the budget for '14/'15, it's 28,500,000, and then '15/'16 develops to 25 --
>>Trustee Greg Musil: So it's over a $4 million increase over those four years.
>>Dr. Barbara Larson: Yes.
>>Trustee Greg Musil: Okay. That -- apples to apples is going to be hard for this year.

Final thing, on Page 9 you list the average appraised value of the home at 250,000.

>>Ms. Rachel Lierz: Yes.
>>Trustee Greg Musil: And you calculate the taxes on that. If I look down at Page 21, the average home cost on Page 21 is 240,000 for '15/'16.
>>Ms. Rachel Lierz: Okay.
>>Trustee Greg Musil: I think you picked up the number from 2019/20.

>>Ms. Rachel Lierz: Oh, you know what? You know, Page 9 is what's correct.

What is not updated is what's on Page 21 in the five-year model.

>>Trustee Greg Musil: So Page 21, the 2015/16 average home value would be 250,000?

>>Ms. Rachel Lierz: That could be 250 instead of 240,542.

>>Trustee Greg Musil: So what, $12,000 in one year?

>>Ms. Rachel Lierz: Yes.

>>Trustee Greg Musil: Okay.

>>Ms. Rachel Lierz: The numbers -- the numbers that are on Page 9 are correct.

>>Trustee Greg Musil: So the average home in Johnson County will pay $14 more in taxes --

>>Ms. Rachel Lierz: Yes.

>>Trustee Greg Musil: -- in 2015/16 over '14/'15.

>>Ms. Rachel Lierz: Correct. That's based on information that we have received in February from the county appraiser's office.

>>Trustee Greg Musil: Thank you. I appreciate it.

>>Chair Jerry Cook: Other questions? Other questions?

>>Trustee Jon Stewart: Just a comment. When you talk about the $12, if we don't increase the mill levy, if we don't decrease the mill levy, we're increasing taxes on our residents by about 4.7 percent. So just so we know. No decision means we're increasing taxes by 4.7, not saying we don't need the money. But budget is 5 million more approximately?

>>Chair Jerry Cook: As far as the spending?

>>Trustee Jon Stewart: Yes.

>>Dr. Joe Sopcich: The budget is actually down, but the spending is higher. And that percentage, Jon, I believe turned out to be -- the percentage, it goes up as far as the spending at 4.4. That's also, when we look at the second year, it's -- I think it's our best estimate what the actual spending will be. As we get closer and closer we'll find out. But again, for a first year attempt, I think this is pretty good.

>>Trustee Jon Stewart: Yeah. I -- the 4.7 on the taxpayer, 4.4 on the spending, then the balance will probably go into the capital account.

>>Ms. Rachel Lierz: Right.

>>Trustee Jon Stewart: That makes sense. Another point I know that's always a point of contention with the faculty association is the full-time versus the adjunct faculty. But I think a case in point for adjunct faculty is what we saw happening from 2008 through now is when our -- a lot of people don't realize this, but we're countercyclical. You know, we have more demands on us in our downturn. But that demand goes away as the economy improves. And so instead of gearing up and hiring full-time faculty when our enrollment goes up and then have the enrollment go down, you'd have those full-time faculty that either you have to figure out how to terminate, I think that's a good argument for maintaining a balance of adjunct during those periods to meet that demand. I think that's just good management.

>>Chair Jerry Cook: Other questions or comments? Rachel --

>>Trustee Greg Musil: I just want to make one more because I think we're going
to get to -- at the trustee retreat when we talk about the capital needs on campus and the aging buildings and issues that we have. If you look at Page 20, if I added up our total debt correctly at the end of last fiscal year it was about $32 million --

>>Ms. Rachel Lierz:  Yes.

>>Trustee Greg Musil:  -- in total principal outstanding on a budget of over 200 million. So we -- I'm not advocating we jump into a lot of debt, but it's a time to finance things and our debt load is relatively low, I think, I suspect compared to other higher education institutions.

>>Ms. Rachel Lierz:  Yes.

>>Trustee Greg Musil:  So it -- it gives us an opportunity maybe to look at ways of funding some of the -- figure out capital needs in a way that's effective for everybody.

>>Dr. Joe Sopcich:  And if I could, you could probably go back a couple of years and look at that capital line, you'd fine that budgeted amount of about 13 million. So over the years we've brought that down. But keep in mind as Barbara's presented, we have buildings that are over 40 years, a lot of buildings over 30 years, so it's time to think really hard about that.

>>Trustee Jon Stewart:  Another point on that, you had a chart up there showing our total revenues.

>>Ms. Rachel Lierz:  Yes.

>>Trustee Jon Stewart:  The percentage generated from ad valorem, and the percentage on that pie chart up there. I don't know where that was. But interesting, you know, more of our burden is going to be placed locally on us. You see ad valorems went up by 1 percent. Overall, the state grant went down by 1 percent. I suspect that pattern is going to continue.

So we want the local control. We're paying for it. So hopefully Mr. Carter can represent us over there in Topeka to make sure our representatives know that we ought to be able to make the decisions locally, that since we're funding well over half and with the tuition, and they're, you know, over 75% of the funding for the college. So just a point.

>>Chair Jerry Cook:  Very good. Any other comments or questions?

Rachel, thank you very much. Barbara, thank you very much. Appreciate it. I appreciate you laying out the timeline between now and then.

>>Ms. Rachel Lierz:  Yes.

>>Chair Jerry Cook:  And we have opportunities in May June, July, and August to pin this down, so study and analyze; and if you have questions, visit with staff about that. Thank you very much, Rachel.

While we await Mr. Carter to come up for the College Lobbyist Report, I was remiss in acknowledging the successful election campaigns of Trustee Musil, Trustee Lindstrom, and Nancy Ingram is with us. And congratulations to all for a successful election. We look forward to the board reconvening in July, and congratulations on a great job.

Mr. Carter, please.

>>Mr. Dick Carter:  Thank you, Mr. Chairman. When I saw the agenda, I thought perhaps I saw your hand and the logistic genius of placing the Lobbyist Report following the budget workshop so that finally I may have something that looks like good news. But by comparison I still believe that the budget is probably a little bit better than the comments that I'll have to offer you today.
It has been a slow month legislatively speaking. The legislature adjourned on April 2 for their spring break. They will come back on April 29th. They've taken a couple of days, and they'll add those on at the end of the session instead of coming back a little bit later than they might normally. And at that time, essentially, they'll be addressing the $600 million short fall that faces them for the next fiscal year as well as truing up any final expenses for the current budget year.

There will be lots of tax proposals that we haven't even heard about yet come into play. Seven or eight those were introduced on the final morning that legislators were in Topeka. And so there's been no vetting of those bills as of yet. I'm sure that we'll begin that discussion in earnest when legislators return at the end of the month.

The budget is essentially agreed to, if you will. The conferees on both the Senate Ways and Means Committee as well as the Appropriations Committee have gathered and have worked out the budget differences. The Conference Committee Report is ready to go, however, legislators did not act on the report before they left town. I think that there's probably several reasons for that and one being there has not been significant discussion on the revenue side of the budget picture. The governor has indicated as well as the budget director on multiple occasions that there is no way to cut out of the budget scenario that the state finds itself in. There have been outside groups that continue to call for cuts. And even at this point we're beginning to see some turning of the tide, if you will, that those groups also are aware now that there may be a need to look at raising revenue to meet the budget projections for the State of Kansas.

The Consensus Revenue Estimating Group will meet on April 20th, that's next Monday. That's the group that takes a look what the budget revenues look like, not only for the current year and in truing up the expenses for the remainder of the year, but they also look forward to what we can expect to see in the off years. That discussion, that report will play a significant role in the formation of the final edition of the budget.

I suppose the concern is that with the budget being agreed to, at least at this point, when legislators come back -- and the budget committees will actually come back a few days before April 29th to begin some discussions -- but when they come back, everything is really back up on the table. They'll open up that agreement that they've already reached, and they'll begin toying with some of the items contained therein.

I think some of the -- just for purposes of what happens next, when legislators return on the 29th, essentially we'll be going through Conference Committee Reports. That means looking at bills that have passed one House or another. Now, days we talk about bills that have even had a hearing in a committee are now subject for a Conference Committee Report. We'll be placing multiple legislative items in those reports, sending those reports out for one body to review, accept, or reject, and then over to the next body. And that process just sort of repeats itself until we go home at some point, hopefully, in May.

The -- I say that because presently in the budget document or in the budget conference is our piece which was at one point Senate Bill 93. That would include Johnson County Community College and the GED Accelerator Program. That bill fell victim to deadlines, date deadlines, and was stricken from the House calendar because it didn't meet the appropriate turnaround deadline. You should be pleased to know that several of our Johnson County representatives on the budget committees have worked hard to get proviso language into the budget bill which will include us in the GED
Accelerator Program. That is present part of the agreements.

The language is still out there for the bill, and should the House go on general orders which we don't think they will, there is another bill where our language will be amended into a piece of legislation that deals with CTE programs and GED programs. But I don't think that the House will go on general orders. We're not sure if the Senate will or will not. So we have a long game of hurry up and wait.

There are a number of issues still out there in the balance, and I'll touch on a few of those, one of which was a bill that many institutions are already performing in this manner for some of their degree programs, but that is the Degree Prospectus Bill which would require colleges and universities to place on a website the cost of a degree, the expected return on investment for what you could make on a degree. There are a number of things that really aren't taken into account for that particular bill, and I've reported on it previously. I think, if anything, that issue probably is not going to go anywhere for the remainder of the session.

There are a couple of other bills that maybe will have a similar fate. One is a bill that probably would be a legal nightmare, not only for educational institutions, but for the State of Kansas, and that's Senate Bill 175 which is the Religious Freedom Bill for Student Groups. That bill did have a hearing after -- clear up until the last week that legislators were in Topeka, has not passed the House. It was passed out of the Federal and State Affairs Committee in the House. I don't necessarily see that bill moving forward. It was heard in the Judiciary Committee in the Senate. It's not often that the Judiciary Committee in the Senate and the House Federal and State Affairs Committee get together for a conference committee. I suppose it's possible. Anything is possible in Topeka when it comes to legislation that seems to just stick around. But that is a bill that we don't think will move forward, but we're keeping an eye on it for the remainder of the veto session.

Another important bill is the in-state tuition for veterans. That bill has been placed into a Conference Committee Report which we do believe will be acted upon when legislators to return to begin to grant in-state tuition for those who have served our country.

There are a few other bills that are listed there that I'll let you peruse at your convenience. I do think it's important to note that we believe the elections bill will move forward in conference. I think the first attempt will be to take what is not really a House position, but it's a House committee position which would be to move the elections to the fall of even-numbered years. And that will be the first report that is run. We don't know if the votes are there to accept that Conference Committee Report. We don't think they are. We hear that they're not. But we do anticipate the final -- the final piece of legislation will move local elections from the fall of -- to the fall of odd-numbered years, if you will, and keep them nonpartisan.

The initial run of that bill did not speak to community college elections or community college areas, but they are included in the current version of the bill. And we do believe that in the final analysis we'll be seeing fall elections in the odd-numbered years for local elections.

The other issue that is certainly something that we've been watching very closely, and there were a number of discussions as late as -- up until the first adjournment, and that is around the issue of KPERS. There were a number of proposals that were brought
forward that were on the table, at least as far as having a conversation in the conference committee that would have spoken to changes in the formula for KPERS contributions as well as some that spoke to retirement payouts or vacation payment payouts. They're in the final report that was signed. The issue only speaks to bonding some of the indebtedness of KPERS to the tune of 1 billion, that would be dollars. And so we'll be bonding out some KPERS obligations. That is all that was contained in that bill. And I think that's very important for many of the folks that are looking at where they are in the KPERS mix as far as retirement is concerned.

Just a couple of other news items, and you've heard this one. It's been in the news just the past couple of days, and that was the announcement that the Regent's president and CEO, Andy Tomkins will be retiring. They have since in the day or two following named his successor, and that will be Blake Flanders. Dr. Flanders has been the director of the workforce development program at the Board of Regents, somebody that we've worked with certainly on a number of issues related to career and tech ed as well other programs that are offered at the community college level. And so Dr. Flanders will be taking over the helm at the Board of Regents come this summer.

And then finally, ending with a bit of good news, you saw very first up this evening the women's basketball team. We've been working with our delegation to develop some resolutions that will be run in both the House and Senate. And we're searching for a day when legislators return to Topeka that we can bring the team over, give them some proper recognition on the House and Senate floor. So that will be by far the best piece of news that I have to bring you this evening.

So I would stop there and see if there are any questions that I might be able to answer, Mr. Chair.

>>Chair Jerry Cook: Thank you, Mr. Carter. Question? Any questions?

Trustee Musil.

>>Trustee Greg Musil: Yeah. I don't think I ever asked you, on the elections bill that would move it to the fall, when would local officials take office if they're elected in November?

>>Mr. Dick Carter: I believe it's January 1 is the date that is in the current form of the bill. And that date is being kicked around on -- several times and several different times when a local official would take office.

>>Trustee Greg Musil: Has anybody ever calculated how many different positions would be on the ballot in Johnson County on a typical election with the President when you go to the President and the governor --

>>Mr. Dick Carter: Yeah, the election --

>>Trustee Greg Musil: -- all the statewide and all the judges and all the local officials and all the water district?

>>Chair Jerry Cook: The answer is yes.

>>Mr. Dick Carter: Yeah, the elections clerk has voiced significant concern about ballot logistics, if you will, and being able to process the ballots in a manner that the current system is set up for, both electronic and paper.

>>Trustee Greg Musil: The only other point I would make is there's another bill that would force us to tell people that we hire a lobbyist and we pay him. And I just want to make sure everybody that's listening knows that we hire a lobbyist, and we vote on his contract. And it's a public document, and anybody can find out how much we think it's
worth to have somebody in Topeka watching what the legislature is doing. So I don't want -- I'm not the least bit embarrassed that we have somebody who is advocating for this college up in Topeka.

And so if legislators think that important, they could come and ask us, and we'd tell them how much we contract for and how we go through an RFP process to find the best person we think we can get. But it continues to come up every year as a symbolic piece of legislation. It adds nothing to the debate. It adds nothing to the transparency that we already provide at the college and the cities and the county also provide.

>>Chair Jerry Cook: Trustee Sharp.

>>Trustee Stephanie Sharp: Thank you, Mr. Chairman. I have a question similar to Trustee Musil's. He asked when they would take office. My question is how -- is it currently in the bill -- and I apologize for not reading it -- how terms would be shortened or lengthened related to -- for instance, some of the folks here were just re-elected to a four-year term in 2015 which would come up again in 2019. But if we moved to fall elections, would they be on an '18 or a '20 ballot?

>>Mr. Dick Carter: Yeah, there is a matrix that speaks to that. And I think that there is some concern or question that it could be a constitutional challenge because the legislature cannot extend or shorten a term of another elected official. And I think that that is one of the questions that remains out there that would be tested at the court level.

But it does, I believe, extend. And it provides for a mechanism for those that are up for office that would, when their terms should normally expire, it would extend their term by a few months.

>>Chair Jerry Cook: Trustee --

>>Dr. Joe Sopcich: It would greatly --

>>Chair Jerry Cook: Trustee Cross.

>>Dr. Joe Sopcich: -- affect my budgeting if I lost the salary for a couple of months.

>>Chair Jerry Cook: Trustee Cross.

>>Trustee Lee Cross: Yes. A point of order, Mr. President, and I defer to Trustee Sharp; I believe we've paid part of Mr. Carter's contract out of the foundation. Is that correct?

>>Chair Jerry Cook: That is true.

>>Trustee Stephanie Sharp: Yes. That's correct. Good question.

>>Chair Jerry Cook: Okay.

>>Trustee Lee Cross: I just wanted to raise that issue.

>>Chair Jerry Cook: Thank you very much.

Dr. Sopcich?

>>Dr. Joe Sopcich: Dick, having spent the last couple days up there, there was some talk about getting a letter in June requesting a, I guess, a payment to Topeka. Have you heard any talk about that? Another one would be --

>>Mr. Dick Carter: I -- yeah. I haven't heard anything recently about it, but there is that potential. That's because the payments come twice a year, we've already received a payment. Based on some of the recalculation of the way the career and tech ed money flows, I believe that it's through that particular program that we might find ourselves cutting a check back to the State of Kansas. Not unlike some of the school districts are figuring out with the new block grant formula.
Dr. Joe Sopcich: Because we did the $400,000 one which means it could be another one. And then with regard to the $600 million loophole, there was the university's speculation, I don't know if it was official, that they will not be able to raise tuition.

Mr. Dick Carter: Yeah. At the state university level, they have added a proviso -- and when I use the term "proviso," just to make sure I'm clear, a proviso has the effect of law for one year. It is not considered a statutory change, but they're typically included only in the budget bills. And so our issue as being included in the GED Accelerator Program, we would need to go back and fix that, again, next year if this is the method which is used.

In that agreement is what Dr. Sopcich speaks of that would freeze university tuition for a period of time. I believe it's two years based on being a two-year budget. And it would -- I believe that there is an amendment coming or there was something that was fixed that would allow them to adjust fees. But from a pure tuition standpoint, it would -- those line items would be frozen at the university level which is really out of character for the body to do since that authority lies at the Board of Regents, not unlike those of you that are sitting around this table.

Chair Jerry Cook: Trustee Sharp.

Trustee Stephanie Sharp: Thank you, Mr. Chairman.

I wouldn't say out of character for this particular body. It's not typically done by the legislature. But I would argue that it is in character for this particular legislature to come after higher education and other -- local units of government.

Chair Jerry Cook: I'd like to follow-up with a comment Trustee Musil made in terms of who's listening in Topeka. You'll recall about a month ago we were concerned about the transient guest tax, and certainly having been with the Convention Visitors Bureau, we were concerned about that impact having a statewide transient guest tax. And Mr. Carter arranged for some of us to meet with Representative Kleeb who was the chairman, I believe, of the committee that that was coming through. And I'm pleased to say that Representative Kleeb took that issue off of the bill at that point in time, and so I want to publicly thank him for that.

However, at the last legislative breakfast that the Johnson County Public Policy conducted which is usually -- has maybe five or six representatives of the Johnson County delegation in participation, for the first time that I can remember only one showed up for the breakfast. And some of the comments that were bantered around is that our mind is already made up, and additional input probably isn't helpful.

So I think, Trustee Sharp, yeah, there are some unique features about this body. And while we may become discouraged in persevering with our viewpoint, sometimes they listen. But apparently many times decisions are made as to what this body is going to do.

So I just want to, again, reinforce Trustee Musil's comment that it's important to have somebody in Topeka to carry the banner. And in on the case of the TGT, Dick, it helped, and I thank you for that.

Any other questions or comments? Thank you very much. Persevere, tomorrow will come.

Committee Reports and Recommendations, the first is Collegial Steering. I'm pleased to report that the Collegial Steering Committee did meet on Monday, April 6th.
We had three really basic discussions. Two of them were hopefully positioned to help us with our board retreat in April and are looking ahead to what's the next 50 years going to bring. And the first item that we talked about was what instructional operational strategies will we need to improve degree certificate completion at this college in the next three years, but long-term.

And as you know, with the Kansas Board of Regents strategy of having over 60% of Kansas residents have a degree by 2020, we had a very engaged discussion about the challenges that the college has. It's not a new topic. The hour went very quickly again.

But I think it's important for the trustees to be reminded that we have a variety of students in age, in need of program. We have a variety of students that have certain challenges. And as we know many of them have families to support. And when an issue arises like a broken-down automobile or a problem with maintaining the home, whether it be a water heater going out or a furnace not working, those are financial challenges for some of our people. And that becomes the decision maker whether that college experience can continue.

So I want the trustees to understand that I really believe our faculty is very sensitive to that. I think our counseling department is very sensitive to those issues. It's important for all of us to work together, hand and glove, to understand the challenges that our students have. Everyone I believe is committed to making sure that students complete a certificate or a degree and hopefully will advance on to further education, that it's not just the end.

We talked a lot about first-generation students and the challenges they have. And I won't go into the detail. But just keep in mind that we have students of all ages, with all kinds of needs, and for some it's easy to become distracted in the sequence of their educational -- of their educational plan.

We then talked about major issue, trends that will impact student achievement at JCC in the next ten years, and again, some similar kinds of activities. I'm pleased to remind you that I think our staff works very closely with high schools in the county, with Career Pathways, for example, the Three and Three is another example, College Now is another example. We have dialogue. Dr. Sopcich has visited I believe all of the high schools now, public schools in Johnson County. And our counseling staff and faculty try to be engaged at the high school level.

We continue to work on reverse transfer with our four-year schools, so again, I -- Trustee Musil, unless you have a comment, I thought the hour, again, flew by very, very quickly.

>>Trustee Greg Musil: Well said.

>>Chair Jerry Cook: The other item was the issue of faculty chairs. That is a program that was started a few years ago. And again, the faculty has taken that on in a variety of ways to study the faculty chair assignment. And are they as efficient, and is the process working as it was set out to be? And so we'll have a report back on that.

Andy, I don't know if I've messed that up well enough or not, but I thought good discussion with the faculties involved with that.

So that's my report on Collegial Steering. Any questions? Dr. Drummond, Human Resources.

>>Trustee Robert Drummond: Chair, it's my pleasure to pass it to the real chair of the committee, and she was there, so she's going to bring the report.
Chair Jerry Cook: Trustee Sharp.

Trustee Stephanie Sharp: Thank you, Trustee Drummond. The Human Resources Committee did meet on Monday, April 6th. And we had an extensive conversation about how the community college is responding to the requirements under the Affordable Care Act for part-time employees working 30 or more -- I'm sorry -- part-time employees working 30 or more hours per week. We are -- if you are familiar with how the ACA works for those employees, we can either provide the insurance or -- provide the opportunity to take insurance, or pay a fine for each one of those employees. And the fine would be about $2 million. And we anticipate that if everyone took it who is offered it, it would cost us about $700,000, so we're going with the no-brainer choice on that. In addition, we're -- for financial reasons, obviously, but also as a way -- we have a reputation for caring for our employees, and we think that's a reasonable and responsible thing to offer to those part-time employees. So we will be offering that opportunity to sign up for insurance. And we expect the cost to be between 300,000 for a max of $700,000.

So we had that conversation, and I believe recommendations are coming later on that. But we do have an extensive list of recommendations, and I'd ask the Chair if I can combine those recommendations, if I can.

Chair Jerry Cook: Do any of the Trustees have any that they want to pull up? Okay. Proceed.

Trustee Stephanie Sharp: Okay. I'll run through them quickly and give you a quick overview of who we're offering the contract to and -- or who we're signing a contract with and the% of increase or decrease or neutral of the contracts. Again, these are beginning June 1 of this year through June 31st of next year.

Dental, we are going with CIGNA and Delta Dental for a 0% increase for this year. Vision is through VSP, and again, a 0% increase. Group life will be with Standard Life Insurance Company with a 7% decrease for basic life and a 0% increase for optional, independent life. Short-term disability was a 20% decrease. We're going with the standard. And I believe we -- this was the year for new RFPs for those two, so we got really good decreases again this year. And 20% decrease for short-term disability is really good.

And let's skip Holmes-Murphy for just a minute, the consultants that do our benefits work.

Flexible spending management is a 0% increase for this year. We'll remain with ASI Flex. Group medical will be with Blue Cross Blue Shield of Kansas City with a 7.2% increase. I believe we're up for our rebid next year. Next year we'll rebid, and a 7.2% increase is still very reasonable I think. And as of June 1, those part-time employees will be eligible at about $55 a month, the same level for everyone else for the employee.

Quickly back up to Holmes-Murphy, I -- if you look in our -- in the description, we pay them $38,000 which is -- maybe I shouldn't say this, but it's a bargain for the services that they provide for us. And we're, again, offering them that contract for this year. I've been thrilled with their work. They did a great job when they come present to us. And obviously, from what I've just read off, they've really fought for us and come in with some really good numbers.

So with that the Human Resources Committee recommends that the Board of
Trustees accept the college administration's recommendation to authorize the president to negotiate a contract subject to review by college counsel for the provision of this -- the items I just mentioned for group dental, vision, group life, basic life, short-term disability, consulting services, flexible spending account management, and group medical for the coming 2015 and 2016 year, and I would so move.

>>Second.

>>Chair Jerry Cook: We have a motion and a second. You have each of the details of those motions in your packets. Are there any questions? Are there any questions? All in favor significant by saying aye.

(Ayes.)

>>Chair Jerry Cook: Opposed? Motion carries.

>>Trustee Stephanie Sharp: That closes my report.

>>Chair Jerry Cook: Thank you very much, Trustee Sharp.

Learning Quality, Trustee Cross, I think you've asked Trustee Lindstrom to give it. Are you still there, Trustee Cross?

>>Trustee Lee Cross: Yes, please.

>>Chair Jerry Cook: Okay, Trustee Lindstrom.

>>Trustee David Lindstrom: Trustee Cross, I hope I don't mess this up.

>>Trustee Lee Cross: You'll do fine. And congratulations, Mr. Trustee, on your reelection.

>>Trustee David Lindstrom: The Learning Quality Committee. Meeting minutes are on Page 8, 9, and 10 of your board packet. As you will note, the meeting was held on 8:00 a.m. on Monday, April 6th, 2015. The meeting was directed by Andy Anderson. There were four presenters, and I will have one recommendation to make to the full board.

Clarissa Craig, Associated Vice President of Instruction, presented for review 16 affiliation agreements and 64 renewal agreements for credit instruction as well as 14 renewals for continuing education. Specific details and agency names are shown subsequently in the consent agenda. It was requested that the new and renewal agreements presented today be moved forward to the full board.

The second report was what Claire Ehney and Tanya Wilson presented a memorandum of understanding between Johnson County Community College and the Family Conservancy, Early Head Start. The Hiersteiner Child Development Center has been selected by the Family Conservancy, an area nonprofit organization is one of the child care facilities to provide Early Head Start child care in Johnson County which services will be funded from a federal grant awarded to the Family Conservancy.

Pursuant to the memorandum of understanding, the cost of services will be reimbursed by the Family Conservancy to the Hiersteiner Early Child Development, and they intend to recruit eligible families for Johnson County Community College students -- from the student population. And I would make a recommendation, it is the recommendation of the Learning Quality Committee that the Board of Trustees accept the recommendation of the college administration to approve for the college to enter into a memorandum of understanding with the Family Conservancy for the provisions of and reimbursement for Early Head Start child care services by HCDC, and I would make that motion.

>>Second.
Chair Jerry Cook: We have a motion and a second. Any question? Any questions? All in favor signify by saying aye.

(Ayes.)

Chair Jerry Cook: Opposed? Motion carries.

Trustee David Lindstrom: The third presentation was by Jay Antle, Executive Director for the Center of Sustainability. He gave an overview of sustainability in the curriculum. Colleen Duggan, Professor of Nursing, presented examples of how nursing is integrating sustainability in their program. By the way, the Johnson County Community College sustainability website can be found at www.jccc.edu/sustainability.

The fourth presentation was Barry Herron, Professor of Science and chair of the Portfolio Process Committee. He shared the tools that are available to assist faculty members as they work on their portfolio process, a requirement for all nonprobationary, full-time faculty members. Portfolio information can be found on the Johnson County website which is http://blogs.jccc.edu/facultyportfolio. The online site makes available advice on crafting a teaching philosophy, checklists, objectives, guidelines, components, descriptions, steps required, portfolio examples, and frequently asked questions, et cetera.

Faculty training sessions are on the calendar for every professional development day schedule. And also -- Andy also distributed copies of the annual review of faculty performance -- the faculty performance form that deans must complete by April 15th of each year for full-time faculty members. I would welcome any comments from those who were in attendance. Otherwise, Mr. Chairman, that concludes my report.

Chair Jerry Cook: Any questions of Trustee Lindstrom? Thank you.

Management, Trustee Musil.

Trustee Greg Musil: I had an appointment with the flu on April 1st, so Trustee Stewart as one of his last hurrahs got to chair that meeting, so he'll do the report.

Chair Jerry Cook: Thank you.

Trustee Jon Stewart: We limped through that meeting without the able leadership of Trustee Musil, and we did meet on the 16th. That report is on Pages 11 through 22 in your board packet. And there are two recommendations to be presented this evening. And the first has to do with the request for proposal for multifunction devices or printers and copiers here at the college.

Second bid is for additional campus masonry repairs, so the following recommendations are presented. And the first is it is recommendation of the Management Committee that the Board of Trustees accept the recommendation of the college administration to approve the proposal from Unisource Document Products in the amount of $103,982.28 for multifunction devices, plus an additional 30,000 for potential implementation of optional managed print services for a total expenditure not to exceed $133,982.28 for multifunction devices and optional managed print services. I'll make that motion.

Second.

Chair Jerry Cook: We have a motion and a second, any questions? Any discussion? All in favor significant by saying aye.

(Ayes.)

Chair Jerry Cook: Opposed? Motion carries.

Trustee Jon Stewart: Second recommendation is concerning the masonry repairs. It is the recommendation of the Management Committee that the Board of
Trustees accept the recommendation of the college administration to approve the low bid of $247,000 from Innovative Masonry Restoration, LLC, plus an additional $24,700 to allow for contingencies for possible unforeseen costs for a total expenditure not to exceed $271,700 for campus masonry repairs. And I'll make that motion.

Second.

Chair Jerry Cook: We have a motion and a second. Any discussion? Any discussion? All in favor signify by saying aye.

(Ayes.)

Chair Jerry Cook: Opposed? Motion carries.

Trustee Jon Stewart: Other reports, we had a very thorough report from Carl Heinrich on the college's athletics programs and, obviously, you saw the national championship women's basketball team here tonight and they've accomplished great things. But I think the most impressive thing that I took away from that was the slide that they had on the grade point averages of the student athletes here at Johnson County Community College. And I think we can all be proud of that. They're good grade point averages, and there's a number of students in all those programs that are 4.0 students that are also competing. So I was very pleased to see that. And I think our coaching staff needs to be commended for their focus, not only the athletics, but the academic side of that. And I think we can all be proud of that.

Rachel Lierz provided the budget update, and we had a thorough budget discussion here tonight on the budget workshop. We also reviewed -- Mitch Borchers provided the sole source report as well as the summary of awarded bids between 25,000 and $100,000, and that is on Page 12 of the board packet.

Rex Hays gave us an update on the capital infrastructure projects, and his report is on Page 17 of the packet. And Sandra Warner provided a quarterly update on projects and information services. Her report begins on Page 18. And that concludes my report unless there's any questions.

Chair Jerry Cook: Questions of Trustee Stewart? Thank you.

President's recommendations for action. We have -- first item is the Treasurer's Report. Trustee Lindstrom.

Trustee David Lindstrom: Mr. Chairman, I'm pleased to present the Treasurer's Report for the month ending February 28th which can be found on Pages 30 through 43 in the packet. Briefly, here are a few highlights.

Section 8 on Page 39, please note that as of February 28, 2015, we had a book balance of 103.3 million with 16.5 million in outstanding encumbrances leaving us with an unencumbered balance of $86.8 million. An ad valorem distribution of 2 million was received in March. It will be reflected in next month's report. Expenditures in the primary operating fund are within approved budgetary limits. And, therefore, it is the recommendation of the college administration that the Board of Trustees approve the Treasurer's Report for the month ending January -- I'm sorry -- ending February 28th, 2015, subject to audit. And I would make that motion.

Second.

Chair Jerry Cook: We have a motion and a second. Any discussion? Any discussion? All in favor signify by saying aye.

(Ayes.)

Chair Jerry Cook: Opposed? Motion carries.
>>Trustee David Lindstrom: Mr. Chairman, that concludes my report.

>Chair Jerry Cook: Thank you.

Dr. Sopcich.

>>Dr. Joe Sopcich: Thank you, Dr. Cook. Tonight we will reinitiate the lightning round. And to get things going, Dr. Korb.

>>Dr. Judy Korb: Okay. Well, I have a positive report on one of our key performance indicators. One of those as you know is the persistence of students from -- and the different cohorts from one fall to another. And so we just got back the report that our -- 46% of our students persisted from fall to fall, so fall of ’13 to fall of ’14, and that's an increase of 1 percent. So it may not seem like a lot, but there are some significant things within that number. And one is that our first time, full-time, degree-seeking cohort, actually, 63% of them persisted, and that's a 7% increase. So that's our freshmen class. And so that's within that overall number. And then time degree seeking, it was a 4% increase. So there was a significant number in that freshmen class. And so even though the overall of all of our students was 1 percent, it's still positive movement.

So that's just one of the things we're tracking. It was a positive report, and we just wanted you to know that.

>>Dr. Joe Sopcich: Thank you, Judy. Dr. Larson.

>>Dr. Barbara Larson: Yes. I'm continuing with the budget theme. Trustee Lindstrom talked about our expenditures being within budgeted amounts. You know from our earlier presentation that we've worked to not only what we're calling recalibrate the budget to expenditures, but we're really looking at controlling expenditures and identifying efficiencies. So I want to dive just a little bit deeper into some actual expenditures this year and how they compare to last year.

Our total salary and benefit costs are down 1% now as compared to the same time last year, and that is including the salary and wage increase incorporated into the budget. Our current operating expenditures are down 7% compared to the same time last year. And some of the specific savings include $200,000 less on part-time, noninstructional positions. This is not the adjunct faculty but noninstructional positions. That's down almost 15 percent.

Overtime costs are down 9% compared to the same time last year. And as new employees are hired into the group two benefit plan, our flexible spending costs are down more than 5% compared to the same time last year.

On the current operating side, we've seen a 7.5% reduction in electricity costs compared to the same time last year. That's a savings of about $170,000. We've had a 65% reduction in outside legal services. And we've had a $210,000 savings in rentals as we've ended some of our lease arrangements for other facilities and consolidated some spaces. So we're again, we're really looking to continue this trend for next year, streamlining where possible without negatively impacting student experience, but where can we, again, identify efficiencies, work smarter not harder, and continue to focus on our students.

>>Dr. Joe Sopcich: Thank you, Barbara. Andy, before you get started, the -- both Judy and Barbara's report reflects a lot of hard work across the board by the faculty and staff and I think with regards to how we manage the budgets and with regards to what's going on inside the classroom. And that leads to those positive numbers, so we're very excited about that.
Now, Andy, are you going to give us something warm and fuzzy here?

>>Dr. Andy Anderson: It is pretty warm and fuzzy.

>>Dr. Joe Sopcich: Good.

>>Dr. Andy Anderson: More than warm and fuzzy, it's meaningful. The mission to inspire learning, transform lives, and strengthen communities that was mentioned with our -- presenting our budget reminds us about what's really going on along with all the numbers.

The Enactus is a new student organization that we have at the college. It's an international organization that connects students, academic and business leaders through entrepreneurial-based projects that empower people to transform opportunity into real, sustainable progress for themselves and their communities. That organization over spring break went -- there were two students and their adviser, Barbara Milliard, went with the Health Brigade, a nursing program, to Las Pintas. You've heard about that program over the years. We've been doing it, I don't know, over 20 years now I think.

The Enactus students went this -- most recent over the spring break. And during the week in Las Pintas, Mexico, these individuals met with 45 students in potential business centers at El Centro Integral Comunitario to begin the development of a JCC business-related program in conjunction with the health program. The purpose of the initial trip was to become familiar with the products and to gain an understanding of their market. Students in the younger age group of that organization in Mexico are producing teas. Older students in Mexico are producing soaps and lotions. A group of adult women are producing gelatin products. Our students were meeting then with those students to talk about how that entrepreneurial effort could be joined together introduces our students to a real-life experience.

And in addition to that, in addition to meeting with the students at the -- those Integral Comunitario -- my Spanish has gotten weak -- the Enactus students also met with an Enactus group at the University of Guadalajara. During this meeting they developed an agreement to develop a joint project between their group and the college Enactus club. This will provide ongoing assistance for the students to have a deeper understanding of local markets for the JCC students.

In the coming year the Enactus group plans to work with the University of Guadalajara as well as their own advisory board to determine how they might develop an ongoing JCCC business-related program with those students in Guadalajara. It's an exciting opportunity and a chance as this is happening -- and something that people in Kansas City may not be aware of, they should -- the consulate, the Mexican Consulate has moved from St. Louis to Kansas City. They've been on our campus a number of times and underscore the international relationships that we have to develop if we're going to grow the economy and prepare students for the -- cliché -- for the 21st century.

But it's an outstanding experience to see these kinds of activities taking place. There's, of course, as usual, many more in the President's Report that we submit every year. But this particular program is really outstanding, and I just wanted to highlight it. So thank you.

>>Dr. Joe Sopcich: That's great. Thanks Andy. Andy alluded to the monthly report to the board, 35 pages. If you check on the last page -- and 35 pages of accomplishments and incredible activities are happening here daily on this campus. The last page, 34, there's a new section for marketing communications. It talks about the
Know the Value, Love the Experience Campaign as well as a new social media campaign called #picjccc, pic being spelled p-i-c. So you put a picture on there and it hits Facebook, Twitter and all those types of things.

The last thing I’d just like to mention is one of the great activities that we have coming up is on I believe it’s May 1st, Friday, and May 2nd, which is a Saturday. It’s the American Indian Health Research and Education Alliance will host its annual One Nation’s Energies, Health, and Wellness Pow Wow in our field house. I attended my first one last year. It’s absolutely an incredible experience. Dr. Sean Daley does a terrific job bringing this together. And Native Americans doing their cultural dances and songs, it’s a very, very awesome way to spend an evening. So if you have the chance, I would suggest you attend.

Next week I’d like to talk about -- or next month, our Model U.N. team performance in New York City as they competed against 3,000 students from around the world. And I will tell you under the leadership of Dr. Brian Wright, our students not only compete toe-to-toe, they win. They do a great job. So some good stories that we’ll have the next month. So thank you very much.

>>Chair Jerry Cook: Any questions of Dr. Sopcich?
>>Trustee Greg Musil: Is this Saturday our free course Saturday? Do I have that on my calendar right?
>>Dr. Joe Sopcich: Yes.
>>Trustee Greg Musil: What is that?
>>Dr. Joe Sopcich: Julie, would you like to --
>>Trustee Greg Musil: No. I think this is a great community event, and it may be too late for people to see it on TV, but could you share with us, Julie?
>>Julie: Well, every other year the college has free college day, and it's our chance to give back to the community and say thank you for their support. So we offer three different sessions in the afternoon starting at 1:00 at 2:00 and then at 3:00, all kinds of topics, 45-minute classes. We have -- we were having up to 130 different classes, many of them with multiple sessions. And we're right at a thousand people that have registered. And we expect walk-ins.

Trustee Sharp is teaching two of them on Kansas politics. The topics range from culinary, sports, business, social media, photography, dog training, horticulture, we have all kinds of things. So we're looking forward to that on Saturday afternoon.

>>Trustee Greg Musil: Thank you.
>>Chair Jerry Cook: Thank you for bringing that up. I don't believe we have any old business. One new business item that I just added, kind of informational, it's just time of the year when we appoint a nominating committee for officers of this board effective July and give them a month into May to make that recommendation. I've asked Trustees Lindstrom and Sharp to head up that committee. So they will be working on nominations, not just for the officers, but also for committee assignments. If you have interest in any of those committees or special activities, please, let Trustee Lindstrom and Trustee Sharp know.

Next item is reports from Board Liaisons Faculty Association, Dr. Williams.
>>Dr. Deborah Williams: I took the scenic route up tonight. Well, good evening. Again, it's a pleasure to be here. I have to say that this -- it's kind of bittersweet because this is my last official report to the board. Things have been winding down for
me. On Monday I gave my last or led my last official Faculty Association meeting. I'm giving my last report tonight. And I'll be introducing my successor who is very likely in the room tonight next month.

Needless to say, our last few weeks have been a time of reflection for me, and I've been reflecting on how it was I actually got to this place. And so looking back, it's actually a good question to ask sometimes. And I found that, you know, in the seven -- in seven of the nine years I've been here, I've been involved with Faculty Association leadership, first for two years as the Faculty Association cluster rep for the biological sciences, then on to the vice president of the Faculty Association for two years. I'm just winding up my third year as Faculty Association president. I've helped negotiate three faculty contracts, and so I think there can be little doubt that I value the principals upon which the union stands.

And as you know, I think we all know, that the full-time faculty make up the bargaining unit, but the practice has been for the benefits of the bargain, so to speak, regarding salary and benefits to be applied across campus. And it's a reason for I think everyone, bargaining unit members, faculty members, and really everyone on campus to support the Faculty Association and keep our union strong as strong it is. Strong indeed as we -- I'm finishing up my term looking at a membership that is as high as it's ever been. Looking at faculty engagement, as high as it's ever been. So I'm happy to say in the years that I've served, I've watched the union grow and also now can turn it over to my successor in really good shape.

Well, my three years as president span two college presidencies. And so in my reflections, I guess I can say in fairness and hindsight that things started off a little bit rocky with Dr. Calaway, mostly because we didn't listen to each other in the beginning until one day we had a meeting of the minds. And we found that if we could just stop interrupting each other, we agreed about more than that we disagreed. In fact, I'm proud to say that I now consider Terry Calaway a good friend.

So by the end of my first term, however, Terry was announcing his intention to retire. And so it probably came as a surprise, especially to him, that one night I stood before the board and was trying to persuade him on behalf of the faculty to stick around a little bit longer. Well, that wasn't to be, and instead we welcomed Dr. Sopcich. And so Dr. Sopcich and I hit the ground running with some pretty significant work right off the -- right out of the gate.

Dr. Sopcich and I had an easier transition I could say. And so when issues emerged that were sensitive, difficult, challenging, we discussed those frankly. And the FA welcomed his presence monthly. So and I know that Dr. Sopcich welcomed those times too so he could continue those frank discussions with the Faculty Association.

So I guess in reflecting, I would say directly is really the only way I know how to communicate, and it's certainly the only way I know how to lead. And I'm happy to say that administration and the board seem to have adjusted to that over the last three years. And I'm happy to see as I end my term that Dr. Sopcich is not announcing his retirement. So there's still time -- no. I do have a few more weeks. But on to the main report.

The major task at hand is negotiations, and so negotiations are certainly in progress. And while we haven't quite achieved a symphony yet, I can say that there have been many moments I can -- as an observer where it was clear to me that we are really all this together. And so I'll give you a glimpse into one of those moments.
A couple of weeks ago I entered the room to find the dry erase board filled with numbers. Ron was standing with his dry erase marker in hand fully engaged in the discussion with the board team. You could cut the tension in the room with a knife, and so from my view it was a beautiful thing. I mean, this was negotiations happening and happening, really, and at an intense level. I happen to enjoy the intellectual sparring that goes on during negotiations. And I know at times, speaking from my -- members of my own team, that that has sometimes been difficult for them.

But at one point in the discussion, one of the FA team members suggested that -- well, they were talking about the numbers, and then at one point the suggestion was made that they break into different rooms and talk, continue to talk about the numbers separately. So one member from the Faculty Association team asked innocently or perhaps profoundly, "Why don't we just all stay in the room and discuss the numbers together?"

Well, they did stay in the room and they discussed all the numbers together, but as it turns out that question, "why can't we," has shaped the comments that I'm going to make the remainder of my report. If fact, I titled my report, "Why can't we all."

So I also recall the first time I stepped up to the podium and I noticed tonight this administrator is in the audience. The administrator said to me, "I'm really happy that you are now FA president because I see you as a unifier.” And I remember thinking that many times we all think we can be when we walk into this role, and I think in times perhaps I have been, at least I've tried. I've invited trustees to -- trustee members to Faculty Association meetings and events. If you look around the room you can see -- I think I counted seven, hope I didn't miss anyone -- seven faculty members who I've brought to the board meetings I guess in part to unify, but more importantly to inform because I really do think when people get together those conversations can lead to a better place.

Well, with regard to the budget retreat or the budget -- comments about the budget tonight, along the theme of why can't we all, I've made some observations. And I think that the taxpayers of Johnson County can rest assured that this board and this administration has a firm grasp on budget. And there were numerous comments about efficiencies and efforts to cut costs and to scale back and to make the budget work better for, without sacrificing the goals of the institution.

I think that we can all agree that investing in the faculty and staff who work here is both a good and a necessary thing. And I think we can all agree that in addition to, as we've heard many times, the fiduciary responsibility that the trustees have to the community and to the taxpayers, that we have an -- that they have an equally important responsibility to the community of students and employees of this college now and into the future.

And since I'm on the discussion of -- topic of discussing responsibilities, I had a conversation earlier today, and I'd be remiss if I didn't say something about rights because I spend a lot of time in my role talking to bargaining unit members about their rights. And again, just today I reminded one of those who I was working with in an advisory capacity that with any assertion of a right, whether it's management or association, that there should be equal time spent discussing responsibilities and that the one cannot be fully actualized without the other.

Why can't we? Why can't we change the narrative, fill our conversations with
words like we heard tonight, for examples like we heard tonight, where we celebrate winning teams or we celebrate winning examples like the ones that I'll offer by students who had worked with members of the counseling center over the past few days? And a lot of this part was inspired by a management committee meeting where Carl Heinrich actually was talking about the success of his athletes and pointed to a survey that focused on significant others, as he phrased it, and counselors and coaches, how they play such an important role in retention and the persistence that we've seen documented as a celebrated increase in our KPI's earlier tonight.

So here's an example of a message that was sent recently to two counselors. "Dear Counselor A and B, thanks so much for meeting with my son and helping him on his journey. You both gave him encouragement and helped him with understanding of his degree quest. A, you took time to discuss plans with him that helped him to sort through things and gave him realization of where he needed to go. B, your guidance will help with completion of a degree in the near future. You put him on track. I appreciate all that both of you did."

Another one from another parent, "We would like to express our sincere appreciation for the exceptional care of one of your staff members, Counselor C, who continues to provide our family with amazing support and guidance as we pursue this endeavor of dual enrollment for our two children." It's a pretty lengthy message, but it goes on to describe how both his son and daughter are currently being homeschooled, but they've taken advantage of the Blue Valley CAPS Program that received Johnson County Community College credit and how Counselor C has provided unprecedented advice on every aspect of their son and daughter's experience at JCCC. And they do such a wonderful job that they said, "You may even see one of us back in the classroom in the future."

So why can't we? I think we can all agree that Johnson County Community College is a great place to work, a great school to be a student, to be a faculty member, a great place to be a trustee, a CEO, a CAO, indeed a great place to be a union president. So I'd submit that the answer to the question, why can't we all, is that we can. We just have to listen. We have to stay in the room just a little bit longer. We need to engage in conversations a little while longer so that we can understand.

So I thank you for your attention. It's been a pleasure. I've enjoyed every moment of the work that we've done together in my role as FA president, and I look forward to opportunities to work together with the trustees and the administration in the future.

I do feel like I should close with a reminder and a gift, so I'll just pass these around. These are -- I am a heart -- "I am a heartbeat" wrist band. I mentioned last time that Melissa Wells, one of our counselors, needs a heart transplant. And it seems like a lot of the themes over the last several weeks have been about contests, elections, battles of some type. And so I just -- the reminder is -- the gift is the wrist band, but the reminder is that battles are relative. Worries can be placed on a continuum, whether -- we all have struggles, whether in our health, personal, professional, but Melissa's battle is lifelong. And so we can all better weather whatever battle that we're facing if we weather them together.

So all the best to you. And again, it's been a pleasure working with you.

>>Chair Jerry Cook: Dr. Williams, thank you. Any questions of Dr. Williams?
Trustee Stewart.

>>Trustee Jon Stewart: This may surprise Dr. Williams, but I want to salute you for your service.

>>Dr. Deborah Williams: Thank you.

>>Trustee Jon Stewart: We probably didn't always agree on things, but what I really want to do is applaud you on is your passion and something that you bring that is part of our mission here but is lifelong learning. You're an example of that. I don't know how many degrees you have, but --

>>Dr. Deborah Williams: Seven.

>>Trustee Jon Stewart: Seven. I applaud that. And I applaud the passion you have shown in that job. So --

>>Dr. Deborah Williams: Thank you so much.

>>Chair Jerry Cook: Any other comments or questions? Trustee Musil.

>>Trustee Greg Musil: Well, I -- we'll probably get another chance next month when you introduce your successor, but I think in four years on the trustees I applaud you probably primarily for the level of faculty engagement, for the strategic plan, and the continuing efforts. And people have really -- I think it's a lesson we learned after the great recession that we really are all in this together, and we can't just build it and they will come. And whether it's enrollment recruitment or other areas where the faculty has been very active, I applaud you and I applaud Dr. Sopcich for getting more information out to everybody, asking more questions, and having a more informed discussion. I think that's been very evident in my four years, and I really appreciate that. You will be missed.

>>Dr. Deborah Williams: Thank you so much.

>>Chair Jerry Cook: Debbie, thank you for your service to the association.

>>Trustee Lee Cross: Mr. Chair --

>>Chair Jerry Cook: Trustee Cross.

>>Trustee Lee Cross: Yes. The faculty thanks you for your service on the board. And I just wanted to ask, with respect to the contract negotiations and release time, well, this board doesn't always agree with you. Could you explain to us what release time is and how that's useful to you, for your successor, and how it goes to college and the administration?

>>Dr. Deborah Williams: Well, that's a -- that's a difficult question to answer comprehensively, but I can narrow it to my personal experience tonight. And I know there's some parameters I have to be mindful of because we were talking about this very issue earlier today, in fact. It's an item that's currently being negotiated with regard to Faculty Association president release time. And because it's contractual, it's something that more appropriately perhaps belongs in the conversations at the table.

But I can say that -- as I started to, this conversation last month, I don't know that anyone, even my own officers for that matter fully appreciate the nature of this role and how it's evolved over time. I can tell you I didn't completely understand the demands. And I think my particular approach is to use most of that release time to be available for advocacy because, frankly, it's something that I think is probably the most important aspect of this role and something that you just simply need time to do as issues come forward.

How about benefits? The faculty is -- you can talk down for lack of a better word.
You can explore issues and perhaps get the faculty member to a better place if you just unpack something that seems like on the surface too difficult for the individual to deal with. How it benefits administration and the college, I mean, frankly, we run interference, not just the president, but the association officers many times just to meet with faculty and hear them out and try to look at issues and work with whoever we need to work with, whether it's college counselors or administrators, deans, supervisors, HR.

So it's time, time, time, it all comes back to time. And as a full-time faculty member who's expected to teach 15 hours for our compensation, the amount of release time should be arguably proportionate to the amount of time that the individual is spending with those issues. And currently, again, there's a contractual -- there's a contractual amount that's not -- that doesn't comport with past experience. And so we're trying to work out some of that at the table. And I'm trying to do my part to best communicate in the limited ways that I have to communicate how important that release time has been in my particular role and obviously to those who enjoy it across campus for the various kinds of activity they perform to justify that reassigned time or release time.

>>Chair Jerry Cook: Dr. Williams, thank you. And again, I'd say thanks for your service to the association, your service to the college, and your service to the issue of persevering over discussion of opinions of difference. I have often said that when I was with the Convention Visitors Bureau that if everybody did their task representing the hotel, the meeting planner, the CVB, et cetera, we're going to have differences of opinion. We're going to have conflict. We shouldn't be afraid of the conflict. We should be afraid of our lack of ability to resolve it.

And so I appreciate your leadership and being steadfast in presenting your case realizing that there may be differences of opinion but your commitment to help resolve them. And so thank you very much for that. Anything else? Thank you Debbie. Appreciate it.

>>Dr. Deborah Williams: All right. Thank you. Take care.

>>Chair Jerry Cook: I wish you the very best, and we'll be seeing you around the track.

>>Dr. Deborah Williams: Yep. See you next month.

>>Chair Jerry Cook: Johnson County Research Triangle, Trustee Musil.

>>Trustee Greg Musil: The Johnson County Educational Research Triangle board met on Monday, April 6th. I was not able to attend, but the agenda included the quarterly reports with the information of three beneficiaries of the one, eight cent sales tax. It included a proposal from the university's three entities about how and what administrative expenses should be chargeable to the JCERT fund because it's not always easy with the universities to segregate those. And it also included a consideration of a request for proposal for communications efforts so that we can do a better job of letting taxpayers know what they are receiving for the literally millions of dollars that are coming in each year for those three entities.

>>Chair Jerry Cook: Thank you. Any questions? KACCT has not met since our last meeting. We have had our monthly conference call as officers. We're planning for the next meeting in June at Barton County Community College. Interestingly, we continue to be concerned about administrative leadership. We've had a couple of other presidents step down of the 19 community colleges, and so I know we'll be spending time in June talking about that as a statewide association and also trustee development.
We did not talk in the foundation about an upcoming event. I'd like to ask Trustee Stewart to give an update on an upcoming event this weekend I believe it is.

>>Yeah. Sawyer Brown.

>>Trustee Jon Stewart: Thank you, Chair Cook. Time is running out for you to buy your ticket for the annual Cohen Series. Saturday night Sawyer Brown is here on campus at 8:00 p.m. in Yardley Hall. We've sold over 800 tickets. We have a few more to sell, but it's going to be a great crowd. And they always -- these type of groups really appreciate the smaller venue of Yardley Hall, and so they usually put on an extra special performance. So all the funds raised, all the ticket proceeds go to scholarship and programs here at Johnson County Community College. So if you don't have anything to do Saturday night, come out, go to the concert. Support scholarships. Thank you.

>>Chair Jerry Cook: Can I wear my boots?

>>Trustee Jon Stewart: You can wear your boots. You can wear your hat, whatever you want.

>>Chair Jerry Cook: Thank you. Along those lines, I know that we all received the write-up of the -- one of the recent events at Yardley Hall, the ukulele group, and sold out. Again, I would encourage the public that if you're not aware of all of the events going on at Yardley Hall, we're blessed to have a diverse program of activities, and Sawyer Brown will be one of those great events.

>>Trustee Stephanie Sharp: And Blue Man Group.

>>Chair Jerry Cook: Did you want to talk about that, Trustee Sharp?

>>Trustee Stephanie Sharp: I would love to talk about Blue Man Group.

>>Chair Jerry Cook: Sixty seconds.

>>Trustee Stephanie Sharp: Sixty seconds. Blue Man Group will be here in January of next year. Jim Brinkman is coming. We have just an awesome, awesome line up. The Trocadero are going to be back. Check out the Performing Art Series website. I highly encourage you to take advantage of this year's program.

>>Chair Jerry Cook: Thank you. Consent agenda is the time where we vote on a number of routine items. Does any trustee wish to pull any item off the consent agenda? If not, I would entertain the motion to approve.

>>So moved.

>>Second.

>>Chair Jerry Cook: We have a motion and a second. Any discussion? Any discussion? All in favor significant by saying aye.

(Ayes.)

>>Chair Jerry Cook: Opposed? Motion carries. We do have an executive session this evening. I would like to entertain a motion to go into executive session for the purpose of discussing consultations with the board's bargaining representation in employer/employee negotiations that protect the public interest in negotiating a fair and equitable contract. The session will last 60 minutes. We would like to invite Joe Sopcich, Judy Korb, Barbara Larson, Andy Anderson, Jim Lane, Becky Centlivre, Susan Rider, Tanya Wilson, and Melody Rayl. The executive session will start at 6:20, that's about eight minutes from now. So I would like to entertain motion to --

>>Did I hear right? Sixteen?

>>Chair Jerry Cook: Sixty.

>>Thank you.
Chair Jerry Cook: You're right. I would so move.
I was hoping it was 16.
Second.
Chair Jerry Cook: Musil, Drummond, and all in favor significant by saying aye.
(Ayes.)
Chair Jerry Cook: Opposed? Motion carries. The executive session will start at 6:20.
We have returned from executive session at 7:17. No action was taken. We are back in our regular session. I would ask for a motion to adjourn.
So moved.
Second.
Chair Jerry Cook: Any discussion? All in favor signify by saying aye.
(Ayes.)
Chair Jerry Cook: Opposed? Motion carries. Thank you.