

Johnson County Community College Board of Trustees Meeting

September 16, 2021

5 p.m.

Transcript of Meeting

- I'll call the meeting, the September 2021 meeting, of the Johnson County Community College Board of Trustees to order. I'm Greg Musil, chairman of the board. Help me start the meeting by saying the Pledge of Allegiance and we're gonna have a little help from the audience from a young lady who's here who just learned it. Would you help me?

- [All] 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.

- Thank you very much for your help. We are here, we have six trustees in the chamber and Trustee Lawson is on her way so we do have a quorum. First thing on the agenda is awards and recognitions and student spotlight is Alyssa Jimenez, Dr. Bowne.

- Alyssa is a student of ours, I won't tell much of a story 'cause I'll let her do that. But she and I, as I've had each month when I get to spend some time with her to just have a wonderful conversation with an incredibly talented, bright young woman. And so Alyssa, would you please come and we'd love to hear about you and why here and those sorts of things.

- Good evening, everyone, and happy Hispanic Heritage Month. My name is Alyssa Jimenez and this is my first semester here at JCCC. So, I am the daughter of an immigrant, my dad came here when he was around 10 years old. So he's had a pretty big impact on my life, I got to see his immigration process while I was in high school and middle school as well and that really impacted my story and what I wanted to do as a career. So, this I am planning, well, my major right now is liberal arts, but I plan on transferring it to a four year university to become a civil engineer and to hopefully one day become a civil engineer as well. So, starting, I graduated from Shawnee Mission East this May, going to a predominantly white school really impacted myself view on myself. I had a trouble identifying who I was and just finding my place there. It wasn't until an incident in my English classroom where I discovered racism for the first time. I presented on a touchy subject to my peers and they told me, why is this important? This doesn't affect us, there was no reason about talking about this. So this introduced me to my school's RACE Project. And I got to meet with the only person of color, teacher at my school, Mr. Muhammad, and he really impacted my life. He showed me that I have a place here and he introduced me to a group of people who also went through the same experiences as I did. While also doing that all

four years of high school, I was also involved in my school's engineering program where I got to meet an amazing teacher Mr. Teal, who really impacted my life and gave me so many opportunities. During my senior year, I was featured in my school's a district paper twice, once for utilizing the space within a water tower, creating a CSA, which is a community supported agriculture with an aquaponic system. And it introduced me to sustainability for the first time and helped me find another passion of mine. And also I was featured for creating a tactile map for a blind student of West Ridge Middle School, where I was also got to be featured in the Kansas City Star and got to be interviewed and it was an amazing experience. And with that, that really helped me decide that I can make a change even as a high school student and do something I really love and I'm passionate about. And with that, it helped me transfer into JCCC where I am now the Vice President of LUNA, which I love so much. I love teaching people about my culture and getting them involved, especially for Latino students. It can sometimes feel like you are under represented and you don't have a place and you just don't have anyone that looks like you here. But it wasn't as I came here that I found amazing people and amazing group of people who really helped me just do everything that I wanted to do. And with that, I am also a member of the sustainability committee, and I am also an HDF scholar and I won second place at BizFest, that's just a little bit about me.

- Well, Chris, she knows how to get in a paper or a communications program, maybe we so a little promotion with Alyssa. We certainly hope you find a place here. I wish we didn't have our masks on so that you can see the smiles here because that might make you more comfortable as you start your speaking, and once you get done, we're all smiling with what you've accomplished. We usually have questions from a trustee or two, anybody wanna ask Alyssa, Laura, how about you.

- Alyssa, thank you so much for being here. I won't hold it against you that you're an East, all my kids will go to West so Vikings and. We'll just move on from there, but congratulations on being a really incredible scholar from Shawnee Mission, I'm a Shawnee Mission teacher. So I know that both Shawnee Mission and JCCC are working to acknowledge and embrace the diverse voices and diverse student bodies that we have. What kind of lessons did you take away from your time on East, especially with Mr. Muhammad, and the projects you worked on? He was actually spotlighted a few years ago and I got to meet him and haven't been able to keep up with all the awesome things he's doing. But I'd love to know what lessons you learned there that you think would apply for us as a big institution here at JCCC.

- I think when it comes to medical, because I know a lot of Latinos struggle with going to the doctor and just getting there in the first place because they feel like they might, like the doctor is not gonna understand what they're saying, they might not speak English as well so they have to bring the translator like their kids and that's a really hard time on the kids as well 'cause they're having to translate for them, especially at a very young age, I never had to do that because my dad spoke English as well, but that's just one of the biggest takeaways I've like learned from there as well. Especially getting involved, getting like the word out there to all the students because a lot of students don't even know that programs like that exists, like RACE Project. I know I didn't until the second semester of my

freshman year and I wish I knew about it earlier because I would have not had to go through a pretty dramatic event like that in high school, but yeah, that's just my--

- How did you find out about it? What are ways that at JCCC, we could help get particularly more Latino students involved in clubs and part of our other organizations outside of basic classes? What do you think is a good way to do that?

- Probably through the teachers, the professors because they're the ones that are with the students hands on and they can tell them about the resources that are on hands for them. I know that would have helped me out a lot and that'll help out a lot of students as well here at JCCC. You guys do an amazing job in the first place anyways with advocating for LUNA and with BSU as well, it's just amazing what you guys do.

- [Laura] Awesome, thank you so much.

- Other questions, Paul.

- Well, thank you for being here and sharing your story, we're very happy you're here. And you are involved in so many things and I think you said this is your first semester.

- Yes, this is my first semester.

- You have so much more you can do so we hope to keep you as long as you wanna be here. I did have a question. You said you were involved with the sustainability committee, does that mean you're also involved with the sustainable Ag program? And I was curious how that compared to what you did at East.

- I am not involved in the sustainable Ag program. I just joined the committee just a couple weeks ago. I was first introduced to it through Landmark Water Towers, I received a letter of recommendation from them so they helped me connect with the sustainability program here. And like it showed me that engineering cannot just be used to like break down buildings and just build things, it could be also used to like help people in their daily lives so yeah.

- Great, thank you.

- [Lee] Mr. Chair.

- Yes, Trustee Cross.

- Do you have an interest in sustainable agriculture?

- Yes, a little bit. I know not that much about it but it's been really interesting to like get into it and like read different articles about how sustainable agriculture can really affect us and the future.

- I don't know how but I'm on the panel, the advisory panel for sustainable agriculture, and I'll talk to some people there if you're interested.

- Yes, I would totally love that.

- Okay.

- I'm thinking agriculture and civil engineering, I think a trip West about 105 miles to Manhattan, Kansas would be an excellent next step in your life.

- There's other places right here.

- The Kansas State. Thank you for coming and thank you for picking Johnson County Community College, we look forward to more successes and please touch base with any of us if there's anything we can help you with.

- Yes.

- Thank you, Alyssa.

- Thank you.

- The next item on our agenda is the open forum period. The open forum is a section of every regularly scheduled Board of Trustee meeting. One open forum period, comments are limited to five minutes unless there are a number of speakers in which case the chair can limit that to three minutes. In order to be recognized, an individual must register before the meeting, either at the door by 4:45, or online if they want to participate by Zoom by the day before, close of business the day before the meeting. When addressing the board, registered speakers are asked to remain at the podium, should be respectful and are encouraged to address individual personnel or student matters directly with the appropriate college department. As a practice, the college does not respond in this setting when the matter concerns personnel or student matters or matters that are being addressed to establish grievance processes or otherwise the subject of review by the college board. Today we have one speaker, Aaron Prater. Aaron, come to the podium, give your name and address for the record and you have five minutes, welcome.

- Thank you. Aaron Prater, 3518, Emory, Independence, Missouri, 64110 I believe. I wanna thank the board for allowing me this opportunity. I have a short message I would like to read. I graduated from Johnson County Community College's hospitality program in 2009 and I've worked in the department for more than 10 years. When I received notification of the college decision to terminate my employment two days ago, being notified only by mail, I was provided no opportunity to defend myself nor any due process. For the past five years, I've been the subject of harassment and retaliation for attempting to address systemic issues within the hospitality department regarding sexual harassment, FERPA violations and food and workplace safety issues, as well as multiple violations of college policy and misuse of college funds. All I have done is speak up on behalf of our students according to my college training and college policies. Any conversations I had were in defense of our students and I speak in a tone and tenor no different than is used across the campus. I ask you please do not approve this recommendation. Regardless of your decision tonight, I ask you to please take seriously the concerns that I have raised regarding the safety and well being of our students, thank you.

- Thank you, Aaron. The next item on the agenda is Shelby Winter, the new Student Senate President. Shelby, welcome to the board meeting. And as with Alyssa, we're all smiling under here so there's no way you can mess this up so please, we look forward to hearing from you.

- Awesome, thank you. Oh, I'm very honored to be here on behalf of Student Senate. I am the student senate president and I wanted to first introduce like how diverse are all women board is on the executive board. So my vice president off the top comes from Nepal and I bet you've seen her at the last meeting, she's very passionate about leadership, student governance and advocacy. Our treasurer, Camille Moline. She was born and raised in Jamaica and she's currently pursuing her passion of nursing here at JCCC. And our parliamentarian Mala Gatehub, grew up in Ethiopia, and that inspired her to fill the gaps in the healthcare system so she's pursuing liberal arts here at JCCC. And our secretary, Deborah Wairimu, is an international student from Kenya studying information technology. So that's our all

women board, I'm really excited, and we've already been working on a lot of projects such as senator elections, they've been ongoing, and voting closes tonight. So we'll have new senators for our new senator retreat tomorrow to orientate our new Student Senators. Our first general assembly meeting will be happening next Tuesday at 1:00pm. And that same day, we'll have a collaboration with PELA, which is our Political Engagement and Leadership Alliance, which is a club here at JCCC. For a board of trustees candidates meet and greet happening at 4:00pm in the code lab. That's all I have, do you guys have any questions for me?

- Jerry.

- Thank you, Mr. Chair. Shelby, congratulations on the great work you're doing. And I guess time will tell about the activities and the procedures that come forth, but as I sit here, Dr. Bowne, and I'm not sure if this is the right time or place, but it seems to me it's pretty unique to have the board that you have that is so international in flavor. And it would be interesting to know how many colleges have that talent and that perspective of what's going on around the world today. So I'm looking forward to the work that the Senate will be doing, but I really wanna congratulate you on the broad range of the board you have and I wish you the very best.

- Thank you so much, Mr. Cook.

- Trustee Smith-Everett.

- Shelby, thank you so much for being here, it's quite a thing. I know it looks like we're Court of Appeals but we're really thrilled to have you. I wanna also congratulate you, echo some of the sentiments of Dr. Cook which is, it's a real honor and it's really incredible to see women executive, all woman executive or all international. And so I wanna nudge you and your executive board to think outside the box and to expand what JCCC sees or understands or has done in its capacity before and how you all are really uniquely qualified to help us as we're seeking to kind of transform who JCCC has been to who we wanna be. And you all are, I think this year maybe even, the most uniquely equipped to do so and we welcome that. And if you ever need our help, come back here and let us know how we can help you.

- Thank you so much.

- And if you ever get the wrong number of Cs after the J, that's what we do here, one way or the other, we go more or less, yeah.

- Yeah, about every time.

- All right, thank you, we look forward to hearing from you at each board meeting that you're available or somebody from the Student Senate, good luck.

- Yes, thank you so much.

- Thanks, Shelby.

- Thank you, Shelby.

- Thank you.

- The next item on the agenda is to hear from the college lobbyist, Mr. Dick Carter, who will appear by Zoom.

- Thank you, Mr. Chair, I hope you're still smiling under your mask as we approached the part of the agenda where I speak. I can't really see it, it's a really tiny screen on my end. The past several weeks have been among some of the slowest from a legislative standpoint during the interim, at least as far as in recent memory as I can recall. Revenues continue to outpace the projections and I think that's going to make for an interesting November consensus report which is what the legislature will use as a guide when developing its budgets for the 2022 cleanup budget as well as the full 2023 budget. Conversations are underway presently on the Promise Act trailer bill to clean up some of the things that need to be fixed for that bill to make it work better moving forward, as well as the Motorcycle Truck Driver Training Fund bill which is very important to the program that we have at JCCC. So those conversations are underway for the 2022 session, nothing concrete as of yet. Speaking of conversations, let's have one about the Board of Regent's meeting yesterday and today. There was a joint meeting between the Kansas State Board of Education which oversees K through 12 education, and the Board of Regents. A member of the KSBE board commented that he would like high schools kids anywhere in Kansas to be able to work with any community college they want, whenever they want. That is going to bring into question issues of service areas, and it did in that conversation. The two groups agreed to form a working committee chaired by the respective board chairs, so the Board of Education chair and the Board of Regents chair. No community college expertise or representation will be present. And given some of the recent common matters of the Board of Regents, we hope that the meetings will be announced and made public. The board made it known that they would like the Kansas State Board of Education to require FAFSA completion for graduation of high school students. That also brings an interesting element to the mix when those two boards get together and start discussing what they will

give and take. Later in a different conversation not part of the meeting, there were comments made to the KACCT rep who was present, and that's Heather Morgan, as to what we would like to see in our budget request. Interestingly, those budget requests were submitted more than a month ago to the Board of Regents. So I think you're kind of beginning to see a little bit of some of the disconnect that we have when working with that state board. Finally during the board discussion and deliberation of the overall Board of Regents budget, they arrived at a number around 175 million. Keep in mind those are new dollars, the highest request that's ever been made was 95 million and I believe that was a year or so ago and that number quickly dwindled to less than 50 million. There is no regard, in this discussion, there's no regard for one time money in the maintenance of effort issue, all of those dollars were to be treated as one time dollars. There's a mixing and matching of the 15 million that was sent to community colleges as part of the maintenance of effort dollars. So no differentiation necessarily between tiered and non tiered hours. The mega request money in a number of things would go to the block grant, deferred maintenance, need based aid increases, economic development programs to be offered by state universities on a competitive basis. And I can tell you, if this budget goes forward, it will fall flat on its face. I think that it's a little bit irresponsible to make a request of that magnitude in the environment in which we find ourselves during this particular time. So this is just a little bit of a taste of what it's been like to work through issues even like the Promise Act. So Mr. Chair, I think I would stop there. It was quite an interesting two days of meetings at Board of Regents.

- Thank you, Dick. Kansas Board of Education governs K12 and the Kansas Board of Regents governs or supervises higher education, both community colleges and seven reagent universities.

- Six, they govern the six state universities and coordinate the efforts of Washburn University, the technical colleges and the 19 community colleges.

- Okay, great, thank you, questions for Dick. Trustee Ingram.

- I don't wanna speak out of turn but I did attend those meetings and Dick, you're absolutely right, it was kind of astonishing to me that when the two entities indicated that they would like to continue to meet, that we were not included. So I would just offer that I know that Heather Morgan was involved in a conversation with one of the reagents who came to her after that and hopefully she will be included. I likewise had spoken with Cheryl Harrison Lee and indicated that I was just frankly surprised that both of us were seated in the room, we were separated, but that we were both there and certainly a part of the conversations that had been ongoing, but that we were not given an opportunity to be at that table. So I just wanna offer that we have proceeded with some discussion and hopefully, we're not shy about saying we were not included and we would like to be.

- Dick, I have a question about geographic territories, service areas, where each community college is assigned a certain service area by counties. Is there any linkage in your mind that if we eliminated

service areas such that a high school student anywhere in the state could utilize Johnson County Community College, that that would then be impetus for a statewide mill levy?

- Absolutely, that is an impetus for that conversation. And I think it goes even further than that, I think if you begin to go down that road, if I'm a state university CEO, I would be awfully concerned about a JCCC being right next to my county. And that holds true for other areas and for other state universities, it works both ways. So I think that it opens up a whole new can of worms that I'd rather not deal with. I mean, it's already gonna be a crazy session in an election year, but it just magnifies the complexity of higher ed if we go down those roads.

- Thank you, Trustee Cross.

- [Lee] Yeah, wouldn't any road to a statewide mill levy, wouldn't that be raising taxes?

- Presumably, it would be.

- If we have a statewide mill, there'd be a tax increase, right?

- Could be seen as that, yes. Depending on how it's constructed and what the requirements of it are.

- And the money would then redistribute money throughout the state hopefully to other schools that need it, our sister schools, but it would be redistributionist policy to do that, right?

- I think it's fair to say if it's consistent with K12 and otherwise, Johnson County would contribute more than its proportionate share just on a dollar for dollar standpoint, what our proportionate share is from a social equity standpoint is what the debate is always about.

- I didn't know we had redistributionist allies in Topeka, that's interesting.

- Dick, thank you, appreciate your work and enjoy the slow month, it will get faster.

- [Dick] It certainly will, thank you, sir.

- Next item is the faculty association, Dr. Leiker.

- Well, my report will remove the smiles from your faces, although we'll never know it. Good evening to all. My time is short so I won't waste it by mincing words. Our academic year is off to a rocky start, at least as far as faculty administrative relations are concerned. Some of this was probably inevitable given that more people are back on campus now. We all heard that Committee of the Whole that ethics point reports were down last year, maybe because folks worked in isolation and weren't interacting much. If so, then the months ahead will be an interesting sociological experiment. I'd like to quickly hit on a few flash points that have emerged to try and provide an overall picture of what's happening. The Educational Affairs Committee began its work last week under the new leadership of Fine Arts Professor Mark Coward. Apparently there was considerable discussion about whether the group should meet exclusively in person or if there should be a remote option. Why that deserves any discussion at all is a mystery to me considering that FA, ABC, nearly all departments I know of have already moved to hybrid formats. Overcoming initial opposition from the associate VP who coordinates those meetings at affairs will proceed with remote options for the coming year. At the FA meeting on Tuesday, we heard concerns about the strategic planning process, specifically the compressed timeline which would present the plan and its metrics to Committee of the Whole by early October, just a couple of weeks away. Concerns were raised also about how goals and action steps are being identified. No one seems to know when or if faculty input will again be solicited. And two of our representatives in that process, both FA officers wonder if the early spirit of inclusion is being replaced by the top down approach we're all so familiar with. I've asked those individuals to put their concerns in writing, which they have, and I'll present them to Dr. Bowne and Mr. Clayton in the next few days. The spring 22 schedule went live for public viewing this week. Within two hours, my wife who teaches business office technology was getting questions about what time her classes meet, are they hybrid or in person, what is a hybrid anyway, please help me out because it doesn't make any sense when I look at it, and things of that nature. Hers is a small department, the problems are magnified in areas like science where teachers are trying to help students navigate the confusing realm of the Banner class search interface. I challenge all trustees to enter our website, try to sign up for a credit class and measure how long it takes you to determine what you're actually signing up for. The frustration you'll encounter lands on people like Professor Lori Slavin of chemistry who since the new course designations took effect has, and I quote, "Been yelled at, cursed at, "been accused of all kinds of things, "and hung up on more times than I can count". They also fall on instructors like Brenda Edmonds of math who took pains to show me just how many screens it takes to discover that a certain college algebra section meets on Zoom three times a week with one specific on campus day for a midterm exam. If I'm confused, you know students are too. And while I wouldn't assume a causal connection to the drop in maths asynchronous enrollment by 28% since last year, it's reasonable to suppose students are clicking on the websites of our competitors and doing some comparing. By the way, I hope no one is taking this criticism personally, my own popularity hasn't been exactly stellar since I made clear that academic proctoring is an issue for the ABC and not FA to tackle. Professor Tai Edwards and Dr. McCloud have been working on some tentative steps to fill the hole that was left when testing services changed. But it is still an ongoing challenge for accounting, science and math to find and schedule the classrooms they need for in person testing. Speaking of the math department, I attended their meeting yesterday when Dr. Bowne introduced a new approach for co-

requisite remediation as a way of improving success rates. Andy, you and I spoke Tuesday about your plans for that meeting, I'm curious to hear what kind of accuracy rating you'd give my prediction concerning the faculty's reaction. To say it was lively would be an understatement, to say it literally produce tears would not be an exaggeration. There's a lot on this topic about what my math colleagues need to educate me before I can speak intelligently. But from my corner of the Zoom screen, I heard two major takeaways, that the four faculty who do Quickstep plus believe their hard work and accomplishments have been minimized, and that administration wants a major revision affecting thousands of students within an unrealistic timeframe. During a semester when people are already working 10 hours a day or more, finding new ways to teach and assess during the biggest public health crisis in more than a century. I'm gonna say something that will sound sacrilegious to many of you, completion rates aren't over them, neither is enrollment. Both are important, sure, but they should not be the full measures of success. My dad was a carpenter, he built houses all over the town of Hayes. He could guarantee the outcome of his product because he had control over two things, his tools and the raw material he chose to build with. Faculty have control over neither. For our tools, the classrooms, the labs, the technology, we depend on you and the people behind me. For our raw materials, the students wanting to be taught, we have as much control as a doctor has over the patients who come into the ER. We teach whomever comes through the door and they come with all backgrounds and levels of preparation and sometimes with no preparation at all. We do our best, but at the end of the day, we don't guarantee outcomes, nor should we, to do so would be to take credit for students success and shoulder the blame for their failures. Both are unfair to them and to us. All this speaks to a growing morale problem of which JCCC is not alone. Hardly a day has gone by in the last few weeks when an article hasn't appeared in the Chronicle of Higher Ed with titles like "Why I'm Leaving Academia", "A Great Disillusionment", "On The Verge of Burnout", and "A Mental Exhaustion". I'm not an optimistic person by nature, but as long as I'm FA President, I don't permit myself the luxury of getting cynical, I choose to believe improvement is possible. Lest you think there are no bright spots, I'll give you two. I've heard from counselors that their morale is significantly better since their request for part time remote work was accepted. And at Tuesday's FA meeting, Alisa Pacer gave an excellent overview of the college's handling of COVID and asked for faculty's help in changing behaviors that will keep the campus safe and allow in person teaching to continue. I asked her to do this, it was not required of her, public health is not an FA matter. But the more astute of us know that important messages should be repeated wherever possible and territorial boundaries are a silly thing when it comes to communication. I realize administration is trying to create a structure based on process, ensuring not only that problems get fixed but that they're fixed in the right way. That's fine, but I submit there is no structural solution to a cultural problem. In our case, that problem is manifest in a prevailing sense among those who teach and advise that concerns maybe are being heard, but they're not being seriously acted upon. That concludes my remarks.

- Jim, thank you for the uplifting report. I know those are all serious issues, you and I and Brett discussed some of those that are breakfast. I think it's fair to say that I don't agree with the characterization of all those, I appreciate your bringing them to this board, I'm more so appreciate your working through the administration on those. As to the tools, unless I've been misinformed, the \$40 million project for the science labs has had faculty intimately involved in what tools were there. Our reverse classrooms have had faculty involvement, certainly through ABC and the shared governance plan that started long before

Dr. Bowne got here, we've had faculty input. So the cultural problem you described, I'm an optimist, I'm opposite to you, but after 11 years here, I've always been concerned that the faculty, the vocal faculty members think they're underappreciated when in fact I don't they are.

- I don't believe I offered criticism on the tools that you're providing. And I could stand and produce a report with all the positives, I don't believe that's my role.

- That's where we maybe disagree because I think the problem I have is that when you come up here, you tend to throw a number of negatives on the table or we get a couple of positives and then we go with a but. And I appreciate having those, I think it's important that we hear them, but I think when we harp on a negative culture, we tend to get a negative culture. And I love what you said about territorial boundaries shouldn't stop communication so I'll pledge to continue to do that and I promise you, I will schedule another breakfast in October so I'll do that. Are there other comments for other, Trustee Cross and then Trustee Smith-Everette.

- Mr. Chair, I appreciate your attention to this matter. And Professor Leiker, it sounds, I don't have all the facts, we're not blessed with the knowledge of insiders or administrators that have dealt with these issues for years, but these sounds like some of the same things that we had issues with under Dr. Sobchak. Is that an accurate statement?

- Some of them are new, some of them are carryovers and some of them have been here for 20 years or more.

- Fair enough. I think that if I hear you right, that you'd like more attention to this than simply superficial listening and breakfasts.

- I hear an awful lot that faculty aren't being heard. That's not the problem, we're being heard, we need to see these concerns being acted upon. And while I take Greg's comments about the tone of my report seriously, I'll stand on the FA president's prerogative that I bring items before the board that I think need attention. And if that comes across in a disillusioning way, then that's the consequence.

- I think like Trustee Musil, I'm a pragmatist, I can't claim the optimist manual he can, but I'm a pragmatist and a practical person and I think that we've had some really consistent problems here I think the last five or six years, and certainly in my time, I do think there's a ton of positives we worked to outline those. I appreciate your honest counsel and I'm sure there'll be other remarks now that I've spoken, but appreciate you being here.

- Thank you. And I'll ask the trustees to look back over the last 18 or so months of my reports and count the positives and negatives and I don't think you'll find that I'm as cynical as perhaps I'm being painted here, not that you did that Trustee Cross.

- [Greg] Laura.

- I wanna thank you for being here, I wanna acknowledge your role is to represent the faculty, and I understand that and I think that you do a fine job of bringing up the faculty issues. For my part, I just wanna be very clear, and I will continue to push back to you but also the other faculty that bring these sort of continually ongoing complaints about not being heard, that quite frankly, the faculty are not the center of this institution and they cannot be. And as long as the conversation always centers around faculty, then we're really misguided in what our purpose is. And I will say that I feel very strongly that some of these changes have needed to happen 10 years ago. And I frankly think that leadership did not have the ability to overcome this constant narrative that the fact that it wasn't gonna happen or work the way faculty wanted it to. And frankly, if we don't make every single conversation about students and why or how it best serves students, then we're all gonna find ourselves out of a job really quickly. And I wanna communicate that with you directly because I know I can be that blunt with you, and I also encourage you, if you have faculty speaking about this over and over like you did, ask them to put it in writing so we can see the actual details. Because it's one thing to speak in sort of big picture not feeling appreciated, but it's another thing to actually get the details and get down to what it is that is actually causing this. Because in the short time that Dr. Bowne's here, I really have seen some of those changes that take a while for people to see that that's the avenue to get these grievances heard and get changes happening. And I think we're just at the beginning of those unfortunately and so for a lot of people, they probably don't see the ability to use some of these new structures to get these grievances heard. However, I do wanna say that change is the only constant we have in the world and we as leaders have to decide whether we are going to take change as what it is which is always happening and embrace it and say, what are we gonna do about it, rather than whether we're going to change or not? Because the question isn't whether we're going to change or not, it's how and when. And if the pace that we are going to make these changes is too hard and too difficult, and I'm a professional educator, we are living through a pandemic and I completely agree that that is a layer that we need to acknowledge for all people because it is oppressive and exhausting, we're making life and death decisions on a regular basis and that really impacts an institution and individuals ability to make decisions. However, we have to make some of these changes for the success of our students on this campus, and frankly, for the ability for this institution to keep going on. Because if we don't, we are gonna find ourselves irrelevant. So I wanna offer that to you as a way because I know that you are a vessel back to faculty, and I just wanted to put that out in the public and I'm happy to continue having ongoing conversations with you, I appreciate your leadership and I feel that you are a leader who is willing to at times stand up and offer us those blunt truths back to the group that you represent so thank you for doing that.

- Trustee Cook.

- Thank you, Mr. Chair. Dr. Leiker, thanks for being here, I have a son-in-law who's a high school principal in the region, the Kansas City area, I have a daughter who is an elementary principal in the region, same school system, we visited a little bit about the challenges they have, I consider you to be an administrator of the Faculty Association, I consider you to be in a really difficult position because everybody's bringing concerns to you. And when I have a chance to visit with them and they ask about, gee, what do we do? Well, if everybody's doing their job, representing who they represent, we're going to have conflict, if everybody is passionate and feels good about what they're doing. And so the question isn't whether we have conflict or not, it's our ability to deal with it. And so I kind of agree with Laura Smith-Everett here in terms of how do we go about the process? The challenge with having input and shared ideas is that if I don't get my idea approved, I'm not happy. And so I would challenge all of our administrators and our team to how do we deal with conflict differently? How do we deal with it so that we can have action in a timely fashion? So I appreciate what you're doing and I know you're in a tough, tough position. I think I heard you say that when there's student failure, we blame the faculty, and when there's student success, the faculty do not get credit.

- [Jim] I didn't say everybody does that but I said--

- Did I hear you say that?

- I said I think higher ed is leaning toward a culture where that's coming.

- And where I have difficulty with that is that whether it's student highlights coming to speak to us or whether it's visiting with students out on the campus, time, and for 12 years, time and time and time and time again, people say someone at Johnson County Community College, a faculty member helped me, related to me, and if it wasn't for them, I wouldn't be successful, they helped me find my way. So I feel badly that there are, and I appreciate you editing my understanding that faculty need to know they're making a huge impact on these students. And I feel badly when there are some that feel they don't get the credit. because we really impact students that come here from other places.

- If I can insert there Jerry, the operative word you used is help, the students successes are their own, I don't take credit for those. If I can facilitate their learning, if I can take a student that's coming in with challenges and let them walk out the door with having done better, than I feel I did my job, but the success is there's.

- I understand that, but if it hadn't been for your interaction with them, they might not have received the degree of success they received. I'm just saying,

- I understand that.

- Take a little more credit for what you're doing. Anyway, thank you.

- [Greg] Trustee Lawson.

- Thank you. I don't think it should matter how you explain this to us, whether it's as negative as it needs to be or positive. The fact is, I thought that comment was very dismissive and devaluing of what your report is when it comes to the board. And I wanna make sure that the message is very clear for any Faculty Association president that no matter how that is presented, if you need to tell us what is going on, that you have the freedom and the space to be able to feel confident to continue and your successors also to be able to come up and talk to us. However negative that may look like, that's great, we need to solve problems, we're not here to have rose colored glasses and look at everything as rosy and great, that's not the point, the point is solving problems. So I appreciate you coming up here. When it comes to a lot of the math changes that are happening, I'm someone who is in favor of what the administration is doing, but I'm open to the conversation to be able to discuss more of why I think that way and to be able to problem solve. So I appreciate you coming up here and what you have to say is valuable and I don't care what form it comes in, I just appreciate you speaking on behalf of the faculty.

- Thank you, Ashley, I will.

- I see nothing else, thank you, Jim. I think we all feel like we can be honest and frank with you and you'll be honest and frank with us, I've never seen anything other than that and I appreciate that.

- You can count on it.

- I know I can, thank you. The next item on the agenda is the Johnson County Education Research Triangle, Trustee Cross.

- Thank you, Mr. Chair. The committee has not met since we last met and they will again meet in October.

- Kansas Association of Community College Trustees, Trustee Ingram, you gave party of your report with the Kansas Board of Regents meeting, but the floor is yours.

- Yes, thank you. Now, this will be strictly information from our June, it says June, it was August 2021 meeting recap. We did meet in person and in a hybrid format at Hutchinson Community College and we had all colleges in attendance represented either by their presidents or trustees or both. We heard about emerging legal issues including changes to Title IX, social media litigation and other aspects of governance of which boards of trustees need to be aware. We did hear from Regent Cindy Lane about her role as chairperson of the Governor's Education Council, the Advantage Kansas Coalition, and had a robust dialogue about how K12 and community colleges can work better together. Regent Lane asked for consistent and constant communication to help advance the higher education system. So once again, we're hearing about the importance of communication and collaboration. We also heard from Kansas Department of Education Commissioner Randy Watson about his Kansas Can Tour and about the graduation task force for which he is looking to make changes for our incoming eighth graders through high school students. We heard from House Representative Jason Probst about the upcoming legislative session and hot budget issues of unemployment, the state budget which is structurally imbalanced despite record revenues, upcoming tax credits which will be proposed this session, and the effects of poverty and how policy implications may impact people's decisions regarding higher ed. If you will remember when the governor was here to sign the Promise Act, I was acting in place of our executive director, Heather Morgan, who was unable to attend that ceremony. At the end of the ceremony, I was given a signed copy of the Promise Act and the pen which was used to sign. And after I left that event, I contacted Dr. Bowne and I said I knew that that piece of information as well as the pen was not mine to keep. So we discussed and at that KACCT meeting, we presented Heather Morgan with the pen and the certificate. And Dr. Bowne said a few words as well as Fort Scott president who is the Council of Presidents president. Alicia Johnston also spoke to thank Heather for her incredible work regarding the Promise Act. We also had a report from a company called EAB. They presented on enrollment trends, guided pathways and facts about why colleges need to change what they have historically done related to recruitment, enrollment and student experience. We also welcomed anyone who would be interested in serving as a KACCT officer, we will have elections in December. The presidents and the trustees then broke into groups to discuss issues and opportunities facing Kansas Community College and this information was shared out between the group and commonalities we're seen across the state and within our colleges. So that was a really positive piece of the meeting and everyone really seemed to enjoy that and we will continue to do that kind of a breakout session. Heather then brief the group on issues regarding free college. Some of that information was send out to all of you, we had a statement on that. We reviewed the KACCT legislative agenda which also was in the packet prior to the meeting. Just a lot of general information was exchanged. It was then suggested that the December KACCT meeting is likely that we will discuss critical race theory. So we will be considering a statement, if in fact that is something that the group agrees on at that time. So, we did adjourn the meeting right at 12 noon on that Saturday and the next meeting will be at Pratt Community College on December third and fourth, it has not been decided whether that will be a hybrid or just simply in person. Heather is a one man show as our executive director, she does not have an assistant so kind of managing all of that is a lot. So we will make that decision. And I do believe that the president's officers as well as KACCT officers

will be meeting over the next couple of months to kind of walk our way through the next year. So that concludes my report.

- Questions about the KACCT quarterly meeting. Trustee Lawson.

- Yeah, so I had a call coming here from Butler Community College, I guess there was a conversation about core requests at the KACCT meeting, that we get core requests in our board meeting.

- I heard about that, that was not a discussion item that we had so it must have been a side conversation that someone had, it was not discussed in general terms.

- Okay. They said something that you mentioned that we get those core requests in our board packets for public review.

- I did not mention that at all, that was not mentioned to my knowledge at all. I understand, I heard that, that was reported to me as well that someone had shared that, but that wasn't publicly discussed as far as I know. So I was surprised by that and I spoke to Dr. Bowne about that.

- Great, I appreciate that 'cause it sounded like a bunch of presidents and trustees coming together to share core requests and I just think that's incredibly disrespectful of you people.

- Oh, no. No, that did not occur, I'm not sure where you got that information.

- Well, I mentioned I got a call from the Butler trustee so I just wanted to, as I'm coming here so.

- The Butler trustee who was there?

- I don't know. So I'm just saying I got a phone call so I just wanted to ask that question.

- If I could just.

- Sure.

- There are no conversations among presidents and I haven't seen any of the meetings that I've been to and participated in where there are any discussions about core requests.

- Okay.

- Comparing core requests or anything like that.

- Yeah, if it was the only thing I would just ask is that if we can have a line item showing those score requests before it becomes something like that out there which I don't even see in our board packet period. So I feel like that's something you have to specifically ask for core requests, correct? Yeah, I mean, that's what I thought. Okay, that resolves it, it was the question I had about the meeting at KACCT.

- No, no, okay, glad you asked, thank you.

- Trustee Cross.

- Yes sir, thank you, Mr. Chair. I don't understand, what is a core request?

- Kansas Open Records Act request, KORA. KORA, yeah.

- Excuse me. And then was it Trustee Jim Howell, I think Jim Howell is a trustee at Butler, is that who called you?

- No.

- Okay.

- Other questions? I don't see any so we'll move on to the foundation liaison report, Trustee Snider.

- Thank you, Mr. Chairman. At a previous meeting, I reported the foundation provided \$1.6 million to two college students last year and that was a new record. But I spoke too soon, now that the fiscal year has officially closed, the foundation is proud to report the actual amount provided to students exceeded 1.7 million. So that is again a new record. And this is an important milestone because it came at a time when so many of our students were really struggling with changes in the community and COVID and everything else so thank you to the generous support of the community that stepped up with increased contributions to the foundation. The next foundation board of directors meeting will be held on Wednesday, September 29th at 5:30. This meeting will be held at the Olathe Health Education Center, OHEC, part of the college's nursing program. The Center for Sustainability's harvest dinner was held on Friday, August 27 and there was a tremendous success, more than 130 attendees helped raise funds to support scholarships for students in the college's sustainable Ag program. The foundation's annual lace up for learning 5k either run or walk based on your preference will be returning to campus on Sunday October 10 with proceeds benefiting student scholarships. You can register as a team or as an individual. And you can find details on the foundation's website, we are anticipating more than 200 participants to that event. And the foundation continues to plan a limited capacity in person summer attended evening gala on November 13. Event and table sponsorships as well as individual ticket opportunities are all currently available. And in addition to that, the in person gala, the foundation is again providing opportunities for people to make direct contributions to student scholarships. And you can contact the foundation office or visit the foundation website to learn about those options. And that is it, thank you.

- Questions for Paul. I think one of the things we need to talk about as a college, it involves KACCT and probably Dick Carter and the foundation is, the KACCT put out a one pager on free community college which indicated the limitations of that and how it may or may not be as useful to Johnson County community colleges as other places because of our large property tax base. We also have \$1.7 million worth of private funds to support our students. People may not be as interested in giving those if they think that federal funds or some other fund is gonna pay for those. So, I think all those wrapped together and what's gonna end up with a big public policy decision probably in Washington, but we need to think about those as a statewide organization and as a community college, and how that affects our ties to the community because I think going out and raising that money and having people come to some agenda at evening or lace up for learning is an important part of our community part of our Johnson County Community College. So I think there's a risk that if everybody thinks it's just free community college as opposed to expanded Pell Grants or other things we talked about, we could lose that, not only that community tie, but that community funding. So I just wanna bring that up because I read with interest the one pager that KACCT put out so thank you, Paul. The next item on the agenda is the revenue neutral rate hearing. The revenue neutral rate hearing is a new item, it's a process pursuant to Senate Bill 13 passed by the Kansas legislature and signed by Governor Kelly, requiring any taxing jurisdiction in the state that intends to exceed their revenue neutral rate, in other words basically take a penny more than they took the year before, as calculated by the county clerk to publish notice of such intent in the newspaper and to hold a public revenue neutral rate hearing in addition to the annual public budget hearing that we have held every year I think since the college has been in existence. So, the hearing provides taxpayers an opportunity to make public comments on the college's intent to exceed the revenue neutral rate. Rachel will probably correct me when she gets up here, but revenue

neutral rate means whatever amount of money we spent last year, we would lower the mill levy to raise that exact amount of money. If we raise a penny more than that, we have to have this public hearing. And because our adopted management budget in May and our published budget in July all indicated we were going to raise more than a revenue neutral rate, we must have a separate public hearing. JCCC intends to levy a tax rate of 9.086 mils which exceeds the revenue neutral rate of 8.771 mils. This proposed rate will generate 3.9 million in tax revenues over what the revenue neutral rate was for fiscal year 2021. So basically our fiscal year 2022 budget would be about \$3.9 million more. Our proposed rate of 9.086 mils is 1/10 of a mill lower than the current rate of 9.191. Again, that was adopted by this board to lower the mill levy by 1/10 of a mill. The college has lowered its mill levy rate in three of the past four fiscal years, meaning the JCCC hasn't taken as much as a continued increases in valuation would otherwise allow us to do so. After the revenue neutral rate hearing is complete, we will then hold a similar public hearing for the annual budget hearing after which we will ask for the board to adopt a resolution to exceed the revenue neutral rate and then we will have a vote on adoption of the legal budget. So, any specific questions about that process before Rachel comes up and gives us an overview of the budget? Rachel Lierz, our college CFO.

- Okay, thank you. I've got a couple PowerPoint slides here that I'd like to share in order to provide a brief summary of our budget and a little bit of context before we move into the revenue neutral rate and our annual budget hearing.

- [Greg] You just indicated something that I don't think we've thought about, the speaker can't see a computer screen, can you?

- [Rachel] It's okay, I've got my notes.

- [Greg] Okay, but that might be something we look at in the future but one down here maybe or something so you're not looking over to the side. Sorry to interrupt but--

- [Rachel] It's okay, it's all good.

- [Greg] We're changing things around and we're gonna learn stuff.

- [Rachel] Okay, good. So the first slide here, this is a very busy slide, but just wanted to start with a little bit of information and reminder about our annual budget calendar. So we have a very lengthy budget process, it's essentially a 12 month process from start to finish and it's been extended a little bit longer than normal this year because again of Senate Bill 13 which required that tonight's revenue neutral rate hearing has to occur between August 20 and September 20. So you'll see those related adjustments to

our calendar. As a reminder, the college operates on a fiscal year that begins on July 1. So many of the activities in this budget calendar are centered around getting a management budget or a working budget in place before our fiscal year begins on July 1. And so of course, the board adopted that management budget back in May and we've been operating within those parameters since that time. That means tonight's task, again, is to adopt our final and our legal budget which sets our statutory spending authority, and it also officially establishes the amount of property tax dollars that we intend to levy based on a proposed rate. And so again, just to clarify, the final mill levy rates are not actually set until the beginning of November when the final property valuations are certified by the county. And so it's likely that there will be a slight adjustment to the final mill levy rate at that time. But again, we have a very long process, it's a collaborative process, over 100 people on our campus are involved in putting the budget together every year. Our process provides for regular updates to the Board of Trustees and the Committee of the Whole. Most importantly, we have our annual public workshop in April, and again, that's an advance of that July 1 fiscal year began date. So after tonight, we will be done with fiscal 22 and then next month we'll get started talking about fiscal 23. No rest for the weary. Okay, so a little bit of detail again about our general fund budget to summarize the main components of our revenues, starting with our property taxes. So our budget is based on an assumption that assessed valuation will grow by four and a half percent next year and that will drive the year over year increase in our property tax revenue, the growth in property valuation. As Trustee Musil just mentioned, our proposed tax levy rate is higher than the revenue neutral rate that was calculated for us by the county clerk, but it's actually about 1/10 of a mil less than our current tax rate. And again, the board has voted to lower our mill levy rate in three of the past four fiscal years. With regard to our revenue from student tuition and fees, we are estimating within our budget that our credit hour enrollment will decrease by 3% from where our budget was last year, and that's really due to the impact, the continued impact of COVID on our enrollment. And tuition and fee rates will remain unchanged. So that means that for the third consecutive year, Johnson County residents will pay \$94 per credit hour, in state students, \$112, out of state and international students, \$223, and then our Metro rate, discounted rate of \$138 per credit hour. Moving into our expenses for salary and benefits, that's the largest component of our budget, we are not budgeting a change in the total number of positions that we have for faculty and staff members. We are providing for on average a two and a half percent salary increase and that's based on the master agreement that was negotiated with the Faculty Association and that process was completed in June. Our total operating expenses, the budget is actually going to decrease, however, we have established a placeholder of \$500,000 in funding to support our strategic plan and the emerging initiatives that are evolving from our planning process. I believe you'll hear more about that next month about some of the details connected to those plans and action items. And then again, our budgets on things like travel and supplies and events have continued to decrease, again based on the modified level of operations on our campus. And so again, we have a lower total amount of operating budget than we did this past year. And finally, within our capital category is the single largest component of the budget, and that's a \$26 million budget line item for the renovation year one of our science laboratory and classroom projects. And again, that's a two year project estimated to cost \$40 million. We're going to pay for that from general fund reserves, \$26 million this coming fiscal year and \$14 million dollars in the following year to complete the project. So when we look at the sources of our revenue, again, this is the general fund of the college, the primary operating fund, about 67% have our total revenue for next year is estimated to come from property taxes. From there, we'll have about 17% of our revenue from student tuition and fees, 14% from our state operating grant provided by state of Kansas, and then about 3% or 2%, excuse

me, of our revenue comes from investment income and other income. Total revenue projected at \$165 million. With regard to expenses, again, looking at those expense categories and the percentages as a total, our largest component of our cost structure is people. So when you look at the salary and benefit pieces of this chart, those add up to about \$125 million of our general fund budget or about 66% of the total salary and benefit costs. From there, we have our current operating budget which is about 16% of the total, that capital allocation is 16%, that is going to include the 26 million for the science labs, and then our debt service which is principal and interest due on our long term debt obligations is about \$3.7 million or 2% of our revenue, or expenses, excuse me. So in conclusion, the recommendation that you'll have before you this evening when we get to the Committee of the Whole report is for the board to adopt our legal budget, our final budget for FY 22 as proposed, that includes total revenue of \$165 million, total expenses of \$188.3 million dollars, for a net planned use of general fund reserves of about \$23.2 million. And again, that is the largest component of that use of reserves is the planned spend of \$26 million spending down reserves for the beginning of construction of the science lab project. So I will stop there and move on into the hearing.

- Okay, trustees what I plan to do is hold the two hearings and then ask everybody if they have comments on the both components before asking for a vote on the revenue neutral rate and a separate motion on the adoptive legal budget so we only talk about it once if that meets everybody's. Okay. I'll open the public hearing now on the revenue neutral rate. Miss Lierz, I'm gonna ask if you will stick your head out and make sure there's nobody out there that wants to speak. We have no registered speaker for either of the public hearings but I'd like to confirm that before we go forward. We have no individuals who wish to speak at the public hearing on the revenue neutral rate. I will note for the record as I promised I would that to constituent, Dennis Batliner, that he submitted written testimony and I think each of us saw and we will include that as part of the minutes to today's meeting. With that I will close the public hearing on the revenue neutral rate hearing and open the public hearing on the legally adopted budget. We have nobody to speak and nobody outside to speak for as to the legally adopted budget. Once again, Dennis Batliner provided written comments with respect to the legal budget for 2021/2022 and we'll include those as part of the minutes. With that, I will close the public hearing on the legal budget adoption.

- [Lee] Could I just comment, Mr. Chair.

- Yes.

- It seems that the solution finds no problem, let me save Mr. Batliner's written testimony, nobody's here to complain about how we conduct our budget.

- I'll let each trustee draw their own conclusions, it's not unusual. I don't know that we've ever had a speaker in my 11 years to talk about the budget, but we can talk about it.

- [Lee] I appreciate that, I agree with you.

- I think what I'll do now is open up discussion on the budget and then we'll go to the resolution and then we'll go to a motion. So is there anybody that has any comments they wanna make about the budget, Trustee Snider.

- I have questions actually if Rachel's available. So with regard to the assessed valuation increasing approximately 4.5%, included in that 4.5%, am I correct that there is new construction in the county, new homes, new businesses, et cetera that's part of that?

- Yes.

- So am I correct in saying, if we wanted to tax or capture any tax from any of those new homes, a home that wasn't around in 2019 or even 2020, we would have to vote to exceed the revenue neutral rate. Is that correct? If we wanted to accept any money from a brand new home or business and jobs in county, we would have to... Okay, I just wanted to clarify that.

- [Rachel] That makes sense.

- I think that is my only question for you. And I will Mr. Chairman go into just a couple of quick comments. So this revenue neutral rate is a new process for us, I understand and appreciate the intent of it. I do wanna make clear to anyone watching this, I don't view what we are doing and exceeding the rate in any way as us raising taxes, at least in the traditional sense that one would think of raising taxes. Segwaying that to the mill levy, I do think that we have a mill levy that is too high and I expressed those comments whenever we had that debate in May or June. I will certainly vote to approve this budget and approve the revenue neutral rate exceedance, but I do believe that this board needs to be looking at adjusting our reserves and the amount of money that goes into reserves, and then trying to give some of that money back to our community members, thank you.

- Other comments on the budget? Trustee Lawson.

- I have an amendment but usually during that portion, there's a discussion to the amendment so I'm not sure.

- We can do that after the motion is made to adopt on the legal. I guess we have to adopt a revenue neutral rate, we have to adopt a resolution exceeding the revenue neutral rate regardless of whether it's \$1 or a million dollars. So we'll do that first, then we'll go to the motion to adopt the legal budget at which time amendments would be appropriate to be offered. Well, I think I'll make my comments, at least my initial comments now. I appreciate Trustee Snider what you said because I remember asking Rachel and I can't find the number, but this county is growing, this college is part of the engine for that growth. And to indicate that we are not entitled to take one penny more than last year or it's somehow a significant tax increase I think misunderstands the fact that when you're growing, if there's a new home or a new business or a new warehouse in Edgerton, that those new properties should be paying part of the load for the college that has helped to get them here. So, certainly that portion of new growth is not troublesome. I mean, I always bring my budget book because I think it's important for people to know that this is on the website, the budget workshop that we went through in April, Senate Bill 13 was supposedly all about transparency. I think we've been fully transparent since at least fiscal year 2012 with books like this and then a final book of the budget that tells everything we're taking in money, everything we're gonna spend in money. So, if you are interested as a member of the public in seeing what we do, we can demonstrate to where that is on the website. On tuition, I have mentioned it at least in the Committee of the Whole, I think it's fair to mention it here. We have raised tuition \$1 a credit hour for Johnson County students in seven years. The amount of property tax that we get for our budget has gone from 55% to 67% since fiscal year 2013. To Trustee Snider's comment, we are very heavily dependent on property taxes. And our bond rating agency has noted that. I also am concerned that to the extent there is a federal program to reimburse tuition for any student, that our property taxpayers contribution to keep that tuition too low, or not too low, but low, will not be recognized. And so the federal government may say, well, we'll continue to pay \$94 a credit hour but everything else on this college campus is up to property taxpayers. That would be unfair to our property taxpayers who have loyally supported this college and increasingly supported this college over the last 10 years. And I think another point we need to make is we need to, and we are working on, but we need to make sure we rededicate the effort of everybody on this campus to enroll and retain students and get them to complete. Because that Mr. Batliner's points are fair points, we are down significantly in tuition and at one time when I first joined this board, we bragged about our low cost per student because we had 21,000 students following the 2008 recession and we bragged about what our cost per student is, we don't brag about that anymore. And unless we increase our enrollment, that 72% of our budget that goes for personnel is going to come under closer, closer scrutiny. So, I know all of us up here are committed to that, I know everybody in the audience and is part of the campus is committed to it, but we need an all hands on deck on enrollment. And I know it's not easy because we're in a pandemic that nobody knows how we increase tuition, how we increase enrollment, we just don't know, but we need to do that. And then I think the last thing to point out is what Rachel pointed out is, we are making a massive commitment to new science labs, \$40 million over two years. We could have spread that out and we would have disrupted the academic programs for four or five years as we initially thought. Those labs are being designed with incredible input from faculty so that they are state of the art, the best we can have. And then Dr. McCloud and others, your job is to fill them, we want them full of students all the time in the various STEM professions that will do that. But our ability to create reserves is why we're able to do that without borrowing money. We borrowed the most significant amount in history of the college for the facility's master plan and yet our annual debt service is \$3.7 million out of \$160 million

budget. So we have very low debt. Again, thanks to the taxpayers of Johnson County. So with all that, I supported the quarter mil reduction, this board by majority vote decided on 1/10 of a mil and so I will support that. And I don't think any of my comments this year are really any different than I made in the past, but other comments on the budget or I'll ask for a motion to approve the resolution found on page three of our packet that is the resolution to levy property tax rate exceeding revenue neutral rate. And that's a recommendation to the Committee of the Whole that the Board of Trustees accept the recommendation of college administration to adopt a resolution to levy a property tax rate exceeding the revenue neutral rate for 2021/2022 fiscal year as found on the following page which is page for the actual resolution. Is there are motion to adopt that resolution.

- So moved.

- Moved by Trustee Ingram, is there a second?

- Second.

- Seconded by Trustee Smith-Everett. Discussion on that point. If not, all in favor, say aye.

- [All] Aye.

- Can I put a motion to amend.

- We're gonna do that as part of the legal budget. This is simply to exceed the revenue neutral rate.

- That's the amendment I'm asking for.

- Okay, okay. We'll wait on the vote and Trustee Lawson explain.

- Okay.

- Your amendment to the resolution on the revenue neutral rate.

- Sure, so I'd like to strike out, so on page four where it says, whereas the Board of Trustees of Johnson County Community College having heard testimony, still finds it necessary to exceed, I would like to strike that out and say no longer. My second part to that which would pair would be the next sentence in the resolution which would say, Johnson County Community College shall levy a property tax rate exceeding the revenue neutral rate of 8.77 mils, I'd like to strike out exceeding and replace it with of exactly.

- Are you suggesting that our budget should be based on an 8.771 mill levy?

- Correct. I think we need to value the ethics of efficiency. There was actually a great quote by one of the universities of Wisconsin that said, there is an ethical imperative to ensure that every dollar spent is allocated in such a way as to best serve their institutional missions. If leadership is able to free up even \$1 to invest in higher priority missions, there's an ethical obligation to do so. I believe that we can function on 8.77 mils and with the increase in valuation in this county as well as the county's continued growth, I think we can definitely continue our, this is not affecting the budget itself, this is just talking about the reserves and we have plenty of reserves to continue with what we're saying. And Trustee Snider talked in the candidate forum last night about how in favor he was of reducing the mill over and over again. So I would think that he would be in favor of this. And I think we need to take a less timid approach about the expectations of home valuations in this county, especially being constructed for new occupants and cost. There's a lot of money involved in home value sales that generate taxes in the metro so that will be new on top of current and increasing values that are gonna continue to pour in. And the more we tax people in this area, the more people are going to leave. And when you move, when you put the burden of taxes like that and you tax out the workforce development, you don't have the workforce who are gonna be serving you, who are going to be doing the services in this area, and that creates an implosion of a wealthy community. So you need to be able to make sure that we are not taxing so heavy and we don't have to, we have plenty of reserves.

- So as I understand it, the effect of your amendment would be to vote down the resolution to exceed the revenue neutral rate because you want us to stay at the revenue neutral rate. So it's not so much an amendment as you're arguing that we should reject the resolution and forego the 3.9 million in dollars that were in the budget that are being generated by the amount over the revenue neutral rate.

- I think you're putting your bias on my statements. So what I said is that I wanna strike out two words in this and replace them with the words that I mentioned so that we do not take more than the revenue neutral rate of 8.771 mils.

- If I understand and I'm not sure how I'm showing my bias, I'm trying to understand your amendment, if the amendment changes, Johnson County Community College shall levy a property tax exceeding the revenue neutral rate to one that is exactly the revenue neutral rate, then we do not need this

resolution, we will be at the revenue neutral rate, we don't even need this. So you're asking that this resolution not be passed? There's no reason to pass it if we're not going to exceed the revenue neutral rate which is what you're advocating.

- So are you not willing to accept my amendment?

- Well, I don't know why you wouldn't simply argue against it and vote against it.

- I'm asking for an amendment change of two words.

- Okay, the one was to change exceeding to exactly and the first one was up in a whereas, right? The third whereas clause, no the fourth whereas clause.

- Thank you.

- Instead of still finds it necessary, we want to say.

- I said to strike the word still so that we would change it to no longer.

- No longer find it necessary, okay. And then in the exceeding, the words would actually, so strike out exceeding and the words would be replaced of exactly.

- Right, okay.

- [Jerry] Mr. Chair.

- Trustee Cook.

- [Jerry] Thank you, Mr. Chair. Trustee Lawson has offered an amendment, I would ask if there's a second.

- I was going to wait to see if there was a second. Seeing none, the motion fails. Is there other discussion on the motion to adopt the resolution on page four to exceed the revenue neutral rate? If not, all those in favor of the resolution, say aye.

- [All] Aye.

- Yes.

- Opposed.

- No.

- That will pass as six to one with Trustee Lawson voting no. Now, on page six of the packet is the recommendation of the Committee of the Whole that the Board of Trustees accept the recommendation of the college administration to adopt the fiscal year 2021/2022 legal budget as presented and does hereby certify said budget to the county clerk of Johnson County for collection in the manner prescribed by law. That is a recommendation by the administration and I would accept a motion.

- So moved.

- Moved by Trustee Cross.

- Second.

- Seconded by Trustee Ingram. Is there further discussion? This is then the actual adoption of the legal budget. This will be then sent to the county clerk. The clerk and the treasurer will then decide what the actual final mill levy rate is based on the certified assessment, and we will move forward from that. Any further discussion on that motion? If not, all in favor say aye.

- [All] Aye.

- Yes.

- Opposed?

- No.

- That motion carries six one with Trustee Lawson voting no. Thank you, Dr. Bowne, Mike, Mickey, Rachel, John, Randy, everybody, for your work on the budget, please pass that along to everybody else. It is not easy to figure out how to do a budget with 2000 employees and 18,000 students. Many needs, many wants, and many people pulling in different directions so please know that you have the board's appreciation for that effort. The remaining items come from the Committee of the Whole and I'm going to turn those over to Trustee Cross.

- Yes, thank you, Mr. Chair, and thank you to everyone on the production of the budget, it was a compromise for many of us from various viewpoints. And so to pick up where Trustee Musil left off, I'll be following the review of the legal budget and discussing the two here. After what just took place, I will continue with the report of the August 30 Committee of the Whole meeting. The report can be found on pages six through 12 of the board packet. Janelle Vogler, Associate Vice President of Business Services, presented a summary of the college's procurement policies. She reviewed the purchasing policy 215.01, competitive solicitation requirements policy 215.02, purchasing exemptions to competitive solicitation policy 215.04. Justin McDaid, the Director of Audit and Advisory Services, provided the board with the 2020 annual review of the college's ethics report and statistics as compared with their national data. Trustees Ingram and Smith-Everett provided the board with an update on the work of the subcommittee on board policies and new trustee orientation. Lowe-Howell, Associate Vice President for Facilities, presented an overview of the capital infrastructure inventory and replacement plan, as well as an update on the science lab renovations. Janelle Vogler also reported on a single source purchases between 35,000 and 150,000 bids and RFPs between 50,000 and 150,000, and one contract renewal. Dr. Bowne laid out a plan to incorporate regular review of the strategic plan results starting in November. Board will be provided with a detailed overview of the strategic plan in advance of consideration of that October Board of Trustees meeting. Following the procurement items we are about to consider, the board moved into executive session to consider the purpose of discussing personnel matters of non-elected personnel. And now with respect to procurement recommendations that we need to consider as a board, I offer several recommendations. And I always get confused at this point Mr. Chair and Trustee Cook and others, should I offer them all together or separately?

- [Greg] I think we go through each of these individually.

- Individually.

- [Greg] Number five to nine, I think we can do that.

- We reviewed several single source purchases, Mr. Chair that I am bringing forward for consideration. First, it is the recommendation of the Committee of the Whole that the Board of Trustees accept the recommendation of the college administration to approve the single source justification for Ellucian for a five year contract from October 1 2021 through September 30, 2026 for enterprise resource planning, ERP services, at an estimated expenditure of \$6,462,198. Excuse me, \$6,462,198, and I so move.

- Second.

- Moved by Trustee Cross, seconded by Trustee Cook, to approve the Ellucian single source purchase. Any discussion? Trustee Smith-Everette, I'm sorry.

- Thank you. Is this the provider of Banner? Am I reading that correctly?

- That's correct, I hear yeses from the audience.

- Okay, and this would be the company that is in charge of our students enrolling in classes, right? What? Their software, right? Okay, thank you. So I just wanted to make the comment that as our faculty association president spoke about, if we are having the trouble with the students enrolling, that we push this company who's getting ready to get a sizable agreement from us to make the due changes for a program that may not have the easiest access for students and may be causing confusion for everyone involved.

- Would you like any clarification on that?

- Sure. I'll offer just some reaction to that, their comment to it, and then if I'm off base, then they'll love it, our interim CIO will come up and correct what I say. So we've been in and continue to be in significant conversation with Ellucian so that they understand and they do understand the challenges that we're experiencing in terms of the ease of use for our students and so we know that there are conversations continuing this fall. I know that these conversations that are not unique to Johnson County Community

College and I think it's the combination of community colleges across the country that are Ellucian customers that will be saying the same thing that will drive this change.

- Okay. And so we see that it's possible to make the changes that would make it easier for our students.

- We are certainly engaging in lots of conversation to make sure we can influence the movement.

- Okay, thank you very much.

- And if I remember right, having been on the board long enough and Trustee Cook can tell me too that we've never had a system that everybody liked.

- Of course.

- I mean, there's no such thing as that. I mean, based on what I've heard, Banner has been new since I've been on the board, I think and it's trying to find a user friendly system that would adopt to everything the college does is proven to be a challenge nationwide so, but your points well taken. Other discussion? If not, all in favor, say aye.

- [All] Aye.

- Opposed, no. That passes six, zero.

- Seven.

- Seven, zero. Math department.

- I'm editing comments, and I'll move on Mr. Chair. It is the recommendation further of the Committee of the Whole the Board of Trustees accept the recommendation of the college administration to approve the single source justification for CDW to make technology purchases through various establishing purchasing cooperatives for an estimated amount of \$300,000 throughout fiscal year 22. And I so move.

- Second.

- Moved by Trustee Cross, seconded by Trustee Smith-Everett. Questions or discussions on the CDW acquisition? If not, all in favor say aye.

- [All] Aye.

- Yes.

- Opposed no. That passes seven, zero.

- Mr. Chair, it's also the recommendation of the Committee of the Whole that the Board of Trustees accept the recommendation of the college administration to approve the single source justification for CDW for the purchase of additional Adobe licenses for \$156,200 throughout the fiscal year 22 and I so move.

- Moved by Trustee Cross.

- I'll second.

- Seconded by Trustee Ingram to approve the CDW bid for Adobe licenses. Discussion or questions.

- It's always tough to renew Adobe licenses, every year, I'm like why?

- All those in favor say aye.

- [All] Aye.

- Opposed no. That passes seven zero.

- Mr. Chair, it's also the recommendation of the Committee of the Whole that the Board of Trustees accept the recommendation of the college administration to approve the single source justification for Marsh USA to pay for the college's annual property and casualty insurance premium for fiscal year 22 for \$442,661.61, I so move.

- Second.

- Moved by Trustee Cross, seconded by Trustee Ingram to approve the single source justification for our annual property and casualty insurance premium. Questions or comments? If not, all in favor say aye.

- [All] Aye.

- Yes.

- Opposed no. That passes seven zero.

- In addition, Mr. Chair, we reviewed one item that is a multi year contract that is greater than \$150,000. It is also the recommendation of the Committee of Whole that the Board of Trustees accept the recommendation of the college administration to approve the proposal from BSN Sports LLC to be JCCC's annual provider for the athletic apparel gear and equipment for an estimated base year of \$137,500 and four optional renewal years through 2026 at a total estimated amount of \$687,500 and I so move.

- Second.

- Moved by Trustee Cross, seconded by Trustee Smith-Everett to approve the bid by BSN Sports LLC for our athletic gear. Questions or comments? If not, all in favor say aye.

- I have a question, sorry. Can we get sponsorship like Adidas or, is that possible?

- That would be a question that I bet Randy Stange can answer.

- I didn't mean to surprise anybody, it just occurred to me.

- I'll bet Randy can get back to you on that, Dr. Bowne.

- And what can you back and forth between like Nike and Adidas and I'm like, we're pretty good.

- Okay, Dr. Webber. Well, I'm gonna go ahead and finish the vote, anybody to oppose.

- [All] Aye.

- That passes seven zero. And now we have a question, Dr. Webber, can you address Trustee Cross's question about sponsorships.

- Just curious.

- Yeah, no, I appreciate it. We do have continued sponsorships that like if you go in our gym, you'll see some signage that's up there from some corporate sponsorships, a lot of neighboring businesses. As far as apparel, it would be nice, unfortunately, our athletics program doesn't quite bring enough exposure that sponsors are eager to jump on board with us. So the best we do is we do work hard with vendors to try to get deals like this that are competitive bid, but I think we have to draw more eyes to TVs or to stadiums in order to get better sponsorship deals.

- Well, maybe it's just my hubris, I think he's saying we need football.

- Okay.

- Different conversation for a different day.

- Moving right along. We'll move to the recommendations for action of--

- Wait, wait, wait, Mr. Chair, that concludes my report.

- Thank you, I thought it would never end, it was riveting. Thank you for taking those 'cause that's our stuff.

- And thank you to the administration for writing that.

- And we are now ready for your treasurer's report, Trustee Cross.

- Yes, why my. Mr. Chair, the board packet includes the treasurer's report for the month ended July 31 2021. Some items of note include, page one is the general post secondary Technical Education Fund summary, July was the first month the college's 2021/22 fiscal year. State operating grant payment for the fall semester of 11.5 million was received in July, and the college's general fund unencumbered cash balance was 121 million as of July 31 2021. Expenditures in the primary operating funds are within the approved budgetary limits per our policies. So Mr. Chair, it is therefore the recommendation of this college administration that the Board of Trustees approve the treasurer's report for the month ended July 31 2021 subject to some audit. And I so move.

- Second.

- Second.

- Moved by Trustee Cross, seconded by Trustee Snider to adopt the treasurer's report for the month ending July 31 2021 subject to audit. Questions or comments.

- Thank you to Rachel.

- If not, all in favor, say aye.

- [All] Aye.

- Opposed, no. That passes seven zero.

- And that concludes my report.

- Are you done?

- Done.

- Okay, thank you, Lee. We're ready for the president's report. Dr. Bowne, I saw you have a clicker so I assume--

- Indeed, I brought me the handy dandy clicker. So trustees, again, it's my privilege to bring you the monthly report. I'd like first of all to say thank you for passing the legal budget for our college to continue to operate. And so therefore thank you to the taxpayers of Johnson County, you are instrumental in our ability to serve this community and we thank you for your tax support so thank you. I do also wanna just acknowledge that we did, to your point, we did receive feedback from Mr. Batliner and I appreciate him taking the time to provide that comment. All right, so in my report this month, we'll move quickly into the fall enrollment. And just wanna remind you that again, it's a privilege to serve our students. Alyssa Jimenez is an absolutely incredible person, she's doing great leadership work on our campus and we're thrilled to have her as well as our entire student population student body. All right, so let's talk enrollment. And so I'm gonna continue with my cautious optimism around enrollment. We are currently at just over 15% ahead of where we were last year. If we recall, and again, this is for those who are listening in on this meeting, watching it via Zoom webinar, part of the reason we are 15% ahead of where we were last year is because of the delay in the enrollment of our concurrent enrollment of our high school students until November because of the uncertainty that was taking place during last fall for our high school students. Having said that, we are increasing our enrollment day by day at a rate of about a percent and a half per day. And so we expect that at census we may be up 18 to 20%, and census is next week. And so, again, it's heavily due to the delay in our college now enrollment last year and COVID, but we're comparing against the trend of against 2019. You'll see the blue line and the green line look pretty, pretty similar, just lagging behind last year, actually two years ago, ever so slightly. And so we are hoping that through the combination of our concurrent enrollment that continue to come in and late starting courses, that we anticipate that we will be flat to slightly up for the fall semester. And so again, this is where I turn to our team as a college and say thank you for your hard work because for us to say flat or slightly up is not a conversation we've had a lot of in the past several years. And so to our faculty and staff, to the friends of the college who direct people our way, I say thank you. In addition, making up part of the enrollment for this fall is the Kansas Promise. And as I promised, each month, I'd give you an update, we've received about 1200 applications already this year and we've awarded about 150, exactly 148 to be direct in the number, but we have about 992 that were ineligible for a variety of reasons. And so again, it's program, it's income, it's a variety of reasons that place them outside of the eligibility. We are continuing to track that and when it's time for reporting, we'll be able

to report on many of the reasons why with some quantitative data to be able to say why our students are ineligible. Yes.

- If you don't mind me answering a question right there before I forget.

- Yeah.

- Are we also tracking if we are capturing those students in other ways, if they tried to apply for Kansas Promise but were ineligible, are we still tracking them and capturing whether they're enrolling and completing here on campus?

- Dr. Webber, can you address that? Would you?

- You bet, to be honest, because this wasn't signed until the second week of July, the lion's share of our applicants are our current students. So our financial aid office has been working really hard with them to find out what other financial means might be available to them. A number of them may receive federal funds elsewhere, institutional scholarship, but to your question, nearly all of these students are currently enrolled because of the timeliness.

- And I think it's all part of the learning that's taking place with the Kansas Promise. And anyway, so that's a quick update on enrollment. But I wanna add to it our continuing ed enrollment. From my perspective, as we think about the community that we serve, we serve them both from our credit degree seeking or credit bearing students, and credit earning students as well as for our students in that non credit realm through continuing ed. And so if you look at the blue line, that's where we were at this point in time in 2019, in 2020, in 2021, we're at 154% of last year's enrollment, and 63% of the 2019 enrollment, a comparing date to date. Having said that, for continuing education, their revenue is a right, literally, I mean within thousands of dollars of being on track with where we were at the end of August in 2019. So, the numbers are lower at this point from an enrollment standpoint but the revenue that tracks to that is actually generating a really good revenue path for them. And so, very, very pleased with the performance of our continuing education group. If we start looking at kind of the other things that are going on at the college, we are in conversations and working through a relationship with Johnson County Mental Health that would allow us to embed a clinician on site. If you think about the number of students, the number of faculty and staff who are dealing with mental health issues, our desire as a college is to provide those opportunities to serve them and to serve them well. In doing that though, I think our opportunity as I've said before is to partner as opposed to creating our own clinical setting. And so we're incredibly excited about the opportunity this can create for us and I anticipate in the very near future, you will have a contract in front of you. In addition, this past week was Suicide Prevention Week nationally and we recognize that as a college campus. Again, with efforts of bringing to

our students and to our college community the importance of the resources that we just have available to help students from peer support to others within our campus community in the way that we support them. So, we had a resource fair and one day on the seventh, we had a guest speaker, Kevin Hines, who is a suicide survivor, and then used art therapy during the week, later on in the week on the ninth. So, again, we're doing what we can through our programming, through our resources on campus as well as partnering to seek new and improving ways to better serve our students. In addition, as of yesterday, we are now in Hispanic Heritage Month, and we have a number of activities going on. In fact, I got more information after I'd submitted these slides earlier today and so you can certainly see what's on the slide here. And let me just be clear, Hispanic Heritage Month celebrates histories, cultures, and contributions of American citizens whose ancestors come from Spain, Mexico, the Caribbean, and Central and South America. And again, it's our desire to bring that into our campus community and to celebrate that. So a number of things are happening over this month and a little bit beyond that. Noon at the Nerman with, we have Colombian artists, Nancy Friedman-Sanchez, and her piece Cornucopia, is a discussion is being led by Dr. Allison Smith, who is a professor of art history. In addition to that, our evocations permanent exhibition are from a permanent collections includes five Latinx artists including a major ceramic work by an artist from Puerto Rico, Roberto Lugo. In addition, Third Thursdays, Tawny Hughes is featuring Chicco Sierra, who's a Hispanic artist, whose paintings depict the contemporary representations of ancient Latino myths and archetypes. And again, that happened earlier today. In addition to that, we house or host a regional conference for the higher ed community called Diversidad, the Diversidad Conference, and keynote speaker is Samantha Ramirez Herrera, and she's gonna share her journey about growing up as an undocumented student, an undocumented individual. I'm very pleased to say that the Kansas Studies Institute is covering the costs for 10 faculty and staff who wish to participate. Our student speaker series, leadership series features Saul Flores, and he'll be speaking on grit. And he is an immigrant himself who came the United States as a child of sugar cane workers and is a first generation college students, it's a great, great story to tell. In addition, many other things, Professor Irene Olivares is, she teaches a class in modern Latino American history and such a large Latino population in her class and so a great way to expose not only those students but others. Henri ovo, who is a poly-Sai faculty member, in her classes builds in trivia into her as a way to bring in culture into and history into her course or her courses and sell her focus for the month of October, two different populations, the Hispanic population as well as the LGBTQ population. And then finally, the coal lab features a program called Beverages From Around the World. And that happened earlier this week and the drink was a Mexican watermelon drink, agua fresca, and so lots of going on. And then we go into November. And while it doesn't fall within Hispanic Heritage Month, you met Alyssa earlier in our meeting. LUNA, which is Latinos United Now and Always, is co-hosting an event with student life to celebrate Dia De Los Muertos on November 1. So lots going on, I wanna draw that to your attention. It speaks to who we are and how we celebrate the diversity of our campus community, but the world around us. And then finally, I wanted to talk about moving forward and keeping in mind that we as a college are committed to doing our work in serving our students and our community in ways that they expect and deserve as a committed organization to equitable access and success. The strategic plan as I said is in the final stages of development, we've had hundreds of faculty and staff members provide input during the final formatted stage in August as well as we had the better part of 100 community members, 90 I think it is, who participated either in person or virtual. And then we had John, how many surveys completed as well as?

- It's 141 total community members.

- Okay, there we go, inputs. Yeah, yeah, so roughly 141, yeah. So, again, really seeking the opportunity for external as well as internal community input. And so we'll bring that to you as we said next month. To that end and to our commitment of serving our students with equitable access and success and finding ways to do that better and better, I wanna tell you about two of the meetings that took place this week, one, you heard about earlier from Dr Leiker, I'll start with student success. And in those conversations, we talked about as their department, their branches contribution to the strategic plan, the importance of academic plans and the tools and processes that ensure students identify their plan and stay on plan, and an emphasis on reducing time to completion. I believe that students ought to have the opportunity to explore and try new things, absolutely, but for those students who need a direct path, that want that direct path from start to finish, we need to give that to them, and that will take a great partnership between our academic programs, our counselors, and then throughout the student success team, a lot of work to be done. And you see that in at least two of the different strategies within the student success goal. And then yesterday, Dr. McCloud and I met with the math department and asked them to prepare plans to move forward with a co-requisite remediation and multimodal measures of placement. In addition, I am asking them, and we started the conversation yesterday, but I'm asking them to help develop a new model for Quickstep plus, please hear what I said, help us create a new model for Quickstep plus. And so we think there are tremendous opportunities to, again around equitable access about how can we do that in a way that delivers the quality of instruction that meets our K12 partners, our high school partner's needs for delivery of instruction by properly credentialed faculty. And so there's a little bit of softening from my perspective on that one, but there still is tremendously important work to serve high school students, increase our access and increase our support across the board for students. In that, I asked, yes, we asked for aggressive timelines. And yet in that conversation, I also said with those aggressive timelines, I'm also anxious for their feedback. And to help us develop a timeline that works well, that moves forward. We can't take years to do this, we've got to get there, but how do we do this and take the time to move it forward in an expedient manner that also allows us to do really good work and I am absolutely confident in our faculty and in both of these categories, our faculty and staff's ability to help make this happen. We're an open access institution and we're an institution that's deeply committed to that from an equitable standpoint, as well as for student success and how we're approaching things today isn't yielding the results that I think our students and community deserve. When I look at remedial courses, I see DF and W rates of 49%, particularly as I look at math 115 and 116. Again, I'm not looking at this from a critical eye, I'm saying how can we do better? How can we wrap around the support for our students? And how can we do that to dramatically improve our student success outcomes? We do, we have an incredibly talented faculty and we have an incredibly talented staff, I have absolute confidence in their ability and our ability to get it done for the benefit of our students. And again, to me, you've heard me say this tonight and over the 15 months that I've had the privilege of working with you, the commitment to equitable student access and success, they go together. And that concludes my report.

- Dr. Bowne, I'm gonna start, would you please, for the benefit of, I mean, I think we've all heard it from you on our 101s, but would you explain to the public what co-requisite instruction means and multiple

measures of placement so that there's a context around what Dr. Leiker said and what you said, why you're looking at that?

- Absolutely. So, again, when you look at the way we approach, the way remedial education is approached, the traditional model, model we mostly follow today at least in mathematics, we do have some pilot programs, small pilot program in mathematics that would do a co-requisite model but I'll explain here in just a second, and we're seeing some adoption of it as well in the English department. And so co-requisite model, the traditional model, prerequisite college level course. So if I have a remedial course or remedial courses, depending on where I place, I take those, I have to pass those before I'm eligible to take the college level math class, for most of our students, that is college algebra. The co-requisite model takes and pulls those two together into proximity. So the idea is that in essence, you're getting just in time remediation. So if we're gonna talk about quadratic equations, I'll get the remedial work one day or at one point and then in close proximity to that, then the college course has that aspect taught in it. So it's trying to bring them together. The benefit to the student is that it shortens the timeline of working through. So instead of if I took my remedial class one semester, passed it, and take the college level class the second semester, it takes a year to get through if there's just one remedial course. If there's multiple remedial courses, that lengthens that out. So, I don't know that we're suggesting that you take all of your remedial courses and lump them in and then place them together with college algebra, that we've got to work through, but it's about bringing that close together so that we can help students proceed with their academic plans. So that's co-requisite remediation. The other is multiple measures. The traditional way of placing students into the appropriate level of math or English class is through a high stakes test. And so whether it's the ACCUPLACER, whether it's ACT, whether it is ALEKS, there are others on the market as well but those are probably the three that we touch most frequently, the idea is you take that test and you're placed based on that test. What we know about high stakes test is that, high stakes testing is that, there are students who get left behind, they're under represented students that often get left behind. And so the question is, what are other ways of approaching remediation and that's where multiple measures comes in. So you could use placement tests along with other aspects or you can look at other aspects alone or in combination with others. So for example, you might look at high school GPA, high school cumulative GPA, that's one of the ways of doing it, you might take a look at. And one of the things that we know is that high school GPA is a really strong predictor of appropriate placement in English and it is a really good predictor of placement in mathematics. Think about reading and writing versus math where they get used across the high school curriculum, reading and writing, probably just about every one of your classes, math, math and science classes most likely, right? And so then you take a look and you say, well, what about math? Well, if you're gonna look at math, you might look at GPA. I mean, this is some of the examples of how others do it, GPA and high school courses taken, excuse me. Or you might take a look at high school GPA, math classes that the student's taken, and then the last math class. So there are a number of ways of looking at it and with each of those, you find greater and greater levels of predictive success. And so that's in essence were the two areas that frankly I'm most passionate about, that I think have the greatest impact on students, and have the greatest opportunity to increase access while also increasing success. And so I look forward to partnering together with our faculty to help figure out a way to get it done. We know that there will be resource needs from a professional development standpoint to look at what others are doing, and there may be other needs as well, we're prepared to help work through this

and come up with a workable solution. And to Dr. Leiker, he made the comment in his remarks, so how accurate do you think my guidance was, it was spot on. And so he's right, it was a tough conversation but we've got really important work to do for the benefit of our students. And so that concludes my report.

- And I start with questions, Trustee Cook was up, then Trustee Smith-Everett, and then Trustee Snider.

- Well, thank you, Mr. Chair, I'm gonna play the Trustee Smith-Everett card that she played earlier and that is that what we do here should be in the best interest of students. And so I appreciated your comment about accessibility. This isn't a question, a comment. Dr. Leiker did also say if I took his notes right, that enrollment is down 28% in the math department and yet our enrollment is competing with the pre-pandemic numbers. So I would like the, I guess Dr. Bowne and staff to consider is that enrollment due to the tough process of the Banner enrollment system or is it because the reputation is such that Johnson County Community College is that our standards as I recall, and we had this issue with math department a couple of years ago, that their standards were so much higher than what keyboard was recommending and what other schools are recommending and is the reputation out there now that we're not as accessible to the students of Johnson County as we'd like to think we are. So again, I don't expect an answer on that but those are the kinds of things that I think we need to clarify with the math department. I appreciate the efforts you and Dr. McCloud are making to visit with the math department and try and get this issue at a better place that is and has been over the last two years. I didn't mean to steal your thunder Trustee Smith-Everett.

- He actually can speak to enrollment and so forth.

- Our chief academic officer.

- As we look at the way that enrollment trends have occurred this particular year, there's been a lot of work by a lot of good faculty and the deans to pivot so that we can make sure that we are meeting the needs of the students who are interested in being here. We've moved a lot of things to a face to face environment because we found that students were really piling into the wait list for face to face classes and having less interest in the online offerings, I think Zoom fatigue plays somewhat into that and the desire to be more with the corporate body of other students and be around other human beings. And so we're seeing increased traffic on the campus and so there has been a part of it. And to answer your question, Dr. Cook, I think we're starting to address a systemic issue that exists with the perception of Johnson County that we are seen as an institution of very high merit, but in some circles, we are seen as exclusionary. And I think that the work that this board has done over the last several years to help us move the needle on access and to provide an open and welcoming space for our students has seen us start to change that perception so that the community sees us as accessible, as open and as a place that they want their children to come.

- Thank you.

- Trustee Smith-Everett.

- Thank you. Well, that nicely segues into what I was going to say which is, I think when we are considering who can be a JCCC student versus who has been a JCCC student, we're gonna broaden the scope of experiences that students have had that are coming to us. And if I can just provide real quickly two examples of students who will be our students in six years and seven years, I have a sixth grader and a fifth grader that I'm working with right now. And their issues are really issues of access to opportunity. So I have a sixth grader who is a below grade level in math by two grade levels, and when we dug in and met with the parents, we discovered that she was in a school in KCMO, they had transferred to two other schools, they finally found one that they thought was a good fit and she had four fourth grade teachers. So she is now in sixth grade and has accumulated two years worth of math deficit. Is that a reason to penalize a student and keep them from being able to meet their goals which is get out of college in 18 months or two years? I don't believe it is and I don't think it's fair to students. And I think from my point, and I know my comments were very strong tonight to Jim, we have to do this for these kinds of students which have not been our typical students, but are the students that really represent the entire county. My school is five miles from here, I'm not talking about Wyandotte, I'm not talking about KCMO, I'm talking about students right here in Johnson County. If I can speak about another student, he came to the country in third grade from Guatemala, he had no formal education, we call him our shepherd boy because he literally was in the fields of Guatemala. He has spent 18 months working on his language, he can finally converse in English, and now we are beginning to work with him on his math and his English. Well, he's in fifth grade, this is a huge mountain to overcome, but he is gonna be one of those students that's gonna be one of our Ag students. He's already talked about it, he's got these big dreams for himself, should we stop him or keep him because he can't do math and he doesn't have four years to dedicate to do it? My answer to that is no, let's get him through as fast as we can so that he can be successful in our community. And those are the types of students that we really generally in our history have not had at JCCC, but we will when we change our perspective and our community's understanding of who we are for everyone in the community. So I wanna advocate and just publicly say that I very much support these initiatives because I think it better represents real open access for students that are everywhere in this county but we may not realize or recognize.

- Thank you Trustee Cross or Trustee Snider, I know is one of you, neither?

- Trustee Ingram.

- Well, the comments that I would make and I really appreciate your comments, I'm sitting over here shaking my head in total agreement with what you're saying, but I think what really also resonated with me was that you're all staff meeting. When you talked about co-requisite remediation and how you wanted it to be in our back pocket, that we would be the ones who would begin that work, that I do believe I hear these conversations through cable or I hear these conversations through state board of ed members, I've just been a little more active than I have previously been I think as a result of COVID opening up just a shade to some of us. But I think we need to be the ones in charge of our own future when it comes to this too. So I do support that, I shared your quote the other day with someone, one of the Board of Regents members saying, our approach at this point as I understand it is that we wanna be student-ready. And that's where I'm coming from right now too is to take a look at these kids. You work with them, I see them in projects that I'm involved in as well and I know we all do as board members and community members. We have a real responsibility here so I appreciate the work that's being done. So, it's hard work, it's hard work, I get that, but we're all here to help in ways we can.

- Trustee Cross.

- Yes, thank you, Mr. Chair. I just like to note and reiterate thinking how to synthesize my statement. Dr. Bowne just said that Professor Leiker's comments were spot on. And I think that when there's actual criticism levied about say access on the website, that is a concern for the students. So I just wanted to push back on the idea that the faculty don't put students first last, put students first class and all the time is incorrect. And that I'm the beneficiary of the faculty here, my whole family is, I think everybody thinks that. I do get annoyed when certain people suggest that they're the only ones focused on student success, I think that's frustrating. And I just wanted to reiterate that faculty come forward and they're trying to tell you what's wrong and there is a culture of ego and pride here that's extremely frustrating. And I think if we can't tackle basically, our competitors are creaminess online, I mean, we have a population shift South. We had Wayne Sandberg last night talking about all the empty storefronts on college Boulevard. Well, guess what, I have some opinion that that matters to us because it's a few 100 students at a minimum. So we have all these problems and it's an incredibly complex problem. And then we have the pandemic and everybody's frustrated, but I'm pretty certain in eight years, eight and a half years thanks to the legislature now, you get a bonus half year, that's awesome. That everyone wants student success first. And I think that you do, Mr. President and Mr. Chair, I just wanted to express my opinion because many of us did grow up poor, some of us white, and that was an advantage and a privilege and I recognize that, and I think if we have efficacy buy into society at a low level like the ones Trustee Smith-Everett's talking about, we need that. And I appreciate what you're doing, thank you for the opportunity Mr. Chair and I'll conclude my remarks.

- I may be wrong, Dr. Bowne, don't let me put words in your mouth but when you said he was spot on, you're talking about his description of the meeting.

- His guidance to me in anticipation that this was not going to be an easy conversation. And I will say, I didn't expect it to be. I knew that, what was the book, "Who Moved My Cheese", we just moved the cheese in terms of expectation. And I wanna reiterate what Trustee Cross said, we do have faculty and staff, our faculty and staff are committed to student success. I am not critical of how we're delivering what we're doing, how we're doing what we're doing to serve students, what I'm saying is, let's find ways to do it even better. And there's plenty of research out there to help us do it and we have really capable professionals in this college and they will help us accomplish that and at the end of the day, our students benefit. And to me, that's what's driving and I'm sorry, we had a tough conversation yesterday, we have work to do, we have real hard work to do and I'm confident we can accomplish it.

- Dr. Bowne, I appreciate that you're having these sometimes challenging conversations 'cause they need to happen. You've got a lot on your plate so finding time to do this is important, I appreciate that and the work that Dr. McCloud is also doing. I also think it's important and you noted it a little bit, what a key partnership we have with our local districts. Concurrent enrollment is a tremendous benefit to them and to our college as well. So if those administrators think that there are improvements that need to be made, I'm glad we're sitting down and trying to address them. Thank you.

- Trustee Lawson.

- Yeah, I know I got a lot of heat when I was advocating for cutting the scores because we cannot be higher than KU for our college algebra. And a lot of what you're talking about right now, especially with remedial courses, we have to meet the students that are coming in. So I'm in favor of a lot of the things that you're talking about and I believe the structure that we have set up with shared governance is gonna be a great place to be able to voice the concerns of the faculty and they're prepared and I think we're prepared also. But I think everyone just needs to be honest and put that out there of where they stand so that conversations can continue to happen. And so I'm grateful for the presentation that you said and a number of comments that have been spoken tonight informing the faculty of where we stand on some of these issues so that we can have adequate enough time to sit down with faculty to explain why we feel the way we do.

- I think everybody has spoken to this. I will just say, don't be sorry for having tough conversations, I think we all we hope you do, we don't wish them on you but there tough conversation. I think as several of us told Trustee Lawson, I was thinking back to the math assessment scores when we found out that our admission standard was 24 on the ACT in math and KU's was 21. And that none of us knew that at the board level and it demonstrated that we have an open pedal on the old format and I think when the new one too that was supposed to represent every student, everybody has open access to Johnson County. And in fact, we weren't as open as we thought we were, we were being exclusionary. I mean, when we have a significantly higher math score than the flagship university of the state, that's tough for me to say but I'll admit it. I mean, that was that was wrong. When we had learning resource centers scattered all over the campus that didn't serve students. And all of these are changes and you're right,

Laura, change is hard. Co-requisites, instruction, multiple placement indicators, those are based on research, those are based on what peers are doing now. Now, is there a guarantee that they will work everywhere or work here? No. But if we don't try them, we must try them if we're gonna reach the point where every student in Johnson County, adult or right out of high school, has the opportunity to come here. And so these are gonna be tough times in that sense because change is hard. I don't like change and I'm sure it's difficult here because the issues are complex and trying to measure them is even more complex as John will tell us, I mean, how do we measure success? I wish Dr. Leiker was here and I'm sure he'll review this so that he can see that we, nobody here thinks our faculty is not doing a good job in what they're doing now. And to talk about a process, we need to look at some different processes that will benefit students and get them out in the workforce and successful sooner rather than later. So thank you for that report, it obviously generated some really good discussion and I think you have a consensus here of let's keep finding ways to do the innovation you talked about at the all staff meeting.

- I appreciate that, thank you.

- With that, we are ready for the, there's no new business, old business, we have a brief report from the subcommittee on trustee orientation and policy. I think Trustee Smith-Everett, are you making that?

- I was so taken with our conversation I forgot to turn my computer back on. Yes, thank you, Mr. Chairman. The subcommittee on orientation and policy shared our policy recommendations with the whole board at the Committee of the Whole, members of the board should find those final recommendations which include input that was provided at the Committee of the Whole available on SharePoint. I believe that Caitlin Murphy uploaded that this morning. We appreciate everyone's participation and feedback in providing these recommendations. We will now pass these on to our College President, Dr. Bowne, and our current chairman, Mr. Musil, for them to use as their guidance for creating a great orientation experience for our new trustees. I would just like to reiterate, or sorry, our subcommittee would like to reiterate an important bit of advice from the Association of Community College Trustees which recommends that orientation "Offer a comprehensive and ongoing orientation program "about trustees and board roles. "The program should ideally consist "of both an orientation to the college "provided by the president "and a second orientation to the workings of the board "provided by the chair and or current trustees." We want to thank everyone who provided feedback on the 100 series board policies. We our subcommittee has not been privy to that information, we've not seen that feedback so I don't know if everybody did it or some people did it but we appreciate anybody who did, we look forward to using that in January 2022 with our new board in a retreat format I understand Mr. Chairman. And at that time, we will be looking at those board policies to see if we have any necessary changes at that time. Just to let you all know, we are still considering bringing you a recommendation for a policy on a standard review process for our policy so that we have some annual mark or biannual. And we have been in consultation with our legal counsel to help draft some recommendations. So, Mr. Chairman, my only request is if we would like to request to be placed on the agenda for the October Committee of the Whole meeting to look at and discuss a policy on our policies that would give us clarity

on how often we need to review those 100 series policies. And I can take any questions or comments at this time.

- I think that's fine. I'm sure Kelsey will work with you on that. Trustee Ingram, did you have anything to add?

- No, I doubt, great report, thank you.

- Questions or comments? Trustee Lawson.

- When is the election of the board leadership again?

- It's traditionally December.

- December, so after the election.

- Right.

- Okay. And we make sure that the people that are elected are also part of the vote?

- They would not be trustees as part of the vote at that time.

- Okay, so would me and Jerry not be voting, correct?

- The board would be voting at that time. The then constituted board would be voting on leadership under the current policies.

- Okay, when do we discuss the board election? Is that part of the policy that we--

- When what, sorry, couldn't hear you.

- How we do the election? When do we discuss that?

- The election of officers and liaison? Traditionally, I would announce a nominating committee under the policies of two trustees who would bring that back in November, I'd have to look back, I think brings it back in November. Right, okay. So my goal would be to appoint a nominating committee at the October board meeting so they have more time to then determine and talk to all the trustees. And the trustees that are elected in November before making a recommendation to us in December.

- So if I had an amendment to that, when would I be able to bring that up?

- Well, I suppose when we see the October.

- I mean, our policy won't be about the--

- Right.

- The officers.

- Right. Well, let's talk afterwards about bringing it to the October or the November Committee of the Whole.

- So that will be on the agenda for Committee of the Whole for October?

- So October's getting really full and I'm sensitive to your time so but.

- Well, we could talk about it at the November Committee of the Whole which will be the first Monday in November, right.

- Yep, or thereabouts.

- Then it could be considered if you have an amendment before the December meeting.

- I just don't wanna get pushed off so far that it doesn't happen. So is that something I can depend on that you'll keep in mind?

- If you'll describe it to me in little more detail, we'll put it on the November Committee of the Whole.

- Mr. Chair.

- Trustee Cross.

- It's a good and interesting question and I would second such a discussion. So, and I think if there is any difference in the board come January, that the board in its makeup could at that time change its mind if it's different from what is recommended in December, right, that would be the democratic will for such an elected body. I think that's at the core of what we're discussing. I just would welcome such a discussion, I think it's a good question. How would they makeup be? In other words, the new board wouldn't be subject to the old board's decision as to who should lead it.

- Right. I don't know if that's the nature of your proposal 'cause I haven't heard a proposal yet, but we'll put the discussion of that on the November Committee of the Whole agenda.

- So my motion would be that I want to make sure that the selection of the officers, that we allow the newly elected to be the continuing serving to be the only ones to vote because that is the leadership that they are going to be under. And me and Jerry should recuse ourselves because why should we have a say in a leadership that we are not gonna be a part of, we have to be able to include, we know for sure there's going to be two new trustees, could there be three, could there be four. So that's the motion that I want.

- I would suggest you work with Kelsey on language that would revise the current policies so that we have something to look at for the November Committee of the Whole, that gives you a month and a half.

- I didn't think the policy, we'd had in a specific time about the election.

- There is a policy with respect to not appointing a nominating committee. Well, I guess we need to look at that. I mean, I assumed you maybe looked at the policy since you wanted to change it. If we're not sure, then we should look at that and you and I can work with Kelsey about whether there is something that would need to be changed. But not knowing the nature of your amendment.

- Well, I just said it, but I just wanna make sure that we're not doing this to kill it, that we're doing this to have an open discussion about it. And so I just wanna make sure that that's honored.

- If you will bring something in writing with some substance, that we can talk about it at the November Committee of the Whole, it will be on the agenda. I don't think it's helpful to bring generalized concerns unless we have some language. That's why I'm suggesting you work with Kelsey to see if there's language changes in our policies that would need to be made to address your ultimate goal.

- Well, it's not generalized, it's sort of specific--

- But whatever your goal is.

- I wanted to be able to just find out when I could bring that up.

- November Committee of the Whole. But I would urge you to bring something back with your specific goal in mind and if there is a need to revise the policies, some language that would allow us to discuss that.

- I think I've done that but you said put it in writing so okay.

- Mr. Chairman.

- Yes.

- It is policy 111.02 of our 100 series board policies that does stipulate the officers and how we elect them. So, that would be just to be clear 'cause this came up in this committee report, that is not under the umbrella of what you charged us with and so that concludes my report for our part, and then the policy that if you bring that policy forward, it would be a policy change to up to policy 111.02.

- And that would be the discussion in the November Committee of the Whole, correct?

- Yes, as I've said before.

- Okay, so is this constitute officially putting it on the agenda or do I need to do something additional step?

- It will be on the agenda in November assuming I continue to be chair at the time of the November Committee of the Whole.

- I think the Committee of the Whole would happened around after Halloween so yes.

- Probably the first Monday because the second, the first because the second is Tuesday, the election day.

- Sorry, if I can also chime in, I just was a trustee on the board, I do like it in writing. I mean, like, if you have a recommendation change and could put it in writing 'cause I need some time to read and process and that would help me be able to have a good discussion at the Committee of the Whole so if you do have anything, I'd love to see it before that Committee of the Whole so I can process and like have thoughts on it.

- At least in the packet.

- Or the packet, yeah, whatever.

- That's what I'm talking about.

- Yeah, I never said I wasn't gonna put it in writing, the issue is trying to get it into the agenda has been the most difficult. So there always seems to be a step that's missed or a deadline that's missed so I just wanna make sure that what I'm hearing tonight is exactly what's going to happen so that when November Committee of the Whole happens, it's something that's actually on the agenda.

- I think the horse is dead, it will be on the November Committee of the Whole. Do I need to make it any more clear to anybody? Dr. Bowne, we'll work on that, right?

- I think.

- Hopefully that recommendation was turned in as well. So that would be in writing, correct?

- Right, I mean, that's kind of why I was thinking of it--

- Okay, okay, perfect.

- He's saying, be on in November and then you just type up or consult with legal on what your recommended changes are and then that takes care of it. Because he's agree verbally and then you have something that we can all review before the Committee of the Whole. But that's, yeah.

- Fair enough.

- So we're gonna redo it, okay.

- What did you say? What did you just say?

- I just said that's the way he's going to do it.

- Yeah, and I'm in agreement with you trustee, just so we're clear, like we're actually in agreement on this because I'm not clear after eight years exactly when and how it's gonna go. I mean, 1102 says that the board shall select the tone officers and it'll be approved at the reorganizational meeting. So we've usually done that without any kind of conflict, I think it's a good and insightful question. I would like to work with you and Kelsey Nazar to how this would go because I'm not entirely clear how it's gonna go and I don't think the new board should be bound by the vote of the old board, so I didn't hear what you said, I'm just asking. Thank you.

- We'll discuss it at the November Committee of the Whole, hopefully was something in writing in front of us. Thank you for your report. Next, I will under old business, I guess, we talked about before reviewing our legislative principles and priorities, our legislative principles are basically a one pager that we created five or six years ago, we've tweaked them over the years, but we'll try to have those at the October. Dr. Bowne, I talked about having those at the October Committee of the Whole so we can talk about. The issue there is, I mean, you have them, maybe we can get them sent out again, Terry, to everybody now. We've tried to keep them very general principles about what we want because of the fluid nature of the legislature. We can be more specific but we will discuss those in October and see if we wanna tweak those or change them wholesale so that we can present those to legislators before the January session. Trustee Snider.

- I would offer that if we are having Committee of the Whole where we are expecting a lot of trustee discussion on issues, that we consider having those in person. I think having this dialogue here, having a in person facilitates discussion more than on Zoom. So just offer that for the administration's consideration.

- Okay, any trustee objection to that? I assumed we would have a hybrid option but.

- I would welcome a hybrid option, I have no problem if Trustee Snider wants to be in person.

- All right, we will pursue that as well. The next item on the agenda is the consent agenda. Trustees Smith-Everett and Trustee Cross have both indicated they will abstain from the consent agenda. This is a portion of the agenda where items are handled as one with one motion. They are routine or they've been reviewed by other parts of the administration and are consistent with our college policies. Any trustee can pull anything off the consent agenda that they would like to have considered separately. Are there any agenda items anybody wants to consider separately tonight? Trustee Lawson.

- I would like to remove the separation of Aaron Prater based on the comments that he said in the public meeting, I just feel like we need an executive session before I feel comfortable to vote on that.

- Okay, we will vote on the balance of the consent agenda. Is there a motion to approve the balance?

- So move.

- Second.

- Trustee Cross moves and Trustee Snider seconds.

- How about Trustee Cook.

- Trustee Cook.

- Trustee Cross is not in the room.

- Trustee Cook moves, Trustee Snider seconds to approve the consent agenda absent item number one, and the third name Aaron Prater on the human resources report. Discussion. All in favor say aye.

- [All] Aye.

- That passes five zero with two abstentions. The question now I guess, that completes our agenda, we did not anticipate an executive session.

- We need to discuss Prater.

- I know, I'm trying to get the board's consensus as to whether additional executive session is required to handle that particular issue. And Trustee Lawson has said she would like an executive session, is there anybody else that feels the need for that?

- We might wanna look to Kelsey, she's raising her hand.

- Right, I know, I'm just--

- I don't need an executive session.

- I mean, Trustee Lawson, you can make a motion for an executive session or I can frame it for you if you want and we can see if there's a second and a vote.

- Okay, so I motion for an executive session to discuss the separation of Aaron Prater based on the comments that he said in the public hearing.

- Okay, how long would you like that to last, we have to specify a time.

- Am I the only one that's interested in doing this? Is that what's happening here?

- I'll second.

- Thank you.

- So how much time do you want us a lot to it? 15 minutes, 30 minutes, 60 minutes?

- Do you have a specific--

- An hour sounds good.

- Okay.

- Call the question.

- Well, we're not done with what we need to have in the motion. I assume you run Dr. Bowne present. And Leslie Hardin.

- Dr. Bowne.

- Kelsey Nazar.

- Kelsey Nazar, Justin McDaid.

- Well, we don't go into executive session willy nilly, we have a statute to follow so I'm going to--

- Imagination at work but there are specific reasons and once we get to executive session, I'd be glad to expand on the personnel issue, Mr. Chair.

- Well, that will be part of the discussion of the executive session motion, I am simply trying to get to a motion that complies with coma. So I gather we have a motion from Trustee Lawson, seconded by Trustee Cross to go into executive session for a period of 60 minutes for the purpose of just discussing personnel matters of non elected personnel, and that in addition to trustees, we would request that Dr. Bowne, Leslie Hardin, Kelsey Nazar, Dr. McCloud, Justin.

- That's what's been requested.

- And Mr. Justin McDaid would be in that executive session. So is that the motion? Is that your second?

- Second.

- Okay, is there discussion? My disguise would be we've had an executive session on this, I have no reason to change my thoughts on this process. So no further discussion? All in favor of an executive session of 60 minutes to discuss non elected personnel with the previous identified folks joining that executive session. I would say if we pass it, we'll start at 7:45 and we'll get out at 8:45 back in public session. I will vote no on the motion but I will call the vote. All those in favor of an executive session has moved, say aye.

- [All] Aye.

- Opposed.

- Aye.

- Aye.

- No.

- Abstain.

- That motion fails four to two with abstention by, with the two no votes being Trustee Lawson and Trustee Cross and the abstention being by Trustee Smith-Everett.

- With that, oh, wow.

- Are you okay?

- You okay?

- Yeah.

- We had an electrical issue here. Trustee Cross appears to be okay. I need a motion to approve the recommendation with respect to the separation so could I have that motion.

- So moved.

- Moved by Trustee Cook.

- Second.

- Seconded by Trustee Snider to approve the recommendation of separation. All those in favor say aye.

- [All] Aye.

- Opposed, no.

- No.

- Abstain.

- That motion passes--

- I said no.

- Four with one opposition, Trustee Lawson, two abstentions, Trustees Cross, Trustee Smith-Everett. The math department has challenged me tonight on all these counts. We're now ready for a motion to adjourn.

- No, we have to vote on that motion. Oh, yeah, we did, I'm sorry.

- Yeah, yeah.

- So moved.

- Trustee Cross moves to adjourn, is there--

- Second.

- Trustee Snider seconds, all those in favor say aye.

- [All] Aye.

- Opposed no. That motion carries seven zero. Thank you all for your diligence tonight.

Written Testimony for JCCC Revenue Neutral Rate Hearing
September 16, 2021

Trustees, Why wasn't this hearing cancelled? Why wasn't the mill rate reduced, at minimum, to the revenue neutral rate of 8.771 mills?

It had to have been known for some time, that expenses for the fiscal year ending June 30th were \$23 million below budget. At current property valuations that's two full mills! After the difficult past year and a half, Johnson County businesses and citizens could really use more of their own money. For at least one year the mill rate can be dramatically lowered! At minimum it can be reduced to the revenue neutral rate, which is only another 0.32 mills beyond the planned reduction.

I ask that the mill rate be further reduced.

Dennis Batliner

10000 Perry Drive
Overland Park, KS 66212

Written Testimony for the JCCC Legal Budget FY 2021-2022
September 16, 2021

Trustees, Concerning the FY 2021-2022 budget I ask for the following:

- Reduce the mill levy to, at minimum, the neutral rate of 8.771 mills.
- Build the outdoor track that was promised to Johnson County taxpayers in the 2016 “Facilities Master Plan.”
- Return the Track & Field/Cross Country programs to JCCC.
- Halt the funding and implementation of all D.E.I. (Diversity, Equity, Inclusion) initiatives.

Mill Levy Reduction to Neutral or Beyond:

- The College budgeted, but did not spend, **\$23 million dollars** for the Fiscal year ending June 30th!
- The JOCO community has gone through an extremely difficult past year and a half! Why does the College deserve this money?
- The College’s enrollment has **declined 24%** over the past ten years!
- The College’s budget has **increased 45%** over the past ten years!
- Why does the College deserve this money?

Build the Promised Outdoor Track:

- The 2016 “Facilities Master Plan” promoted three options for locating a new track. There was not a fourth option of NO track!
- The college has the funds! Now is the time!

Return the Track & Field/Cross Country Programs to JCCC

- These are the largest and most diverse student athletics programs.
- Approximately 60 student athletes would be involved. Many or most being **new** students that would **not** attend JCCC **without** these programs.

- The SaveJCCCTrack group has explained publicly and privately to trustees and staff that budgeted costs for these programs can be greatly reduced. A peer college operated similar programs for 20% of the cost of those at JCCC!
- President Bowne has stated that, "Student athletes are some of the finest students academically."
- The College has the funds to add new students and new energy to campus!

D.E.I. (Diversity, Equity, Inclusion)

- Diversity. Equity. Inclusion. These words all express positive and reasonable sentiments in the appropriate context of treating every person with dignity and respect.
- In the ideological context of D.E.I. initiatives these words produce nothing positive. Instead they become divisive, corrosive and demeaning.
- In the "Strategic Plan Goals Level of Agreement" survey of all 2251 JCCC employees, less than 20% responded. That's an extremely poor response rate! One of the four questions on the survey directly asked about D.E.I.
- Does this mean that 80% of JCCC employees do not agree with the Strategic Plan Goals? Does this mean that 80% of JCCC employees find that the Plan Goals are not important enough or problematic enough to even comment upon?
- The College has long had required training for all employees and a required class for all students in anti bias. Were those all wasted?
- The College has so far spent \$119, 000 on D.E.I. initiatives, with plans for continued funding.
- A quick review of what's "taught" in the D.E.I. training the College has paid for is eye opening. Here's one abbreviated portion from the "Virtual Participant Guide".
- Microaggression: "I believe the most qualified person should get the job". This results in the Message: "People of color are lazy and/or incompetent and need to work harder."
- It's impossible to understand how intentionally teaching people anything similar to the above; "Microaggression Message", is positive or helpful to individuals or to the community at large.

Trustees, I ask that you:

- Reduce the mill levy to, at minimum, the neutral rate of 8.771 mills.
- Build the outdoor track that was promised to Johnson County taxpayers in the 2016 “Facilities Master Plan.”
- Return the Track & Field/Cross Country programs to JCCC.
- Halt the funding and implementation of all D.E.I. (Diversity, Equity, Inclusion) initiatives.

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