

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 18, 2021, 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 and via Zoom Webinar.

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 Andy Bowne, President

Kate Allen, Vice President, College Advancement & Government Affairs
Malinda Bryan-Smith, Director, Grants Leadership & Development
John Clayton, Executive Director, Institutional Effectiveness
Diane Davis, Professor, English
Chris Gray, Vice President, Strategic Communications & Marketing
Tom Hall, Associate Vice President, Campus Services. Fac. Plng.
Leslie Hardin, Vice President, Human Resources
Jeff Hoyer, Executive Director, Space Management
Marc Leacox, Senior Multimedia Engineer & Event Specialist, AV Services
Rachel Lierz, Associate Vice President, Financial Services/CFO
Del Lovitt, Interim CIO, Information Services
Karen Martley, Vice President, Continuing Education & Org. Development
Mickey McCloud, Executive Vice President, Academic Affairs/CAO
Justin McDaid, Director, Audit and Advisory Services
Caitlin Murphy, Coordinator, President's Office
Kelsey Nazar, Senior Legal Counsel
Derek Nester, Senior Multimedia Engineer & Event Specialist, AV Services
Alisa Pacer, Director, Emergency Management
Terri Schlicht, Executive Assistant to President & Board
Gurbhushan Singh, Associate Vice President, Academic Affairs
Janelle Vogler, Associate Vice President, Business Services

Sandra Warner, Executive Director, Business Continuity
Randy Weber, Interim Executive Vice President for Finance & Administrative Services/
Executive Vice President, Student Success/Chief Strategy Officer

Students

Cecilia Knight
Sailor Usher

Visitors

Dick Carter

QUORUM	Mr. Musil announced 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	Mr. Musil announced there were no awards and recognitions for February.
OPEN FORUM	Mr. Musil announced there were no registered speakers.
BOARD REPORTS	
Student Senate	Sailor Usher delivered the student senate report, noting the upcoming board elections in late March. He highlighted recent and upcoming club activity from Model UN, JCCC Quiz Bowl, and Black Student Union. He introduced the three new senators, and spoke on Center for Student Involvement events.
College Lobbyist	Mr. Carter shared information from the monthly legislative update report with the Board of Trustees.
Faculty Association	Diane Davis, Faculty Association Vice President delivered the FA report. She expressed concerns regarding the stress from

transitioning students to online and testing center concerns, and provided an update on bargaining unit negotiations. She highlighted the recent English Department presentation and writing conference, and thanked Dr. Bowne for attending the Faculty Association meeting.

Johnson County
Education Research
Triangle

Mr. Cross stated that the next JCERT meeting will occur next quarter, and spoke on updated tax revenue.

Kansas Association of
Community College
Trustees

Ms. Ingram delivered the KACCT report. She spoke on the upcoming Phi Theta Kappa ceremony, highlighting the students that will be honored as well as the JCCC Honors program staff. She announced the next upcoming KACCT and executive committee meetings, and included several updates from the recent ACCT National Legislative Summit.

Foundation

Mr. Snider delivered the Foundation report, speaking on the recent Board Development Committee and Investment Committee meetings, as well as upcoming meetings and events. He announced the two new Foundation Partnerships, the Heart of America Foundation and the Hispanic Development Fund.

COMMITTEE REPORTS AND RECOMMENDATIONS

Collegial Steering
Committee

Mr. Musil reviewed items from the February 16, 2021 Collegial Steering meeting.

Audit Committee

Mr. Snider reviewed items from the February 4, 2021 Audit Committee Zoom Meeting.

Human Resources
Committee

Ms. Smith-Everett reviewed items from the February 5, 2021 Human Resources Committee Zoom Meeting.

Following discussion, upon motion by Dr. Cook, seconded by Mr. Cross, which motion carried unanimously, the Human Resources Committee recommends that the Board of

Trustees accept the College administration's recommendation to:

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, 2021 through May 31, 2022. The monthly subscriber rates are as follows:

Employee Only \$27.97

Employee +1 \$52.68

Family \$81.17

Authorize the administration to renew the contract, for the employee group Passive PPO dental insurance with Delta Dental for a period beginning June 1, 2021 through May 31, 2022.

The monthly subscriber rates are as follows:

Employee Only \$34.04

Employee +1 \$67.12

Family \$119.24

Authorize the president to renew the contract, subject to review by College counsel, for the provision of the employee group vision insurance with EyeMed for the period June 1, 2021 through May 31, 2022. The monthly subscriber rates for the vision plan are:

Employee Only \$10.48

Employee +1 \$19.90

Family \$29.24

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, 2021 through May 31, 2022. 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**

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, 2021 through May 31, 2022. The monthly rate for The Standard short-term disability coverage is \$0.10 per \$10 of benefit.

Authorize the administration to renew the contract, for the provision of investment consulting services with Two West Advisors LLC for the period beginning July 1, 2021 through June 30, 2022, at a total expenditure not to exceed \$1,200.

Authorize the president to renew the contract, subject to review by college counsel, for the provision of the employee assistance plan with New Directions Behavioral Health for the period June 1, 2021 through May 31, 2022 at a total expenditure not to exceed \$48,000.

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, 2021 through May 31, 2022 at a total expenditure not to exceed \$16,000.

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, 2021 through May 31, 2022. 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.

Authorize the president to negotiate a contract, subject to review by college counsel, for the provision of employee benefit consulting services with Holmes Murphy & Associates, Inc. at a total expenditure not to exceed \$62,000.

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, 2021 through May 31, 2022:

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. Smith-Everett, seconded by Ms. Lawson, which motion carried unanimously, 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, 2021 through May 31, 2022.

The monthly medical plan subscriber rates are:

Preferred-Care Blue - Exclusive Provider Option

Employee Only \$986.41

Employee +1 \$1,805.27

Family \$2,475.55

Preferred-Care Blue – BlueSaver High Deductible Health Plan

Employee Only \$864.25

Employee +1 \$1,581.30

Family \$2,166.40

BlueSelect Plus - High Deductible Health Plan

Employee Only \$761.03
Employee +1 \$1,392.00
Family \$1,906.90
Preferred-Care Blue - Preferred Provider Option
Employee Only \$967.15
Employee +1 \$1,769.95
Family \$2,425.11
BlueSelect Plus - Preferred Provider Option
Employee Only \$851.58
Employee +1 \$1,558.04
Family \$2,134.60

Learning Quality
Committee

Ms. Ingram reviewed items from the February 1, 2021 Learning Quality Committee Zoom meeting.

Management
Committee

Dr. Cook reviewed items from the February 3, 2021 Management Committee Zoom meeting.

Following discussion, upon motion by Dr. Cook, seconded by Ms. Lawson, which motion carried unanimously, 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 from A to Z Theatrical Supply for Request for Bid (RFB) 21-032, Midwest Trust Center Theater Lighting Upgrade in the amount of \$182,100.00.

PRESIDENT'S
RECOMMENDATIONS
FOR ACTION

Treasurer's Report

Following discussion, upon motion by Mr. Cross, seconded by Ms. Ingram, which motion carried unanimously, the Board of Trustees accepted the recommendation of the college administration to approve the Treasurer's Report for the month of December 2020, subject to audit.

President's Monthly
Report to the Board

Dr. Bowne started his President's Report by thanking the faculty, staff, and students for incredibly managing the recent power

outages due to the extreme weather conditions, and announced the new interim VP of Continuing Education, Elisa Waldman. He shared his presentation in which he spoke on the annual report and enrollment numbers. He spoke on the current standings of Student Success Metrics, focusing on equitable retention rates, enrollment, and course success rates. Additionally, he provided an update to the current Strategic Planning Process. Dr. Bowne invited Cecilia Knight, student in the JCCC Apprentice Program to speak on her story of attending JCCC, as well as highlighting her recent accomplishments and awards.

NEW BUSINESS

Mr. Musil announced there was no new business.

OLD BUSINESS

Committee of the
Whole Pilot Program
Plan

Following discussion, upon motion by Mr. Snider, seconded by Ms. Smith-Everett, which motion carried 6-0-1, with Mr. Cross voting present, it is the recommendation of the College administration that the Board of Trustees approve the College administration's Committee of the Whole Pilot Program Plan and direct staff to carry out the actions outlined in the Plan to transition the College from the current Board committee structure to a Committee of the Whole for one calendar year, beginning April 2021 through March 2022.

Committee Policies
Suspension

Following discussion, upon motion by Ms. Lawson, seconded by Ms. Ingram, which motion carried unanimously, it is the recommendation of the College administration that the Board of Trustees approve the temporary suspension in whole of Committees Policy 111.03 and temporary suspension in part of Internal & External Audit Policies 210.05, Purchasing Exceptions to Competitive Solicitation Policy 215.05 and Disposition of Surplus Property Policy 215.07, for one calendar year beginning April 1, 2021 through March 31, 2022, as shown subsequently in the Board packet.

CONSENT AGENDA

Following discussion, upon motion by Dr. Cook, seconded by Ms. Lawson, which motion carried unanimously, 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 21, 2021 Board of Trustees meeting.
Cash Disbursement Report	Ratified the total cash disbursements, as shown in the board packet for the total amount of \$ 3,906,925.73.
Curriculum	Changes to the curriculum, as shown in the Board Packet.
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.
Retirements	<p>VINCENT CLARK (JCCC/KPERS), Professor History, Arts & Design, Humanities, & Social Sciences Division, Academic Affairs, effective August 14, 2021.</p> <p>STUART SHAFER (JCCC/KPERS), Professor Sustainable Agriculture, Arts & Design, Humanities, & Social Sciences Division, Academic Affairs, effective August 15, 2021.</p> <p>MYRA YOUNG (JCCC/KPERS), Professor Communication Studies, Communications, English & Journalism Division, Academic Affairs, effective August 13, 2021.</p> <p>ELISE FISCHER (JCCC/KPERS), Professor Mathematics, Sciences & Math Division, Academic Affairs, effective August 15, 2021.</p> <p>TOM HUGHES (JCCC/KPERS), Professor Computer-Aid Draft, Arts & Design, Humanities, & Social Sciences Division, Academic Affairs,</p>

effective August 15, 2021.

KATHY CARVER (JCCC/KPERS), Professor Nursing, Healthcare, Public Safety & Wellness Division, Academic Affairs, effective August 15, 2021.

Separations

MARY O’SULLIVAN (JCCC/KPERS), Executive Director, Client Support Services, effective June 30, 2021.

PREET VRAICH, Associate Professor Nursing, Healthcare, Public Safety & Wellness Division, Academic Affairs, effective May 31, 2021.

JEAN CANTERO SEGURA, Recruiter, Admissions & Recruitment, Student Success & Strategy, effective February 12, 2021.

Reassignments

NICHOLAS GONZALEZ, Administrative Assistant (part-time), Continuing Education, at \$14.28 per hour to Administrative Assistant (full-time), Continuing Education, effective January 25, 2021 at \$17.90 per hour.

JOSE CARRILLO, Police Officer, Police Department, Student Success & Strategy, at \$26.30 per hour to Sergeant, Police Department, Student Success & Strategy, effective January 27, 2021 at \$28.54 per hour.

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.

EXECUTIVE SESSION

At 6:57 p.m., upon motion by Ms. Ingram, seconded by Mr. Cross, which motion carried unanimously, the Board of Trustees agreed to recess into executive session at 7:05 p.m. until 8:05 p.m. for consultation with legal counsel regarding contract negotiation, which would be deemed privileged in the attorney-client relationship. Dr. Bowne, Dr. McCloud, Dr. Weber, Dr. Hardin, Ms. Nazar, and Ms. Rayl were invited to participate.

The meeting reconvened at 8:05 p.m. and Mr. Musil announced that no action had taken place during executive session.

ADJOURNMENT

Upon motion by Ms. Ingram, seconded by Dr. Cook, which motion carried unanimously, the Board of Trustees meeting adjourned at 8:05 p.m.

Greg Musil
Chair

Paul Snider
Vice Chair