

MINUTES OF A MEETING OF THE BOARD OF TRUSTEES  
OF  
JOHNSON COUNTY COMMUNITY COLLEGE

A meeting of the Board of Trustees of Johnson County Community College was called to order by the Chair on February 20, 2020, at 5:00 p.m. in the Hugh W. Speer Board Room, 137 General Education Building, on the JCCC campus, 12345 College Boulevard, Overland Park, Kansas.

Trustees      Greg Musil, Chair  
                    Paul Snider, Vice Chair  
                    Lee Cross, Treasurer  
                    Nancy Ingram, Secretary  
                    Jerry Cook, Trustee  
                    Angeliina Lawson, Trustee  
                    Laura Smith-Everett, Trustee

Staff            Joe Sopcich, President

John Addressi, Business Advisor, Kansas SBDC  
Jake Akehurt, Program Director, Continuing Education  
Kate Allen, AVP, Institutional Advancement/Government Affairs  
Lydia Berberich, Administrative Assistant, Industrial Technology  
Malinda Bryan-Smith, Director, Grants Leadership & Development  
Becky Centlivre, Vice President, Human Resources  
John Clayton, Executive Director, Institutional Effectiveness  
Chris Gray, Executive Director, Marketing Communications  
Zachary Gredlics, Program Coordinator, Continuing Education  
Tom Hall, Associate Vice President, Campus Services. Fac. Plng.  
Melanie Harvey, Associate Professor, Chemistry  
Jeff Hoyer, Director, Continuing Education Operations  
Jessica Johnson, Director, SBDC  
Carol Lehman, Business Liaison Consultant, Continuing Education  
Jim Leiker, Professor, History/Political Science  
Rachel Lierz, Associate Vice President, Financial Services/CFO  
John Littleton, Program Director, Continuing Education  
Karen Martley, Vice President, Continuing Education & Org. Development  
Mickey McCloud, Vice President, Academic Affairs/CAO  
Justin McDaid, Director, Audit and Advisory Services  
George Mortell, Senior Cloud Sys/Application Administrator

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Caitlin Murphy, Administrative Assistant, President's Office  
Kelsey Nazar, Senior Legal Counsel  
Alisa Pacer, Director, Emergency Management  
Tom Pagano, Vice President/CIO, Information Services  
Diana Richards, Tutor, Writing Center  
Debbie Rulo, Director Business Development/Partnerships, Continuing Ed.  
John Russell, Professor/Librarian  
Schlicht, Terri, Executive Assistant to President & Board  
Gurbhushan Singh, Associate Vice President, Academic Affairs  
Shawn Smith, Director, Collaboration Center  
Janelle Vogler, Associate Vice President, Business Services  
Elisa Waldman, Dean, Continuing Education  
Randy Weber, Vice President, Student Success/CSAO  
Whitney Williamson, Museum Registrar, Nerman Museum  
Stephanie Willis, Business Advisor, Kansas SBDC  
Jennifer Winchester, Program Director, Continuing Education  
Jason Zeh, Senior Multimedia Engineer & Event Specialist, AV Services  
Jerry Zimmerman, Manager, Benefits

#### Students

Dalal Essa  
Jae Moyer  
Alexis Sutton

#### Visitors

Brian Batliner  
Dennis Batliner  
Val Baul  
Neisha Benson  
Teresa Booker  
Colleen Cunningham  
Lorene Damewood  
Roberta Eveslage

LeEtta Felter  
Celia Fritz-Watson  
Laura Gregar  
Steve Grieb  
Alan Hallquist  
Roxie Hammill  
Chris Haulmark  
Linda Houston  
Dan Hoyt  
Carlisa Jacobs  
Blake Koger  
Wandra Minor  
Andrew Rainey  
Melody Rayl  
Chris Roesel  
Sarah Ruder  
Cheryl Schroeder  
Angela Schweller  
Brian Shapley  
Lori Slettehaugh  
John Smith  
Amber Versola  
Gloria Walker  
Susan Warren  
Teresa Wickersham  
Cassie Woolworth

QUORUM

Mr. Musil announced the presence of a quorum, with seven board members present.

PLEDGE OF ALLEGIANCE

Mr. Musil led the Board of Trustees and other meeting participants in the reciting of the Pledge of Allegiance.

AWARDS AND  
RECOGNITIONS

- Encountering Innovation Week
- ESL Welding Program
- American Public Works Association Partnership

#### OPEN FORUM

Cassie Woolworth, Olathe, KS, Lori Slettehaugh, Lenexa, KS, Jae Moyer, Overland Park, KS, Neisha Benson, Olathe, KS, Lorene Damewood, Shawnee, KS, and Val Baul, Shawnee KS shared their thoughts on transparency and resolution of censure of Angeliina Lawson.

Chris Roesel, Roeland Park, KS shared his thoughts on established goals and measures regarding student registration and voter turnout.

#### BOARD REPORTS

##### Student Senate

Ms. Dalal Essa, Student Senate Vice President, gave an update on new senators, clubs, budget requests and ongoing projects, including the 2020 census and upcoming election.

##### College Lobbyist

In Mr. Carter's absence, the monthly legislative update was shared with the Board electronically.

##### Faculty Association

Dr. Harvey gave an update on the Faculty Shared Governance Task Force, online course review/evaluation, and her participation on the Presidential Search committee. She also shared her experience of working at JCCC and asked board members to respect the hard work of college employees.

##### Johnson County Education Research Triangle

Mr. Cross stated the next meeting will be held on April 20<sup>th</sup> at K-State Olathe.

##### Kansas Association of Community College Trustees

Ms. Ingram gave an update on the upcoming PTK Luncheon and work being done by KACCT.

##### Foundation

Ms. Ingram gave an update on current initiatives, updated training for Foundation staff, recommendations for new Foundation board members, and Foundation investments and earnings.

COMMITTEE REPORTS  
AND RECOMMENDATIONS

Audit Mr. Musil reviewed items from the February 7, 2020 Audit Committee meeting.

Human Resources Ms. Ingram reviewed items from the February 7, 2020 Human Resources Committee meeting.

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to:**

**1) authorize the president to negotiate a contract with CIGNA HealthCare, subject to review by College counsel, for the provision of employee group managed dental coverage for a period beginning June 1, 2020 through May 31, 2021. The monthly subscriber rates are as follows:**

**Employee Only \$27.97**

**Employee +1 \$52.68**

**Family \$81.17**

**The proposal includes the option to renew the contract for two (2) additional years at no change to premium provisions. These rates represent no increase from the 2019/2020 benefit plan year cost; and**

**2) authorize the administration to renew the contract, for the employee group Passive PPO dental insurance with Delta Dental for a period beginning June 1, 2020 through May 31, 2021. The monthly subscriber rates are as follows:**

**Employee Only \$35.40**

**Employee +1 \$69.80**

**Family \$124.00**

**Following discussion, upon motion by Ms. Ingram, seconded by Mr. Cross, which motion unanimously carried, the Human**

**Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to authorize the president to renew the contract, subject to review by College counsel, for the provision of the employee group vision insurance with Eye Med for the period June 1, 2020 through May 31, 2021. The monthly subscriber rates for the vision plan are:**

**Employee Only \$10.48  
Employee +1 \$19.90  
Family \$29.24**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to authorize the president to renew the contract, subject to review by College counsel, for the provision of the employee group life insurance with The Standard for a period beginning June 1, 2020 through May 31, 2021. The monthly life insurance rates are as follows:**

**Basic Life Insurance  
\$.13 per \$1,000 of coverage  
\$.02 per \$1,000 of coverage for Accidental Death & Dismemberment  
Optional Life Insurance  
\$.24 per \$1,000 of coverage  
\$.02 per \$1,000 of coverage for Accidental Death & Dismemberment  
Dependent Life Insurance  
A subscriber premium of \$6.82**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to authorize the president to renew the contract, subject to review by College counsel, for the provision of short-term disability insurance with The Standard for a period beginning June 1, 2020**

**through May 31, 2021. The monthly rate for The Standard short-term disability coverage is \$0.10 per \$10 of benefit.**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees authorize the administration to renew the contract, for the provision of investment consulting services with Two West Advisors LLC for the period beginning June 1, 2020 through May 31, 2021, at a total expenditure not to exceed \$1,000.00.**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to authorize the president to renew the contract, subject to review by College counsel, for the provision of flexible benefit and health reimbursement account administration with ASIFlex for the period beginning June 1, 2020 through May 31, 2021 at a total expenditure not to exceed \$16,000.**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to authorize, pursuant to the provisions of the Johnson County Community College Flex Benefit Plan, a flex-credit amount of \$1,108.94 per member per month for the period June 1, 2020 through May 31, 2021. Such benefit to be payable to any full-time benefit eligible staff member with a benefit eligibility date prior to June 1, 2014, who elects to receive flex-credits. This amount represents no increase in flex-credit funding.**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to authorize a contribution, for full-time benefit-eligible staff**

**members to their individual Johnson County Community College 403(b) Plan account for the period June 1, 2020 through May 31, 2021:**

**Equal to 7% of a benefit-eligible staff members' base salary for each full-time position:**

- 1. With a benefit eligibility date prior to June 1, 2014, and**
- 2. In which, the member elects to receive flex-credits; or**

**Equal to 8% of a benefit-eligible staff members' base salary for each full-time position:**

- 1. With a benefit eligibility date on or after June 1, 2014;  
or**
- 2. With a benefit eligibility date prior to June 1, 2014 and the member has irrevocably elected to no longer receive flex-credits.**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, the Human Resources Committee recommends that the Board of Trustees accept the College administration's recommendation to authorize the president to renew the contract, subject to review by College counsel, for the provision of the employee group medical insurance with Blue Cross and Blue Shield of Kansas City for a period beginning June 1, 2020 through May 31, 2021.**

**The monthly medical plan subscriber rates are:**

**Preferred-Care Blue EPO**

**Employee Only \$982.48**

**Employee +1 \$1,801.40**

**Family \$2,469.70**

**Preferred-Care Blue – BlueSaver HDHP**

**Employee Only \$860.31**

**Employee +1 \$1,577.41**

**Family \$2,162.56**

**BlueSelect Plus HDHP**

**Employee Only \$757.08**

**Employee +1 \$1,388.10**

**Family \$1,903.05**

**Preferred-Care Blue PPO**



**Employee Only \$963.23**

**Employee +1 \$1,766.08**

**Family \$2,421.29**

**BlueSelect Plus PPO**

**Employee Only \$847.64**

**Employee +1 \$1,554.15**

**Family \$2,130.75**

**This proposal represents an approximate 17.2% increase in premiums. The contract is renewable for two additional years, upon the approval of both parties.**

**Following discussion, upon motion by Ms. Ingram, seconded by Ms. Smith-Everett, which motion unanimously carried, it is the recommendation of the college administration that the Board of Trustees authorize, effective July 1, 2020 a 3.0% salary increase for all non-bargaining unit salaried and full-time and part-time hourly employees employed as of June 30, 2020 and a 3.0% increase in the adjunct faculty salary table.**

Learning Quality

Dr. Cook reviewed items from the February 3, 2020 Learning Quality Committee meeting.

Management  
Committee

Dr. Cook reviewed items from the February 6, 2020 Management Committee meeting.

**Following discussion, upon motion by Dr. Cook, seconded by Mr. Cross, which motion unanimously carried, It is the recommendation of the Management Committee that the Board of Trustees accept the recommendation of the college administration to approve the proposal from Altenergy, for RFP 20-037, Rooftop Solar PV Design & Installation, for a total expenditure not to exceed \$499,997.00 for the design and installation of a rooftop solar photovoltaic (PV) system to be installed on the roofs of the General Education Building (GEB), Police Academy (PA), and Olathe Health Education Center (OHEC) Building.**

RECOMMENDATIONS  
FOR ACTION

Treasurer's Report                    **Following discussion, upon motion by Mr. Cross, seconded by Mr. Snider, which motion carried with a vote of 6-1, with Ms. Lawson voting against, the Board of Trustees accepted the recommendation of the college administration to approve the Treasurer's Report for the month of December 2019, subject to audit, as shown in the board packet.**

President's Monthly  
Report to the Board

CONSENT AGENDA                    Ms. Lawson asked that item X. A. 2., Cash Disbursement Report be pulled for separate consideration.

**Following discussion, upon motion by Mr. Cross, seconded by Mr. Snider, which motion unanimously carried, the Board of Trustees approved the consent agenda, including the Human Resources Addendum, as shown in the board packet. The consent agenda items included the following:**

Minutes                                    Minutes from the January 16, 2020 Board of Trustees meeting.

Grants, Contracts and  
Awards                                    The acceptance of grants, as shown in the board packet, and the authorization to expend funds in accordance with the terms of the grants.

Affiliation  
Articulation and  
Reverse Transfer,  
Cooperative and Other  
Agreements                              Authorized the college to enter into agreements with the agencies/institutions, as shown in the Board Packet.

Curriculum                              Changes to the curriculum, as shown in the Board Packet.

Transfer to JCCC  
Foundation Tribute                      Authorize the transfer of \$450 from the general fund to the JCCC Foundation student scholarship fund in honor of Tom Clayton,

Fund	Terri Erickson-Harper and Gay Hintz.
Retirements	<p>GAYLE CALLAHAN (JCCC/KPERS), Director Bursar Operations, Financial Services, Finance and Administrative Services, effective June 30, 2020.</p> <p>JANICE CALLAHAN (JCCC/KPERS), Sous Chef, Business Services, Finance and Administrative Services, effective June 30, 2020.</p> <p>WILLIAM STOCKTON (JCCC/KPERS), Professor History, Arts &amp; Design, Humanities, &amp; Social Sciences Division, Academic Affairs, effective August 14, 2020.</p> <p>TOBY KLINGER (JCCC/KPERS), Professor Psychology, Arts &amp; Design, Humanities, &amp; Social Sciences Division, Academic Affairs, effective August 14, 2020.</p> <p>RUSSELL HANNA (JCCC/KPERS), Professor Game Development, Career &amp; Technical Education Transitions Division, Academic Affairs, effective August 14, 2020.</p> <p>KATHERINE KARLE (KPERS), Associate Professor English, Communications, English &amp; Journalism Division, Academic Affairs, effective December 18, 2020.</p> <p>BETSY SCHWAB (KPERS), Testing Center Specialist, Continuing Education, Continuing Education and Organizational Development, effective April 15, 2020.</p>
Separation	<p>JESSICA JAMES, Assistant Professor Theatre/Scenography, Arts &amp; Design, Humanities, &amp; Social Sciences Division, Academic Affairs, effective February 3, 2020.</p> <p>FATAI AYOADE, Head Coach Men's Soccer, Athletics, Student Success, effective February 10, 2020.</p>
Employment – Regular	Regular employment in classifications indicated, as shown in the board packet.

Employment – Temporary	Temporary employment in classifications indicated, as shown in the board packet.
Change to the FY2019- 2020 Staffing Authorization Table for Full-time Regular Staff	FROM: Program Director Health/Human Services TO: Program Director Continuing Education Operations  FROM: Supervisor Testing Services TO: Supervisor Testing Programs  FROM: Bookstore Sales Supervisor TO: Senior Buyer Procurement System Specialist
Cash Disbursement Report	<b>Following discussion, upon motion by Mr. Cross, seconded by Mr. Snider, which motion carried with a vote of 6-1, with Ms. Lawson voting against, the Board of Trustees ratified the total cash disbursements, as shown in the Board Packet, for the total amount of \$ 9,786,374.89</b>
OLD BUSINESS Presidential Search Update	Dr. Cook gave an update on ongoing the Presidential Search.
Board Member Censure Investigation Update	Mr. Musil reviewed the steps that will be followed, including time allotments for the presentation of factual findings, questions, and discussion, preceding the adoption of findings of fact and resolution of censure.  <b>Following discussion, upon motion by Mr. Snider, seconded by Dr. Cook, which motion carried with a vote of 5-1-1, with Ms. Lawson voting against and Ms. Smith-Everett abstaining, the Board of Trustees accepted the Finding of Fact as presented.</b>  <b>Following discussion, upon motion by Dr. Cook, seconded by Mr. Snider, which motion carried with a vote of 5-1-1, with Ms. Lawson voting against and Ms. Smith-Everett abstaining, the Board of Trustees accepted the Resolution of Censure as</b>

**presented but with a technical correction of adding the word webpage to the last paragraph.**

ADJOURNMENT

**Upon motion by Dr. Cook, seconded by Mr. Cross which motion unanimously carried, the Board of Trustees meeting adjourned at 10:00 p.m.**

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Greg Musil  
Chair

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Paul Snider  
Vice Chair