

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 March 15, 2018, 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 Present: Jerry Cook, Chair
Nancy Ingram, Vice Chair
Greg Musil, Trustee
Angeliina Lawson, Trustee
Paul Snider, Trustee

Staff Joe Sopcich, President

Kate Allen, Associate Vice President, Institutional Advancement/Government Affairs
Dennis Arjo, Professor, Chair, Philosophy & Religion
Emily Behrmann, General Manager, Artistic Performing Arts
Mitch Borchers, Associate Vice President, Business Services
Hanan Boukhaima, Student Activities Ambassador
Malinda Bryan-Smith, Director, Grants, Leadership & Development
Becky Centlivre, Vice President, Human Resources
Colleen Chandler, Director, Human Resources
John Clayton, Executive Director, Institutional Effectiveness
Debbie Eisenhower, Coordinator, Staff Development
Lisa Elsener, Dining Services Aide
Travis Garrod, Sr. Client Tech. Analyst, Client Support Services
Matias Gomez Palau, Dining Services Assistant, Café Tempo
Chris Gray, Executive Director, Marketing Communications
Terry Harrison, Director, Railroad Operations
Rex Hays, Associate Vice President, Campus Services/Fac. Plng.
Jim Lane, Dean, Arts, Humanities, and Social Sciences
Barbara Larson, Executive Vice President, Finance and Administration Services
Rachel Lierz, Associate Vice President, Financial Services/CFO
Suzanne Maheu, Homestay Coordinator, International & Immigrant Student Services
Mickey McCloud, Vice President, Academic Affairs/CAO
Derek Nester, Sr. Multimedia Engineer & Event Specialist, Audio Visual Services
Alisa Pacer, Manager, Emergency Preparedness
Tom Pagano, Vice President, Information Services/CIO
Joe Petrie, Video Production Coordinator, Journalism & Media Communications

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Thad Rose, Faculty, Media Com., Speech
Terri Schlicht, Executive Assistant to President and Board, President's Branch
Gurbhushan Singh, Associate Vice President, Academic Affairs
Kim Steinmetz, Program Director, International & Immigrant Student Services
Sandra Warner, Deputy CIO/Director, Administrative Computer Services
Randy Weber, Vice President, Student Success/CSAO
Tanya Wilson, General Counsel

Students

Mikayla Lisher

Visitors

Christine Atkinson
Cheryl Batliner
Dennis Batliner
Dick Carter
Nick Cole
Donna Crarens
Ava Currier
Hillary Currier
Cres Elsener
Roberta Eveslage
Gail Galling
Andrew Guyer
Haley Guyer
Katie Guyer
Blake Koger
Jacqui Marrow
Pat Morrison
Anne Pescia
Melody Rayl
Eric Rohleder
Lori Ruffalo
Darrius Smith
Skyler Stuke
Jimmy Wold

QUORUM

Dr. Cook announced the presence of a quorum, with five

board members present.

PLEDGE OF ALLEGIANCE Dr. Cook led the Board of Trustees and other meeting participants in the reciting of the Pledge of Allegiance.

AGENDA
MODIFICATION **Upon motion by Mr. Musil, seconded by Ms. Ingram, which motion unanimously carried, the Board of Trustees approved the motion to modify the agenda to move agenda item V. Awards and Recognitions before agenda item IV. Open Forum.**

AWARDS AND
RECOGNITIONS Pat Morrison – Volunteer Recognition
Jason Arnett – JCCC Leadership Institute 2017 Servant Leader
Lisa Elsener – Lockton Courage Award

OPEN FORUM Dennis Batliner, Overland Park, KS, Skyler Stuke, Lenexa, KS, Mikayla Leshar, Lawrence, KS, Nick Cole, Overland Park, KS, Blake Koger, Olathe, KS, and Katie Guyer, Olathe, KS expressed their concerns regarding the elimination of JCCC's track and cross-country programs. Chris Roesel, Roeland Park, Ks expressed his views on feedback for continuous improvement.

STUDENT SENATE
REPORT Ms. Boukhaima gave a presentation on:

- 2017-2018 budget requests from clubs and organizations
- Update on Student Senate initiatives presented at February board meeting

Dr. Cook spoke to the fact that this presentation shows how many clubs and organizations are funded by Student Fees, in addition to the Athletic Program that was spoken about extensively during the Open Forum. Dr. Weber spoke in more detail about how the Student Fees fund supports multitudes of students and organizations across the campus community. The trustees all thanked Ms. Boukhaima for her informative and professional PowerPoint presentation, which was a first for a Student Senate president at a board meeting.

COLLEGE LOBBYIST
REPORT Mr. Carter shared information from the monthly legislative update report with the Board of Trustees.

COMMITTEE REPORTS
AND
RECOMMENDATIONS

Collegial Steering
Committee

Ms. Ingram reviewed items from the March 6, 2018 Collegial Steering Committee meeting.

Human Resources
Committee

Ms. Lawson reviewed items from the February 5, 2018 Human Resources Committee meeting.

Following discussion, upon motion by Ms. Lawson, seconded by Ms. Ingram, 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 negotiate a contract subject to review by college counsel the following:

Provisions of employee group dental coverage:

1. Managed care dental insurance with CIGNA HealthCare for a period beginning June 1, 2018 through May 31, 2019. The monthly subscriber rates for the CIGNA managed care dental plan are \$25.97 (Employee), \$52.68 (Employee +1), and \$81.17 (Family). The proposal includes no increase for the second year of the contract. These rates represent a 0% change in premiums and include no change to coverage provisions from those in effect for 2017/2018.

2. Preferred provider organization dental insurance with Delta Dental for a period beginning June 1, 2018 through May 31, 2019. The monthly subscriber rates for the Delta Dental plan are \$34.04 (Employee), \$67.12 (Employee +1), and \$119.24 (Family). The proposal includes no increase in the contract for three (3) additional years. These rates represent a 0% increase in premium from those in effect for 2017/2018 and include an increase to the annual maximum benefit payable and life-time orthodontia benefit from \$1,100 to \$1,500.

Provision of the employee group vision insurance with Eye Med for the period June 1, 2018 through May 31, 2019. The monthly

subscriber rates for the Eye Med plan are \$10.48 (Employee), \$19.90 (Employee +1) and \$29.24 (Family). The proposal includes no increase in the contract for three (3) additional years. These rates represent an approximate 35% decrease from the 2017/2018 benefit plan year cost.

Provision of the employee group life insurance with The Standard for a period beginning June 1, 2018 through May 31, 2019. The monthly rates for The Standard insurance plan are \$.13/per \$1,000 of insurance for Basic Life, \$.24/per \$1,000 of insurance for Optional Life, \$.02/per \$1,000 of insurance for Basic and Optional AD&D; and for Dependent Life insurance at a monthly subscriber premium not to exceed \$6.82 per month. These rates represent a 0% change in premiums from the 2017/2018 benefit plan year cost.

Provision of the short-term disability insurance with The Standard for a period beginning June 1, 2018 through May 31, 2019. The monthly rate for The Standard short-term disability coverage will be \$0.10 per \$10 of benefit.

Provision of employee benefit consulting services with Holmes Murphy & Associates, Inc. for a period beginning June 1, 2018 through May 31, 2019 at a total expenditure not to exceed \$50,000.00.

Provision of flexible benefit and health reimbursement account administration with ASIFlex for the period beginning June 1, 2018 through May 31, 2019 at a total expenditure not to exceed \$16,000. The contract is renewable at no additional cost for the life of the contract. These fees represent an approximate 5% reduction from the 2017/2018 benefit plan year cost.

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, 2018-May 31, 2019. Such benefit to be payable to any full-time benefit eligible staff member with a benefit eligibility date prior to June 1, 2014 and who elects to

receive flex-credits. This amount represents a 0% increase in flex-credit funding.

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, 2018 through May 31, 2019:

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.**

Renew the contract, for the provision of the employee group medical insurance with Blue Cross & Blue Shield of Kansas City for a period beginning June 1, 2018 through May 31, 2019. The monthly subscriber rates for full-time benefit eligible employees for the Preferred-Care Blue Exclusive Provider Organization are not to exceed \$807.27 (Employee), \$1,480.16 (Employee +1), \$2,029.280 (Family); for the Blue Saver High Deductible Health Plan are not to exceed \$706.89 (Employee), \$1,296.11 (Employee +1), \$1,776.91 (Family); and for the BlueSelect Plus High Deductible Health Plan are not to exceed \$622.07 (Employee), \$1,140.56 (Employee +1), \$1,563.67 (Family). The monthly subscriber rates for either full-time or part-time benefit eligible employees for the Preferred-Care Blue Preferred Provider Organization are not to exceed \$791.45 (Employee), \$1,451.14 (Employee +1), \$1,989.51 (Family); and for the BlueSelect Plus Preferred Provider Organization are not to exceed \$696.48 (Employee), \$1,277.01 (Employee +1), \$1,750.78 (Family).

Following discussion, upon motion by Ms. Lawson, seconded by Mr. Musil, which motion unanimously carried, it is the recommendation of the HR Committee that the Board of Trustees

accept the recommendation of the College administration to approve modification to the following Policies: Certification and/or Licensing, Criminal Background Check, New Hire Paperwork, and Posting for Vacancy; and also to approve deletion of the following Policies: Application for Employment, Appointment to Position, Employment Interviews, Medical Examination, Oath of Employment, Polygraph Test, Recruitment, Screening of Applications, and Work Authorization, as is shown in the Board packet.

Learning Quality
Committee

Ms. Lawson reviewed items from the March 5, 2018 Learning Quality Committee meeting.

Following discussion, upon motion by Ms. Lawson, seconded by Mr. Musil, which motion unanimously carried, the Board of Trustees accepted the administration's recommendation to allow contract negotiations for groups to perform in the Carlsen Center during the 2018-2019 academic year as shown in the Board packet.

Management
Committee

Mr. Musil reviewed items from the March 7, 2018, Management Committee meeting.

Following discussion, upon motion by Mr. Musil, seconded by Ms. Ingram, which motion unanimously carried, the Board of Trustees accepted the recommendation of the college administration to approve the low bid of \$140,390.00 from MTS Contracting, Inc., plus an additional \$14,039.00 to allow for contingencies for possible unforeseen costs, for a total expenditure not to exceed \$154,429.00 for masonry repairs.

PRESIDENT'S
RECOMMENDATIONS
FOR ACTION

Treasurer's Report

Following discussion, upon motion by Mr. Musil, seconded by Ms. Ingram, which motion unanimously carried, the Board of Trustees accepted the recommendation of the college administration to

approve the Treasurer's Report for the month January 2018, subject to audit, as shown in the board packet.

President's Monthly
Report to the Board

Dr. Sopcich stated that the contents of this monthly report are great examples of faculty and staff involvement in their respective fields, as well as the community. Dr. Sopcich gave kudos to Dr. Jay Antle and JCCC's outstanding Sustainability Program, specifically for two upcoming visits:

- April 10th: The Interlochen Center for the Arts in Michigan will be sending a team down to study our composting facility, farm, and academic integration.
- April 19th: Kansas City Southern railroad will also be touring the Sustainability program's facilities.

Dr. Sopcich also spoke to Lisa Elsner's award and recognition earlier, saying she really embodies the spirit of this college. Dr. Sopcich was honored to speak at the Naturalization Ceremony held in Yardley Hall this week, where over 400 people gained their American citizenship. Trustee Lawson was also in attendance and thanked Dr. Sopcich for his moving speech. Dr. Sopcich spoke to the Open Forum issues, saying that he knows it is difficult to have to listen to people questioning the college's integrity and not being able to respond/fact check, and take the brunt end of the often inaccurate portrayal of situations, but thanked the Board of Trustees for their support and comments tonight highlighting the integrity of processes taken to make difficult decisions.

REPORTS FROM BOARD
LIAISONS

Faculty Association

Dr. Arjo announced that FA has had their initial round of negotiations. Dr. Arjo clarified that there is no link between FA and a comment that was made by one of the Open Forum speakers regarding the track program, and he is not sure where that is coming from. Dr. Arjo spoke about the benefits of our recent Open Forum discussions, and despite the fact that it is uncomfortable to have discussions like this in public, the majority of the speakers have been former JCCC students and we should be proud of them for participating in democracy, and demonstrating skills learned

during their time at the college. Dr. Sopcich and the Trustees also commended Dr. Arjo for presenting a technical paper at a recent conference in Washington, DC.

Johnson County
Research Triangle

Dr. Cook reported that Mr. Lindstrom had indicated there had been no meeting since last month's board meeting and there was no report.

Kansas Association of
Community College
Trustees

Dr. Cook reported that there has been no meeting since last month's board meeting and there is no report at this time.

Foundation

Trustee Ingram reported that:

- The Foundation Board Development Committee met on Wednesday, March 7th to finalize candidates for the 2018-2019 board slate. The recommendation for Directors and Members will be presented at the Directors' meeting April 25th.
- The Polsky Practical Personal Enrichment Series presents the film Big Sonia on March 21st at noon and March 22nd at 2 p.m. in Yardley Hall. The movie focuses on the life of Sonia Warshawski, one of the last remaining Holocaust survivors in Kansas City. There is also a showing at 7 p.m. on the 21st, but it has already sold out. This event is also sponsored by the student club, Enactus, the Honors program and the Journalism and Media Communications department.
- All trustees are invited to attend the International Luncheon on Thursday, April 12 at 11:30 a.m. in the Wiley Hospitality and Culinary Academy. This luncheon is in support of the international and immigration services center.
- The Foundation's Annual Lunch will be on May 22nd.

CONSENT AGENDA

Following discussion, upon motion by Ms. Lawson, seconded by Mr. Musil, 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 February 15, 2018 Board of Trustees meeting.
Cash Disbursement Report	Ratified the total cash disbursements, as shown in the board packet, for the total amount of \$ 6,460,909.31.
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.
Curriculum	Changes to the curriculum, as shown in the board packet.
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	Retirements as follows: GAIL MUNOZ, KPERS, Administrative Assistant, Health Care, Wellness and Public Services, Academic Affairs, effective August 31, 2018. VIVIAN REINHARD, KPERS, Associate Professor, Mathematics, Mathematics and Science, Academic Affairs, effective June 29, 2018. LARRY STANFIELD, KPERS, Postal Services Associate, Business Services, Finance and Administrative Services, effective March 30, 2018.
Separation	Separation as follows: CORDELL BLACK, TAACCCT Career Coach, CSIT and Technical Education, Academic Affairs, effective March 6, 2018.
Reassignments	Reassignments as follows:

BRENDA KEATING, Administrative Assistant, Business, Academic Affairs at \$15.05 per hour to Administrative Assistant, Health Care, Wellness and Public Services, Academic Affairs, effective March 5, 2018 at \$16.35 per hour.

LYDIA BERBERICH, Testing Center Assistant, Testing/Assessment Services, Student Success and Engagement at \$15.05 per hour to Administrative Assistant, Mathematics and Science, Academic Affairs, effective March 9, 2018 at \$17.89 per hour.

CHAD YONKER, Counselor, Counseling Center, Student Success and Engagement at \$28.63 per hour to Counselor, Counseling Center, Student Success and Engagement at an annual salary of \$70,163.00, effective March 16, 2018.

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.

Additions or Changes
to the FY2017-2018
Staffing Authorization
Table for Full-time
Regular Staff

FROM: Foundation Operations Coordinator
TO: Director, Foundation

EXECUTIVE SESSION

At 7:20 p.m., upon motion by Ms. Ingram, seconded by Mr. Musil, which motion unanimously carried, the Board of Trustees agreed to recess to executive session for the purpose of discussing the JCCC emergency response plan pursuant to the Kansas Open Meetings Act exception relating to security measures to ensure the security of the College, its buildings and/or its systems are not jeopardized. Executive session began at 7:25 p.m. to return in 30 minutes in Open Session in the same location and no action would be taken during Executive Session. Invited to participate were Joe Sopcich, Terri Schlicht, Barbara Larson, Mickey McCloud, Randy Weber, Karen Martley, Tom Pagano, Tanya Wilson, Chris

Gray, Becky Centlivre, John Clayton, Alisa Pacer and Greg Russell.

At 7:55 p.m., the meeting reconvened in Open Session. Upon motion by Ms. Ingram, seconded by Mr. Snider, which motion unanimously carried, the Board of Trustees agreed to recess to executive session pursuant to the Kansas Open Meetings Act exception relating to consultations with the Board's bargaining representation in employer-employee negotiations. Executive session began at 8:00 p.m. to return in 60 minutes in Open Session in the same location and no action would be taken during Executive Session. Invited to participate were Joe Sopcich, Barbara Larson, Becky Centlivre, Jim Lane, Gerb Singh, Mickey McCloud, Randy Weber, Rachel Lierz, Colleen Chandler, Tanya Wilson and Melody Rayl.

At 8:59 p.m., the meeting reconvened and the Chair announced that no action had taken place during executive session.

ADJOURNMENT

Upon motion by Ms. Ingram, seconded by Ms. Lawson, which motion unanimously carried, the Board of Trustees meeting adjourned at 9:00 p.m.

Jerry Cook
Chair

Nancy Ingram
Vice Chair