

COCC BOARD OF DIRECTORS MEETING



Date: October 14, 2026

Time: 5:45 p.m.

Location: COCC Redmond Campus, Building 3, Room 306 / YouTube

Agenda

Agenda Item	Presenter(s)	Materials
1 – Call to Order	Merz	
2 – Native Land Acknowledgement	Merz	2.1
3 – Roll Call	Alberg	
4 – Agenda Changes	Merz	
5 – Information Item		
5a – Student Veterans Services	Jordan/Rasheed/Sonnier	5a.1-4
6 – Public Comment	Alberg	
7 – Consent Agenda – Action	Merz	
7a – September 9, 2026 Regular Meeting Minutes	Matthews	7a.1-12
7b – September 25, 2026 Special Meeting Minutes	Matthews	7b.1-6
8 – Information Items		
8a – Monthly Budget Status	LaLonde	8a.1-4

Agenda Item	Presenter(s)	Materials
8b – New Hire Reports	Boehme	8b.1-2
8c – Redmond Campus Update	Ward	8c.1-8
8d – Direct Admission	Hayes	8d.1-8
9 – New Business		
9a – Sale of Property	LaLonde/McCaffrey/Taylor	9a.1-2
9b – Redmond Campus Expansion Guaranteed Maximum Price	LaLonde/Clawson/Ward	9b.1-3
9c – Board Policy Revisions	Craska Cooper	
9c.1 – BPR 1: Communication and Delegation to the President, Second Reading – Action		9c.1.1
9c.2 – BPR 2: President’s Job Description, Second Reading – Action		9c.2.1-2
9c.3 – BPR 6: Order of Administrative Responsibility, Second Reading – Action		9c.3.1
10 – Board of Directors Operations		
10a – Committee Updates		
10a.1 – Advocacy Committee	Foote Morgan	
10a.2 – Real Estate Committee	Krenowicz	
10b – Board of Directors’ Goals	Merz	10b.1
10c – President’s Goals	Merz	10c.1
10d – Board Member Activities	Board Members	
11 – President’s Report	Pereira	

Agenda Item	Presenter(s)	Materials
12 - Dates	Merz	
Saturday, October 17 – Latinx Heritage Month: Community Bike Ride with Vámanos Outside – Shevlin Park at 10:00 a.m. – 2:00 p.m.		
Tuesday, October 20 – Chandler Lecture Series: Seeing the Big Picture: How the Brain Manipulates Our Visual World – Wille Hall at 6:30 – 8:00 p.m.		
October 20 and 22 – Latinx Heritage Month: <i>Solito</i> Book Discussion – Tuesday at COCC’s Prineville Campus and Thursday at COCC’s Madras Campus at 5:30 – 7:00 p.m.		
October 21-24 – Association of Community College Trustees (ACCT) Leadership Congress – Hyatt Regency Chicago		
Tuesday, October 27 – Latinx Heritage Month: Poetry Reading and Q&A with José Olivarez – Wille Hall at 5:30 – 7:00 p.m.		
Wednesday, October 28 – Advocacy Committee Meeting – Remotely via Zoom at 1:00 p.m.		
Thursday, October 29 – Policy Review Committee Meeting – Remotely via Zoom at 12:00 p.m.		
November 4-6 – Oregon Community College Association (OCCA) Annual Conference – Sunriver Resort		
Wednesday, November 11 – Closed for Veterans Day		
Saturday, November 14 – COCC Turkey Trot and Toddler Trot – Mazama Track (Times to be announced)		
Wednesday, November 18 – Board of Directors Meeting – Boyle Education Center Boardroom at 5:45 p.m.		

Agenda Item	Presenter(s)	Materials
13 – Adjourn to Executive Session	Merz	
ORS 192.660 (2)(d) Labor Negotiations ORS 192.660 (2)(h) Consult with Counsel Concerning Current or Likely Litigation to be Filed		
14 – Adjourn to Open Session	Merz	
15 – New Business		
15a – Faculty Contract – Action	Boehme/Hayes	15a.1-4
15b – Representation in Federal Litigation – Action	Pereira/Taylor	Confidential Document
16 – Adjourn	Merz	

Purpose: To acknowledge someone is to say, “I see you. You are significant.” The purpose of a land acknowledgement is to recognize and pay respect to the original inhabitants of a specific region. It is an opportunity to express gratitude and appreciation to those whose territory you exist in.

COCC Land Acknowledgement

(Condensed Version)

COCC would like to acknowledge that the beautiful land our campuses reside on, are the original homelands of the **Wasq'ú** (Wasco), and the **Wana Łama** (Warm Springs) people. They ceded this land to the US government in the Treaty of 1855. The **Numu** (Paiute) people were forcibly moved to the Warm Springs Indian Reservation starting in 1879. It is also important to note that the Klamath Trail ran north through this region to the great Celilo Falls trading grounds. Descendants of these original people are thriving members of our communities today. We acknowledge and thank the original stewards of this land.



Veterans Services

2025–26 Program Impact

375

Student Veterans
enrolled in 2025-26

91.5%

Successful Course
Completion

\$1.09M

2026 GI Bill Payments to COCC

VA GI Bill Comparison Tool reports
\$1,092,480 for 2026

Supporting all service members, veterans, and military-affiliated students and staff at COCC.

What We Provide

Comprehensive services and connections that support veterans at every step.



STUDENT SUPPORT

Benefit navigation
Referrals
Financial resources



COMMUNITY

SVA meetings
Events
Visiting services



EDUCATION & ADVOCACY

Military Ally training
Service member protections
Guidance for faculty & staff



PARTNERSHIPS

Veteran-serving organizations
Campus and community partnerships

Veterans Resource Center (VRC)

2,834

VRC visits
2025–2026 academic year

250

Individual VRC users
2025–2026 academic year

4–5

Student staff employees per term,
funded through VA Work-Study

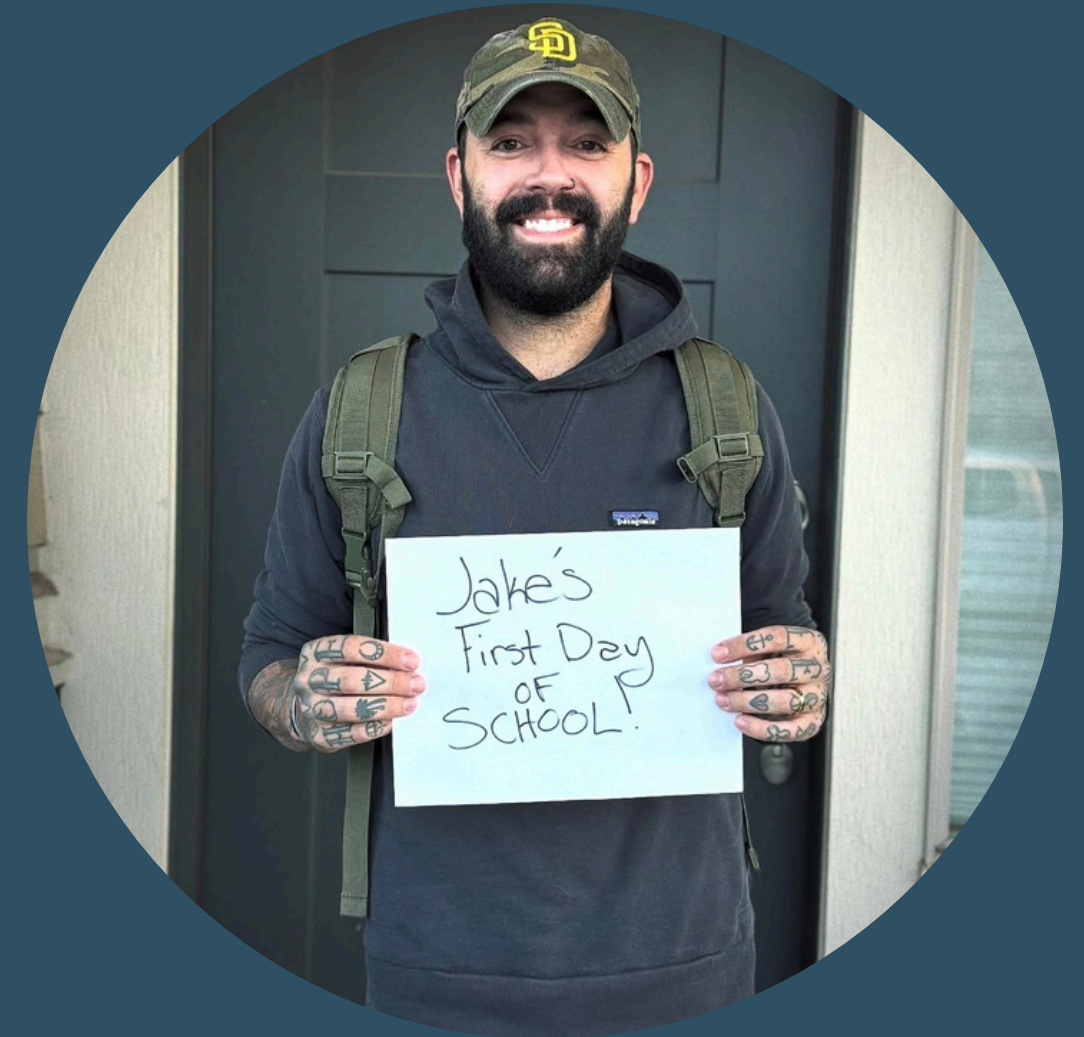
The Veterans Resource Center serves as a connection point for peer support, resource navigation, engagement, and community building



Student Spotlight

Jake Sonnier

U.S. Navy Veteran | COCC Student & Peer Advisor
Human Development and Family Sciences



COCC BOARD OF DIRECTORS

MEETING MINUTES

Date: September 9, 2026

Time: 5:45 p.m.

Location: Crook County Open Campus, Room 119/120 and YouTube

1. Call to Order

Presenter: Jim Porter

The meeting was called to order at 5:49 p.m.

2. Native Land Acknowledgement

Presenter: Lucas Alberg

Materials: Item 2a.1

COCC would like to acknowledge that the beautiful land our campuses reside on, are the original homelands of the Wasq'ú (Wasco), and the Wana Łama (Warm Springs) people. They ceded this land to the U.S. government in the Treaty of 1855. The Numu (Paiute) people were forcibly moved to the Warm Springs Indian Reservation starting in 1879. It is also important to note that the Klamath Trail ran north through this region to the great Celilo Falls trading grounds. Descendants of these original people are thriving members of our communities today. We acknowledge and thank the original stewards of this land.

3. Roll Call

Presenter: Lucas Alberg

Board of Directors	Jim Porter (Chair), Erin Merz (Vice-Chair), Erica Skatvold, Laura Craska Cooper, Joe Krenowicz, Erin Foote Morgan, Alan Unger
COCC Staff	Greg Pereira (President), Michael LaLonde, Alicia Moore, Annemarie Hamlin, Zak Boone, Laura Boehme, Lindsay Buccafurni, Paige Polacek, Cindy Lenhart, Suzie Kristensen, Josh Clawson, Lisa Shipman, Tony Russell, Kyle Matthews, Lucas Alberg, Stephanie Goetsch, J.C. Nore, Amy Ward
Guests	Dallas Crumpton, Paul Taylor, Steve Buettner

4. Agenda Changes

Presenter: Jim Porter

No changes were made to the agenda.

5. Information Item

5.1 Associated Students of COCC (ASCOCC) Update

Presenters: Lindsay Buccafurni, Dallas Crumpton

Buccafurni introduced Polacek, who joined COCC one month ago as the new Student Engagement Coordinator. Among her other responsibilities, Polacek will serve as the Advisor to the ASCOCC.

Crumpton shared how the ASCOCC restructured from 12 to eight positions, four of which are currently filled. He is actively recruiting to fill the remaining positions. The ASCOCC's financial priorities for the 2026-27 academic year include the student food bank, the Thanksgiving food drive, Student Life and cultural events, and free tickets for students to attend speaking sessions from the Visiting Scholar Program. Crumpton shared a pie chart of the student government's \$255,516 budget, which includes 28 active student clubs that are expected to return from the previous academic year. The student government's priorities for the Fall 2026 term include the student resources fair and working with local government agencies to promote voter registration.

Unger asked what the requirements are to be a student club. Crumpton explained that four credit students will need to apply with the support of a faculty or staff advisor. A registered club is required to coordinate at least three meetings per term in order to maintain funding from the ASCOCC.

Unger asked Crumpton how much time he spends per week working on student government matters while balancing his priorities as a student. Crumpton said he spends at least 15 hours per week on ASCOCC work, which is what his position is budgeted for.

Foote Morgan asked why Crumpton decided to run for ASCOCC President. Crumpton said that he believed he could bring needed changes to COCC by serving in the role. His particular areas of interest are improving transparency and student clubs.

Foote Morgan asked what challenges Crumpton has faced thus far in his role. Crumpton said that student engagement has been a concern. Pereira had noted in a previous meeting that higher student engagement is a factor to higher graduation rates.

Unger said that the Board would like to hear more from students and asked Crumpton to encourage them to offer to give presentations at future Board meetings. Crumpton concurred.

Craska Cooper asked what Crumpton would consider to be the greatest concern that COCC's students are currently facing. Crumpton suggested that communication between students and the College has been a prominent concern.

6. Public Comment

Presenter: Lucas Alberg

Before comments were given, Porter thanked the over 30 individuals who submitted written comments to the Board. Given the volume of those comments, Alberg will only be reading comments from those who specifically requested that theirs be read aloud, and each of those comments will be limited to two minutes per the Board's practices. In the future, comments read aloud may need to be limited further in the interest of time.

Retired Automotive Technology Instructor Ken Mays thanked COCC's administration for their work in acquiring CTE grants that the College has received for electrified automotive technician programs. He encouraged the administration to continue growing COCC's grants department and distributed a document with more information on these programs to the Board.

Joe Weyhmiller, a union construction worker from Bend who worked on the Madras campus' expansion, expressed his support for the Faculty Forum in their ongoing negotiations with the College.

Faculty Forum President Sara Henson shared her concerns about the ongoing negotiations between the faculty's union and the College.

Carol Higginbotham shared with the Board a petition in support of the Faculty Forum that was signed by union leaders from 11 other community colleges in Oregon.

Additional comments in support of the Faculty Forum from Jason Herring, Kelly DeSoto, Lilian Warpinski, Emily Brown, Marichelle Gurski, Madison Bordeaux, Ashley Proctor, Hilary Corrigan, Jennifer King, Ryan Heinige, Emily Vaughn, Rocky Blair, Max Zaninivich, and Sean Rule were read aloud.

7. Consent Agenda

Presenter: Kyle Matthews

Materials: Item 7.1-10

Merz called for a motion to approve the consent agenda, seconded by Laura Craska Cooper.

- **In favor:** Jim Porter, Erin Merz, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erica Skatvold, Erin Foote Morgan
- **Opposed/abstained:** none

8. Information Items

8.1 – Monthly Budget Status

Presenter: Michael LaLonde

Materials: Item 8a.1-4

LaLonde reported that COCC's general fund reserve is currently 11%.

8.2 – New Hire Reports

Presenter: Laura Boehme

Materials: Item 8b.1-2

There were no questions.

8.3 – Workforce and Community Development Needs Assessment: COCC Prineville Campus

Presenters: Cindy Lenhart, Suzie Kristensen, Stephanie Goetsch, J.C. Nore

Materials: Items 8c.1.1-13 and 8c.2.1-18

Lenhart explained that a full report was included in this meeting's packet, and that this presentation would give some highlights and updates since the report was written. This assessment is intended to answer how COCC can make the most meaningful difference for Crook County residents and the

employers who depend on a skilled local workforce. This included eight months of work, including reviews of COCC's current programs, examining labor market data, and focus groups with members of the community.

Kristensen explained that this assessment found that Crook County's population is expected to increase 62% by 2072, and the primary demographic that is expected to migrate into the county is age 20-39. Only 32.2% of the current population holds an associate's degree or higher, and the average annual earnings gap between a high school diploma and an associate's degree is \$12,500. The county's unemployment rate is also higher than Deschutes and Jefferson Counties, as well as the statewide rate. Community members value Career and Technical Education (CTE) programs, they believe that higher education should earn their trust, and they do not want their success to be compared to other communities. Local employers have cited a need for workplace readiness.

Lenhart explained that opportunities for COCC to prepare students for Crook County's labor market include business services, entrepreneurship, manufacturing, healthcare and construction. A proposal for a workforce training center concept is further explained in the report. The training center would be located in the existing building at COCC's Prineville campus, would work closely with COCC's Center for Business and Community Education and the Small Business Development Center (SBDC), and it would be run by a dedicated Program Manager.

Goetsch explained that COCC's Community Education department and the Center for Business recently merged under her leadership. Community Education has offered personal enrichment classes, youth camps, senior fitness and mobility programs, community lectures, and cultural events in Crook County. The Center for Business and the SBDC have offered management and supervisor trainings, training for workplace skills like Excel, entrepreneurial classes, and office hours at the Prineville campus. Nore added that the SBDC has received a great response thus far from their advising hours in Prineville.

Kristensen showed a list of classes that would be offered at the Prineville campus in the coming year that would lead to a Business Essentials Certificate (pending final approval), which is in direct response to feedback from community members. She also included a list of other CTE courses that will be offered at the campus in the coming year. COCC's High School Partnerships department has also been actively involved in Crook County, offering CTE-aligned pathways, streamlined co-enrollment to the College Now program, a College Success class, and mentorships. The county's high school enrollment is expected to surpass capacity for its current facilities by 2034 and COCC has discussed how they can help find solutions to this problem.

Lenhart, Kristensen, Goetsch and Nore have started a workgroup that will add more members later to continue this work. They will spend the next year building an implementation plan, starting with short-term priorities. They will continue working with local stakeholders to promote the workforce training center.

Krenowicz noted the projection for Crook County's high schools in 2034 and asked how that relates to notational reports that high school populations are decreasing. Lenhart noted another projection that

younger families are moving to Crook County, which is why the county's high school populations are expected to increase.

Unger asked how the four leading members of the workgroup are able to balance this project with the rest of the demands of their jobs. Lenhart said that it will be a priority project for the workgroup. Goetsch suggested that this work aligns with the work of the Center for Business.

8.4 – 2023-27 Strategic Plan: Year Three Mission Fulfillment Indicator Report

Presenters: Alicia Moore, Zak Boone, Laura Boehme, Zak Boone, Annemarie Hamlin, Michael LaLonde

Materials: Item 8d.1.1-11 and 8d.1.1-8

Moore reminded the Board that last year's report included a more in-depth presentation to match the report. This year, the full report is still included in this meeting's packet, but the presentation will focus on a few highlights from the past year. She shared a dashboard from COCC's website that tracks indicators for strategic plan goals.

Moore reported on Fall-to-Winter Retention for the Student-Ready College goal. The data focused on full-time college students who remain enrolled through the fourth week of Winter term, as defined by the State of Oregon. Retention rates for this demographic have remained fairly consistent for the past several years. COCC's students who have received Pell Grants have seen higher rates of retention than other students, as well as students with Pell Grants from other community colleges in Oregon. BILAPOC and CTE students at COCC have seen a slightly lower rate of retention than their peers.

LaLonde reported on Annual Tuition and Fees for the Access goal. This data is based on a student taking 12 credits per quarter over three quarters. COCC is currently the sixth lowest in tuition and fees among all of Oregon's community colleges, but the goal has been to be in the lowest 25%, which COCC has not yet achieved. During COCC's recent Budget Committee meetings, when calculating total annual tuition and fees divided by median household income in each district, COCC would be considered the second least expensive.

Boone reported on College-Sponsored Events for the Community Engagement goal. The College saw a slight increase in sponsored events during the 2025-26 fiscal year. Boone suggested that 139 events is sustainable for COCC's staff while remaining meaningful to the community.

Unger asked if this number of events could plateau in the coming year. Boone said that the past three years of data would suggest that 130 – 140 events would be the ideal number of events for COCC to sponsor annually.

Hamlin reported on the Workforce Education and Training Headcount for the Workforce Development goal. While the College did not meet its goal of a 1% increase during the 2024-25 academic year, the disaggregated data showed increases in BILAPOC, women and veteran students, all of which saw consistent headcounts and completion rates in education and training. "Training" refers primarily to students who are taking non-credit classes for a short-term period of time as relevant to their jobs. While trainings have seen a slight decrease, Hamlin suggested the recent reorganization of COCC's

Community Education department and Center for Business will lead to an increase in those numbers in the near future.

LaLonde also reported on greenhouse gas emissions, which are part of the President's Climate Leadership Commitment (PCLC), which is part of the College Sustainability goal. COCC's overall emissions have decreased by 27.6% since 2022. LaLonde credited this to Pacific Power generating more green energy, COCC using less natural gas, and Campus Services installing energy-use meters in all of COCC's buildings. There is room to improve the fuel efficiency of COCC's boilers and HVAC systems, as well as provide more insulation whenever a roof is replaced. A survey will also be sent out to learn about emissions from College staff and student commutes.

Krenowicz asked if there is a way to measure the return on investment in energy savings from expenses like replacing boilers or HVAC systems. Clawson said that Campus Services typically targets three to five years in payback for such expenses.

Unger noted that COCC is adopting a new system to better gather data and asked if it would allow more specific findings. Moore explained that a challenge with this new system is that the national comparator that is available has not revised its definitions for a long time and are based on a traditional college student, which does not fit the average demographic of a contemporary community college student. As COCC prepares for its next strategic plan, Moore has discussed with the co-chairs how the College can track a continuum of student success, rather than only retention and graduation rates. This could include whether a student enrolls with or graduates from a different institution.

9. New Business

9a – Redmond Campus Expansion Early Site Work Authorization – Action

Presenter: Josh Clawson, Steve Buettner, Amy Ward

Materials: Item 9a.1-9

Clawson introduced Buettner, President of SunWest Builders, and explained that the Redmond campus expansion has reached a milestone that will require the Board's approval to begin early site work.

Craska Cooper asked how far along the construction drawings and engineering are on this project. Clawson said that both tasks are complete.

Craska Cooper asked if the building permit from the city is expected to be acquired soon. Clawson confirmed this.

Unger asked how the project has gone thus far for COCC and SunWest. Buettner suggested that the project has gone well thus far. Clawson concurred.

Unger asked if there are any anticipated problems that could happen once the cement has been poured. Buettner suggested that there would not be a risk as the crew will be following the building's final design. He also clarified that the concrete will not be poured until the guaranteed maximum price (GMP) is approved by the Board at a later date.

Krenowicz asked why a GMP will be necessary if the early site work is already approved. Clawson explained that the project's current budget is \$5,641,239, which is the intended GMP. COCC has budgeted an additional \$2,358,761 for "soft costs," including a \$450,000 owner contingency to cover change orders and similar matters, as well as any other contingencies that SunWest carries. Aside from extreme circumstances, no further action will be needed from the Board once a GMP is approved.

Buettner shared an updated blueprint for the project. Concrete work is intended to begin in October with the goal of completing as much work as possible before winter and finishing sometime in 2027.

Craska Cooper asked how student enrollment is expected to change when the project is complete. Ward said the expansion will allow for multiple advanced welding classes to take place simultaneously. It will also expand capacity for introductory classes and decrease the need for sharing machining equipment. It will also provide redundancy if one machine breaks and a student needs to move to another while an instructor inspects a broken one.

Unger asked why landscaping is budgeted at a high rate for this project. Buettner explained that landscaping costs have increased over several years, so this budget is meeting those current costs.

Unger motioned to approve early site preparation work for the Redmond Building 3 Expansion project with SunWest Builders, using existing funds in the amount of \$658,236; seconded by Craska Cooper.

- In favor: Jim Porter, Erin Merz, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erica Skatvold, Erin Foote Morgan
- Opposed/abstained: none

9b – Flight Simulator Purchase – Action

Presenter: Tony Russell, Lisa Shipman

Materials: Item 9b.1-4

Russell explained that flight simulators are one of the reasons that COCC's Aviation program is able to compete with other aviation institutions. They reduce the time that students need to spend flying a real aircraft and generate revenue for the College, some of which is designated for simulator replacement costs. One of the program's simulators is nine years old and clearly nearing its end-of-life due to the cost of maintenance required to keep it operational. The College is requesting an exemption to the bidding process as it would ease the process for exchanging parts between two vendors.

Krenowicz motioned to approve Compatibility with Existing Equipment or Systems exemption and authorize COCC to enter into a contract with Frasca International for the purchase of a replacement flight simulator in an amount not to exceed \$365,000, seconded by Craska Cooper.

- In favor: Jim Porter, Erin Merz, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erica Skatvold, Erin Foote Morgan
- Opposed/abstained: none

9c – Board Policy Revisions

Presenter: Laura Craska Cooper

9c.1 – BEP 4: Asset Protection, Second Reading – Action

Materials: Item 9c.1.1-4

Craska Cooper said that no changes have been made to this proposal since its previous reading on July 8.

Unger motioned to approve the second reading of the proposed revisions for BEP 4, seconded by Merz.

- In favor: Jim Porter, Erin Merz, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erica Skatvold, Erin Foote Morgan
- Opposed/abstained: none

9c.2 – BPR 1: Communication and Delegation to the President, First Reading – Action

Materials: Item 9c.2.1

Craska Cooper explained that the Policy Review Committee worked with Pereira on the proposed revisions to this policy. She suggested that these revisions reflect how the Board currently operates or would aspire to operate. She noted that point five of this proposal is intended to prevent any surprises from happening at Board meetings.

Merz motioned to approve moving the proposed revisions to BPR 1 from first to second reading, seconded by Krenowicz.

- In favor: Jim Porter, Erin Merz, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erica Skatvold, Erin Foote Morgan
- Opposed/abstained: none

9c.3 – BPR 2: President’s Job Description, First Reading – Action

Materials: Item 9c.3.1-2

Craska Cooper explained that the Committee also worked with Pereira on this proposal. A significant portion of the revisions are meant to clarify that, while the current policy says several times that the President “shall” do something, the current practice is not for the President to do all of those things on their own. Instead, the President often works with a team to fulfil their obligations.

Unger asked why the word “vision” was struck from the existing language of the policy in this proposal. The Committee members could not recall why that word was struck. Craska Cooper suggested that the Committee can review their most recent meeting’s minutes at a later time.

Unger motioned to approve the proposed revisions to BPR 2 from first to second reading, seconded by Krenowicz.

- In favor: Jim Porter, Erin Merz, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erica Skatvold, Erin Foote Morgan
- Opposed/abstained: none

9c.4 – BPR 6: Order of Administrative Responsibility, First Reading – Action

Materials: Item 9c.4.1

Craska Cooper explained that the proposal is to add the word “yet” to the language of this policy in order for the automatic designation of an Acting President to be a temporary solution until the Board can convene and officially appoint an Acting President.

Unger noted that the first position listed in the automatic order of succession is the Vice President of Finance and Operations (VPFO), and that this role was formerly two separate positions. Since COCC has not yet found a replacement for LaLonde, could the College consider returning that role into two separate positions? Craska Cooper concurred that this could be possible and suggested that the Committee would then need to revise the policy accordingly.

Krenowicz motioned to approve the proposed revision to BPR 6 from first to second reading, seconded by Porter.

- In favor: Jim Porter, Erin Merz, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erica Skatvold, Erin Foote Morgan
- Opposed/abstained: none

10. Board of Directors Operations

10a – Committee Updates

10a.1 – Audit and Finance Committee

Presenter: Alan Unger

Unger reported that the Committee met with COCC’s auditors in July to discuss how to move forward with the College’s annual audit. LaLonde added that some of the Committee members asked to be able to review and discuss the audit before it is published.

10a.2 – Investment Committee

Presenter: Laura Craska Cooper

Craska Cooper reported that the Committee met on twice over the summer to discuss potential options for pension bonds and Public Employee Retirement System (PERS) liability. LaLonde further explained that COCC’s PERS bond was issued around 2002 or 2003 and is estimated to return at 6.9% over its lifetime. If the College can borrow money at a low interest rate and invest it in PERS, PERS could then could pay out more than what the College borrowed. LaLonde acknowledged that arbitrages are risky, and the financial advisors at Piper Sander calculated a 79% probability of COCC making money out of a PERS bond. More recently, interest rates have increased. Piper Sander has suggested it could still be safe to invest as long as the interest rate is at least 1.35% less than 6.9%. However, COCC has other financial obligations to consider, including the ongoing negotiations with the Faculty Forum and the required \$9.6 million match to receive a grant from Oregon’s Higher Education Coordinating Commission (HECC) by 2028. With the war in Iran causing problems with the stock market, Piper Sander as advised COCC to wait until interest rates improve. Piper Sander will provide two additional analyses over the next two years. COCC can decide at any time whether to move forward. The College’s current unfunded pension liability is \$52 million. There could be an ideal time to invest in the next three years, but not right now.

Craska Cooper asked what the Committee estimated to be the amount of lead time that the College has to make a decision about whether to issue a bond. LaLonde said it was seven months. Craska Cooper noted that the Committee decided to monitor the market's activity during that time, which would likely involve hiring legal consultation and filling out paperwork.

10a.3 – Policy Review Committee

Presenter: Laura Craska Cooper

Craska Cooper reported that the Committee is nearly finished with its priority review projects.

10a.4 – President Evaluation Committee

Presenter: Jim Porter

Porter reported that the Committee met with Pereira in August to discuss the results of his annual evaluation, which they found to be very favorable.

10a.4 – Real Estate Committee

Presenter: Joe Krenowicz

Krenowicz reported that the Committee met twice over the summer. Further details will be discussed in this meeting's executive session.

10b – Board Committee Appointments

Presenter: Jim Porter

Materials: 10b.1-6

Porter explained that he only made a few changes to the committee appointments as he felt that their current rosters are doing well and should remain consistent. There were no objections.

10c – Board Member Activities

Alan Unger:

- July 18: Board of Directors retreat
- July 20 and August 26: Real Estate Committee meetings
- July 24: Audit and Finance Committee meeting

Erin Merz:

- July 16 and August 13: Policy Review Committee meetings
- July 17: Advocacy Committee meeting
- July 18: Board of Directors retreat
- July 21, August 6, August 27 and September 3: Meetings with Porter and Pereira
- August 13: VPFO candidate interview
- August 26: Meeting with Oregon Department of Correction (DOC) and Deer Ridge Correctional Institution (DRCI) faculty regarding laptops for students-in-custody. A follow-up meeting will take place tomorrow.
- September 2: Board meeting agenda review with Porter, Pereira and Matthews

Erin Foote Morgan:

- July 17: Advocacy Committee meeting

- July 18: Board of Directors retreat
- August 13: VPFO candidate interview

Laura Craska Cooper:

- July 16 and August 13: Policy Review Committee meetings
- July 18: Board of Directors retreat
- July 20: Real Estate Committee meeting
- July 22 and August 28: Investment Committee meeting
- August 18: President Evaluation Committee meeting

Joe Krenowicz:

- July 20 and August 26: Real Estate Committee meetings
- July 24: Audit and Finance Committee meeting
- August 23: VPFO candidate interview

Erica Skatvold:

- July 16: Policy Review Committee meeting
- July 17: Advocacy Committee meeting
- July 18: Board of Directors retreat
- August 18: President Evaluation Committee meeting

Jim Porter:

- July 18: Board of Directors retreat
- July 20: Real Estate Committee meeting
- July 21, August 6, 13, 21 and 27 and September 3: Meetings with Merz and Pereira
- August 18: President Evaluation Committee meeting
- September 2: Board meeting agenda review with Merz, Pereira and Matthews

11. President's Report

Presenter: Greg Pereira

Pereira reported that COCC has been named as part of a federal lawsuit against higher education institutions in Oregon, Washington, New Mexico and Arizona for offering in-state tuition to undocumented students. 14 of Oregon's 17 community colleges are involved because the remaining three use flat rate tuition. Oregon and other states have policies that say that any student who has spent three years in an Oregon high school or graduated with their GED in Oregon are eligible for in-state tuition. The Oregon Community College Association (OCCA) is working with the State and Oregon's universities to challenge this lawsuit. A resolution may need to be presented at a future Board meeting if COCC decides to seek joint representation with Oregon's other community colleges. COCC's current insurer, PACE, could also be considered for representation.

COCC will also repost recruitment advertisements for the VPFO position.

13. Upcoming Dates

- October 5: Chandler Lecture Series: A Story in Ice with Nick Zentner, 6:00 – 8:00 p.m. at The Tower Theatre in Bend
- October 13: COCC Foundation's Feast at the Old Mill Fundraiser, 5:30 p.m. at Anthony's at the Old Mill
- October 14: Board of Directors Meeting, 5:45 p.m. at the COCC Redmond Campus, Building 3, Room 306

15. Adjourn to Executive Session

Presenter: Jim Porter

At 8:08 p.m., the Board adjourned to executive session for the following purposes:

- ORS 192.660 (2)(d) Labor Negotiations
- ORS 192.660 (2)(e) to Discuss Real Property Transactions

16. Adjourn

Presenter: Jim Porter

The meeting adjourned at 10:00 p.m.

COCC BOARD OF DIRECTORS

SPECIAL MEETING MINUTES

Date: September 25, 2026

Time: 11:00 a.m.

Location: Remotely via Zoom

1. Call to Order

Presenter: Jim Porter

The meeting was called to order at 11:14 a.m.

2. Native Land Acknowledgement

Presenter: Jim Porter

Materials: Item 2a.1

COCC would like to acknowledge that the beautiful land our campuses reside on, are the original homelands of the Wasq'ú (Wasco), and the Wana Łama (Warm Springs) people. They ceded this land to the U.S. government in the Treaty of 1855. The Numu (Paiute) people were forcibly moved to the Warm Springs Indian Reservation starting in 1879. It is also important to note that the Klamath Trail ran north through this region to the great Celilo Falls trading grounds. Descendants of these original people are thriving members of our communities today. We acknowledge and thank the original stewards of this land.

3. Roll Call

Presenter: Kyle Matthews

Board of Directors	Jim Porter (Chair), Erin Merz (Vice-Chair), Alan Unger, Erin Foote Morgan, Erica Skatvold, Laura Craska Cooper, Joe Krenowicz
COCC Staff	Greg Pereira (President), Michael LaLonde, Zak Boone, Alicia Moore, Josh Clawson, Angie Anderson-May, Lucas Alberg, Kyle Matthews
Guests	Mark Cork, Catharine Killien

4. Agenda Changes

Presenter: Jim Porter

No changes were made to the agenda.

5. Information Items

5.1 Facilities Master Plan

Presenters: Michael LaLonde, Mark Cork, Catharine Killien

Pereira explained that this presentation is a first draft of the facilities master plan, which the Board authorized COCC to develop. He reminded the Board that the purpose of the facilities master plan is to give COCC guidance on how to optimize the College's physical spaces and inform priorities. This project was initiated in response to the College's deferred maintenance issues. Pereira also clarified that there would be no recommendations to build new buildings right away.

LaLonde added that COCC has worked with Cork, Killien and their colleagues at Mahlum Architects for the past nine months on this project. College faculty and staff members from the Facilities and Space Planning Committee have also contributed insights to the project. This will be a high-level presentation of options that COCC could consider for a five-year capital funding plan.

Cork explained that initial goals identified for the project by the Committee and the College's Vice Presidents were to enhance the student experience; promote health, safety and security; optimize/right-size the campus footprint; improve branch campus integration; strengthen COCC's identity; foster community integration; and sustainability and carbon neutrality. Mahlum discussed the project with various College departments and students. Common areas of concern included deferred maintenance, inefficient use and distribution of space, accessibility, connectivity across the Bend campus and between all campuses, partnership opportunities, carbon reduction, wayfinding, consistency in the student experience, and a lack of student space and usable open space. A numeric system was developed to identify how each building is used. Pie charts for each campus and a bar graph for all of COCC's buildings were presented to show how they are utilized. A sample data sheet for Cascades Hall was presented to show how information was compiled for each building.

For the analysis on assumptions and methodology, scheduled instructional use from the Fall 2025 term during the hours of 8:00 a.m. – 5:00 p.m., Monday – Friday, was used. The utilization and occupancy rates for general assignment classrooms was measured at the industry standard of 65%, which was never reached at the Bend campus during the designated times. Peak classroom usage was mid-morning through mid-afternoon, Monday – Thursday, which are typical for many higher education institutions. Classrooms in Bend were found to have an average of 30% utilization. Some classrooms surpassed the target 65% rate. The average occupancy rate was 52%.

Key takeaways were that building utilization was generally low at all campuses, often not meeting target utilization, even during peak hours. While additional classrooms might not be needed, it should be verified with the projected enrollment rates for the coming years. There may be other drivers for a need for more classrooms, such as specific functions or locations. There might be a need for flexibility in planning, with a potential to reduce or repurpose some classrooms for other needed functions. There could also be a need for underutilized classrooms to accommodate for classes that need to be moved if a building is taken offline. Improved schedule management tools and tracking can also help future utilization.

Data sources for the facilities assessment were a 2022 report from another vendor; COCC's current deferred maintenance list; and a site visit by Mahlum earlier this year, which included stakeholder interviews and surveys. Killien and Clawson developed a five-point rating system with various

categories for each building, including structural integrity, roofing, HVAC systems, electrical, plumbing, fire safety, elevators, and accessibility. Based on their average scores from this system, the highest ranked buildings were Madras 2, the Prineville building, Madras 1, Cascades Hall, and the Jungers Culinary Center. The lowest ranked buildings were Juniper Hall, Pence Hall, Metolius Hall, the Physical Plant, and Jefferson Hall. Most of Bend's upper campus buildings had low overall scores and open spaces were generally found to be not well utilized.

Based on their findings, Mahlum suggested that COCC consider removing Juniper, Pence, Metolius, Jefferson and Deschutes Halls in order to save money and better utilize other buildings. These buildings were found to have a combination of underutilization and significant maintenance needs. Some of these buildings could also be repropoed, such as remodeling Jefferson Hall into an upper campus students center or food service location.

A list of deferred maintenance projects was presented with their estimated costs. A request for matching funds from Oregon's Higher Education Coordinating Commission (HECC) has been submitted, which would focus on projects in Career and Technology Education (CTE) facilities. LaLonde noted that the roof repairs for Mazama Hall were included in that request, but COCC has already initiated the project due to the urgent need for completion before winter. There could be additional funds available from HECC for other deferred maintenance projects.

Foote Morgan noted that many of the deferred maintenance projects involve lighting systems and asked why. Clawson explained that four of COCC's buildings had lighting systems installed by a vendor that is no longer in business and the systems are now obsolete, so replacement parts are unavailable. Therefore, those buildings' lighting systems will need to be completely replaced.

Cork presented three scenarios for COCC to consider for the Bend campus in regards to the next ten years. Scenario 1 would reorganize the campus into three distinct zones, take Deschutes and Juniper Halls offline, and renovate Jefferson Hall into an upper campus hub. Scenario 2 would focus on revitalizing the upper campus, replacing Pence Hall with a new building for art and music, renovating Jefferson Hall as in Scenario 1, identifying renovations or a replacement for Mazama Hall, and taking Deschutes, Jefferson and Juniper Halls offline. Scenario 3 features a hill climb connector with open space improvements, a replacement for Pence Hall as in Scenario 2 with an accessible connection to the upper campus, renovating Jefferson Hall as in the prior scenarios, work on Mazama hall as in Scenario 2, and taking Deschutes, Metolius, Pence and Juniper Halls offline. Scenario 3 is also the costliest of Mahlum's proposals.

The Facilities and Space Planning Committee was in favor of reorganizing the Bend campus in terms of zones and different educational pathways, the hill climb connector concept, space improvements, taking two to four buildings offline if necessary, and repurposing Jefferson Hall as an upper campus hub. They urged caution around construction costs and IT infrastructure.

COCC's Fire Science program is considering relocating to the Redmond campus, which could eliminate the need for Juniper Hall. They are interested in either building a training tower or partnering with a local agency to use theirs. Building 2 could also be considered for repurposing, though it is

currently leased to an outside agency. If COCC were to reclaim that building, renovation costs would need to be considered. The Prineville campus' Culinary Lab may need to be renovated to include a science lab.

These plans assume a combination of funding sources, primarily from GO bonds and matching funds from HECC. COCC's current Go Bonds will sunset in 2030. The initial bond outlook, according to COCC's financial consultants at Piper Sander, suggests the current levy rate would result in an \$82-100 million bond. One of the scenarios presented in this meeting could cost around \$250 million, which would quadruple the current rate for taxpayers and would be the second highest community college rate in Oregon. LaLonde clarified that such a rate is not unheard of, but he will continue to discuss options on this matter with Piper Sander. Boone is also in preliminary discussions with Wright Public Affairs, a firm that is experienced in helping community colleges raise public support for GO bonds. COCC could also apply for a new GO bond before its current bond is paid off.

Cork presented various options of major capital projects, campus optimizations, deferred maintenance projects, and proposed demolitions, along with their estimated costs. He suggested that the estimated costs are conservative, but could still change over time. Next steps would be determining priorities for capital plans, the bond feasibility investigation with Piper Sander, a community town hall for feedback, and a report that would ideally be published by the end of November 2026.

Unger noted that COCC has been involved in the CORE3 project, which is a concept for an emergency services training center in Redmond, and asked if there has been any consideration for moving the College's Fire Science program to that proposed facility. LaLonde said that he has been in contact with CORE3's manager and has discussed COCC's design elements for a fire tower. CORE3 has plans to build their own tower, but it is different from what COCC has in mind. They are interested in allowing COCC to use their tower and park training vehicles on their property.

Foote Morgan asked if there are still conversations around the proposed new art and music building being available for community use. Pereira noted that the Central Oregon Center for the Arts (COCA), who had been in preliminary meetings with COCC about constructing a new facility on the Bend campus, has since narrowed their site search to a different property. He did not know whether this has been finalized. LaLonde added that COCC is still in communication with Bend's Parks and Recreation department about a potential replacement facility for Mazama Hall.

Unger asked if the plans discussed in this meeting have taken in consideration the projected lower enrollment rates and rising costs in higher education in the coming years. Cork confirmed this and suggested that there will be a need for growth in community colleges and technical education. Pereira added that the proposed scenarios in this presentation could help COCC save money by removing some buildings and their cost of maintenance, as well as addressing the growing need for CTE, the growing population in Redmond, and the decreasing need for large classrooms.

5.2 Federal Lawsuit Update

Presenters: Greg Pereira

Pereira reported that COCC is one of two Oregon community colleges named in this lawsuit that has not yet been served official documents. Once those documents are served, COCC will have three options. Option one would be to not to challenge the lawsuit and change the College's tuition policies accordingly, which Pereira did not expect any of the community colleges to choose. Option two would be for COCC to seek legal representation independently from any other institution involved, which could prove to be cost prohibitive. Option three would be to seek joint representation. COCC and Oregon's other community colleges contacted PACE as they are the insurer of those institutions, but PACE has not yet given a final decision on whether they would represent the colleges. The Oregon Community College Association (OCCA) is also contacting other firms that could potentially offer joint representation to the colleges. Miller Nash could potentially work with the OCCA and PACE could potentially cover their fees, but no final decision has yet been made. If COCC's Board would like the College to seek joint representation, Pereira will work with Anderson-May and COCC's attorneys on a resolution that can be presented at the Board's regular meeting in October. If the Board recommends individual representation, COCC could send out a request for proposal. If the Board decides to not dispute the lawsuit, COCC's senior leadership can discuss internally how to proceed.

Unger suggested that Oregon's community colleges have seen the most success when they work jointly as one voice. Krenowicz, Skatvold, Merz and Foote Morgan concurred.

Merz asked if any other colleges or universities in Oregon have announced their decisions regarding this lawsuit. Pereira said that all of the universities are seeking joint representation and that most of the community colleges will likely do the same.

Porter asked how soon COCC would need to make a decision. Pereira said that, after the legal documents are served, COCC will have a limited number of weeks to make a decision. It might be ideal if there is enough time for the Board to make a decision at their next regular meeting on October 14. The potential defenders that COCC has been in contact with would like a decision as soon as possible.

Porter asked if the Board should discuss this further in an executive session. Craska Cooper suggested that would be best. Since COCC's current legal representatives were unable to attend this meeting, the Board did opted to not discuss this matter further until they could meet with legal counsel in an executive session.

6. Upcoming Dates

- September 26: Central Oregon Flute Ensemble Fall Chamber Concert, 2:00 – 3:00 p.m. in The Barber Library
- October 5: Chandler Lecture Series: The Oregon Cascades: A Story in Ice with Nick Zentner, 6:00 – 8:00 p.m. at The Tower Theatre in Bend
- October 13: COCC Foundation's Feast at the Old Mill Fundraiser, 5:30 p.m. at Anthony's at The Old Mill
- October 14: Board of Directors Meeting, 5:45 p.m. at the COCC Redmond Campus, Building 3, Room 306

7. Adjourn to Executive Session

Presenter: Jim Porter

At 12:39 p.m., the Board adjourned to executive session per ORS 192.660 (2)(d) to discuss labor negotiations.

8. Adjourn

Presenter: Jim Porter

The meeting adjourned at 1:14 p.m.

Central Oregon Community College
Monthly Budget Status
Highlights of August 2026 Financial Statements

Cash and Investments

The College's operating cash balances currently total \$13.8 million. The average yield for the Local Government Investment Pool remained at 4.0 percent; no change from the last budget report.

General Fund Revenues

Tuition and fee revenues increased \$1.21 million in August 2026 compared to the prior month. The College received the first quarter of State Aid for the fiscal year.

General Fund Expenses

The expenses through August 2026 include all required budgeted inter-fund transfers-out for the fiscal year. Remaining budgeted transfers out will be completed, if and when expenses are incurred.

Budget Compliance

All appropriation categories are within budget.

Central Oregon Community College
Monthly Budget Status
August 2026

14-Oct-26

<u>General Fund</u>	<u>Adopted Budget</u>	<u>Year to Date Activity</u>	<u>Variance Favorable (Unfavorable)</u>	<u>Percent of Budget Current Year</u>	<u>Percent of Budget Prior Year</u>
Revenues					
District Property Taxes:					
Current Taxes	\$ 25,482,000		\$ (25,482,000)	0.0%	0.0%
Prior Taxes	447,000	185,865	(261,135)	41.6%	54.9%
Tuition and fees	22,794,000	8,221,460	(14,572,540)	36.1%	34.1%
State Aid	12,796,000	3,109,158	(9,686,842)	24.3%	24.1%
Program and Fee Income	96,000		(96,000)	0.0%	0.0%
Interest & Misc. Income	1,305,000	18,114	(1,286,886)	1.4%	0.0%
Transfers-In	4,544,000	671,230	(3,872,770)	14.8%	51.3%
Total Revenues	\$ 67,464,000	\$ 12,205,827	\$ (55,258,173)		
Expenses by Function					
Instruction	\$ 29,940,316	\$ 2,138,540	\$ 27,801,776	7.1%	7.6%
Instructional Support	5,906,016	838,592	5,067,424	14.2%	12.6%
Student Services	8,264,131	913,186	7,350,945	11.0%	12.4%
College Support	7,652,451	1,387,665	6,264,786	18.1%	16.6%
Campus Services	6,821,623	969,907	5,851,716	14.2%	15.2%
Information Technology	8,172,458	1,579,269	6,593,189	19.3%	16.7%
Financial Aid	200,000	8,289	191,711	4.1%	5.2%
Contingency	1,000,000		1,000,000	0.0%	0.0%
Transfers-Out	4,670,005	3,088,005	1,582,000	66.1%	65.3%
Total Expenses	\$ 72,627,000	\$ 10,923,453	\$ 61,703,547		
Revenues Over/(Under) Expenses	\$ (5,163,000)	\$ 1,282,374	\$ 6,445,374		

6/30/2026 Unaudited Fund Balance	\$ 7,795,672
FY27 Revenue - Expenses + FY26 Fund Balance	\$ 9,078,046
Reserve ratio	12.5%
Reserve liquidity in days	45.6

Central Oregon Community College
Monthly Budget Status
August 2026

14-Oct-26

	<u>Adopted Budget</u>	<u>Year to Date Activity</u>	<u>Variance Favorable (Unfavorable)</u>	<u>Percent of Budget Current Year</u>	<u>Percent of Budget Prior Year</u>
<u>Non General Funds</u>					
Debt Service Fund					
Revenues	\$ 6,276,779	\$ 1,193,441	\$ (5,083,338)	19.0%	19.4%
Expenses	<u>6,270,065</u>	<u>567,266</u>	<u>5,702,799</u>	9.0%	8.8%
Revenues Over/(Under) Expenses	\$ 6,714	\$ 626,175	\$ 619,461		
Grants and Contracts Fund					
Revenues	\$ 6,391,512	\$ 412,248	\$ (5,979,264)	6.4%	8.4%
Expenses	<u>6,935,742</u>	<u>495,745</u>	<u>6,439,997</u>	7.1%	12.1%
Revenues Over/(Under) Expenses	\$ (544,230)	\$ (83,497)	\$ 460,733		
Capital Projects Fund					
Revenues	\$ 10,100,559	\$ 1,502,514	\$ (8,598,045)	14.9%	45.5%
Expenses	<u>13,234,762</u>	<u>484,922</u>	<u>12,749,840</u>	3.7%	15.5%
Revenues Over/(Under) Expenses	\$ (3,134,203)	\$ 1,017,592	\$ 4,151,795		
Enterprise Fund					
Revenues	\$ 5,499,575	\$ 597,783	\$ (4,901,792)	10.9%	9.7%
Expenses	<u>5,711,412</u>	<u>1,896,115</u>	<u>3,815,297</u>	33.2%	52.0%
Revenues Over/(Under) Expenses	\$ (211,837)	\$ (1,298,332)	\$ (1,086,495)		
Auxiliary Fund					
Revenues	\$ 7,214,740	\$ 2,046,640	\$ (5,168,100)	28.4%	40.8%
Expenses	<u>11,000,043</u>	<u>1,238,981</u>	<u>9,761,062</u>	11.3%	12.0%
Revenues Over/(Under) Expenses	\$ (3,785,303)	\$ 807,659	\$ 4,592,962		
Reserve Fund					
Revenues	\$ -	\$ -	\$ -	0.0%	0.0%
Expenses	<u>11,230</u>	<u>11,230</u>	<u>-</u>	100.0%	0.0%
Revenues Over/(Under) Expenses	\$ (11,230)	\$ (11,230)	\$ -		
Financial Aid Fund					
Revenues	\$ 22,111,000	\$ 941,989	\$ (21,169,011)	4.3%	3.9%
Expenses	<u>22,191,825</u>	<u>722,599</u>	<u>21,469,226</u>	3.3%	3.0%
Revenues Over/(Under) Expenses	\$ (80,825)	\$ 219,390	\$ 300,215		
Internal Service Fund					
Revenues	\$ 105,000	\$ 5,884	\$ (99,116)	5.6%	10.2%
Expenses	<u>99,000</u>	<u>11,457</u>	<u>87,543</u>	11.6%	6.0%
Revenues Over/(Under) Expenses	\$ 6,000	\$ (5,573)	\$ (11,573)		
Trust and Agency Fund					
Revenues	\$ 18,200	\$ 4,260	\$ (13,940)	23.4%	26.5%
Expenses	<u>70,000</u>	<u>-</u>	<u>70,000</u>	0.0%	0.0%
Revenues Over/(Under) Expenses	\$ (51,800)	\$ 4,260	\$ 56,060		

14-Oct-26

Central Oregon Community College

Cash and Investments Report

As of August 31, 2026

College Portfolio	Operating Funds	Trust/Other Funds
Cash in State Investment Pool		
4089 - General operating fund	\$ 11,848,191	
3624 - Robert Clark Trust		\$ 378,788
6729 - Redmond Expansion		\$ 4,341,769
August Average Yield 4.0%		
Cash in USNB	\$ 1,968,466	
Cash on Hand	\$ 4,600	
Total Cash	<u>\$ 13,821,257</u>	<u>\$ 4,720,557</u>



Board Meeting Date: Wednesday, October 14, 2026
Exhibit: 8b.1

**Central Oregon Community College
Board of Directors
Faculty and Administrators New Hire Report**

Administrator Full-Time		
Josh Lagalo	Career Pathways Coordinator	September 30, 2026
Raquel Vazquez	Latinx Student Program Coordinator	September 14, 2026
Malissa Silacci	Director Student Resources	September 9, 2026



Central Oregon Community College
Board of Directors
New Hires Report
Date of Hire: September 1-30, 2026

Name	Hire Date	Job Description	Department
Classified Full-Time			
Merriman Zenor, Erin Colleen	9/1/2026	Enrollment/Welcome Associate	Admissions
Zagajeski Neuner, Taw ny Marie	9/14/2026	Administrative Assistant	Apprenticeship
Crim, Kimberly G	9/15/2026	Administrative Assistant	Regional Svcs. & R.C. Operations
Temporary Hourly			
White, Benjamin A	9/1/2026	Aviation Tutor II	Tutoring and Testing
Alcorn, Nicole	9/1/2026	Student Technology Assistant	Student Tech Services
Vreeland, Chance	9/1/2026	Bookstore Cashier I	Bookstore
Ortiz, Gavin A	9/2/2026	Studio Lab Assistant Art &	Art
Cook, Joel	9/10/2026	Basic Flight Instructor	Aviation Program
Cook, Joel	9/10/2026	CFI Non-Instructional	Aviation Program
Samples, Madelyn	9/10/2026	Basic Flight Instructor	Aviation Program
Samples, Madelyn	9/10/2026	CFI Non-Instructional	Aviation Program
Winishut, Hannah Lee	9/14/2026	Writing Tutor	Tutoring and Testing
Segesta, Sophia K	9/17/2026	Writing Tutor I	Tutoring and Testing
Cabral, Zahir Ariday	9/17/2026	Madras Campus Streaming	eLearning and Academic Technology
Edge, Jana	9/21/2026	Writing Tutor II	Tutoring and Testing
Borshell, Julie Helene	9/21/2026	Temp Administrative Assistant	Mathematics
Papadakis, Lacey	9/23/2026	Nursing Tutor II	Tutoring and Testing
Knight, Luke	9/28/2026	Geology Field Assistant	Geology
Hogue, Alexander	9/30/2026	EMT Lab Assistant	Emergency Medical Services
Lew is, Alessandra	9/30/2026	EMT Lab Assistant	Emergency Medical Services
Green, Elizabeth	9/22/2026	Redmond Student Commons	Regional Svcs. & R.C. Operations

Redmond Campus Update

Amy Ward, Redmond Campus Director

Wednesday, October 14, 2026



Community Education

Central Oregon Summer Spanish Immersion – 10th Anniversary!

- 70 students

Three-day Spanish Immersion Intensive

- 30 students

7 Youth Camps

- 83 students; \$8,500 savings to families

138 adult classes serving 779 students

- Spanish, Gardening, Project Management, Arts, Yoga, Self Defense, enrichment and leadership



Small Business Development Center

Weekly Advising

- Wednesdays, 9am to 1pm

Early Child Care Business Accelerator Program meeting hub



Adult Basic Skills

Summer term

- English language GED
- 19 students
- 22 successful GED subtests
- 5 GED completers

Fall term ELL

26 ELL students
12 GED students



Apprenticeship

Serving 221 apprentices across 6 local and state Joint Apprenticeship and Training Committees in Carpentry, Electrical, Plumbing, and Sheet Metal.

Summer Cohort: Construction Trades and Apprenticeship Readiness

- 5-week program, 13 La Pine high school students
- NCCER Blue Cards, BOLI Pre-Apprenticeship Certificates, and college credits.

Veterinary Technician

Student Success

- 2026 graduates achieved a 100% pass rate on the Veterinary Technician National Examination
- 100% job placement

Second year of annual enrollment

- Student Mentorship

Community Partnerships

- Working closely with BrightSide Animal Center and other local animal shelters

Facility Improvements

- Faculty office space
- Dedicated cat room

Manufacturing Technology

- 12% increase in seats taken Fall term
- Successful launch of internship program
 - 5 internships at Radian and Fuel Safe – all students hired!
- Dual credit articulations with Summit, Bend High, Ridgeview and La Pine High School + more in progress
- Ready for more space!



You're Invited!

Groundbreaking Ceremony
Building 3 Expansion

Monday, November 2
5pm – 6pm





CENTRAL OREGON
community college

DIRECT ADMISSIONS



WHAT IS DIRECT ADMISSIONS

Direct Admissions is a statewide initiative that provides guaranteed admission offers to Oregon high school students who meet institutional admissions standards. By proactively sending admissions letters, the program helps students recognize that college is within reach and encourages them to pursue higher education by offering a clear, accessible pathway to enrollment, particularly for those who may not otherwise see themselves as college-bound.





CENTRAL OREGON
community college

PARTNERSHIPS



Oregon State University
Cascades



PARTICIPATING DISTRICTS

Districts	Esimated Senior Class
Bend LaPine	1400
509J	100
Redmond	600
Culver	50
Sisters	100



CENTRAL OREGON
community college

OPEN DOORS CENTRAL OREGON

CENTRAL OREGON

Direct access to college



CENTRAL OREGON
community college



Oregon State University
Cascades





CENTRAL OREGON
community college

PROJECT TIMELINE





STUDENT BENEFITS

- Early, intentional outreach
- Simplified process that saves students time
- Builds confidence
- Introduces academic and career options
- No admissions application fee





COCC BENEFITS

- Access to clean, direct student data provided by participating school districts.
- An opportunity to communicate directly with both students and their families.
- Increased awareness of COCC and the potential to drive greater student interest, engagement, and enrollment.



COCC BOARD OF DIRECTORS

Staff Report & Motion

Subject	Sale of RH Property
Prepared By	Michael LaLonde, Paul Taylor

1 – Background

Through the College’s Development Agreement with William Smith Properties Inc. (“WSPI”), 12-acre and 3-acre parcels, at the southwest and southeast corners of Mt. Washington Drive and Shevlin Park Road, were identified for potential development. Subsequently, the College entered into a Ground Lease Agreement (the “Phase 1 Lease”) with Neighborly Ventures, Inc. for the development of approximately 186 multi-family housing units on the larger parcel.

WSPI worked with Neighborly Development, LLC (an affiliate of Neighborly Ventures, Inc.) to negotiate terms for the construction of approximately 69 market-rate apartment units on the approximately 2.81-acre parcel located at the southeast corner of Shevlin Park Road and Mt. Washington Drive and identified as Outcrop Subdivision, Development Tract B (the “Phase 2 Property”). On September 23, 2022, the College entered into a Ground Lease Agreement (the “Phase 2 Lease”) with Neighborly Development, LLC, which allowed for a 305-day due diligence period for neighborly Development, LLC to further explore the development of the identified parcel, as more fully described in the attached Phase 2 Lease. The Phase 2 Lease has been amended four times to extend the due diligence period, which currently extends through February 15, 2027 (coinciding with the expiration of Neighborly’s land use approval). The extensions were requested and granted to give Neighborly additional time for processing development approvals and to obtain suitable financing (which has been a challenge due to the ground lease nature of the project).

In recent months, Neighborly Development has approached WSPI regarding ongoing challenges they are facing with development of the Phase 2 Property and asking about the possibility of renegotiating the ground lease terms to support their development. WSPI presented several options regarding the Phase 2 Property (ranging from joint investment in infrastructure, modification of the rental amount, or waiting for the Phase 2 Lease to expire) to the College’s Real Estate Committee. After discussion, the Committee felt that modification of the rental amount was not in the College’s best interests.

Subsequently, Neighborly Development has offered to purchase the Phase 2 Property for \$1,756,250.00. WSPI presented market information regarding the price of the Phase 2 Property to the Real Estate Committee, which is recommending the sale of the Phase 2 Property at the price offered by Neighborly Development.

2 – Budget Impact

The goal of the Development Agreement with WSPI is to generate alternative income sources from College-owned real property that is not needed for academic purposes. The Phase 2 Property was valued at \$1,393,900.00 at the time the Phase 2 Lease was entered into. The offer price, therefore, represents a more than 25% increase in value since September 2022. The Real Estate Committee and College Staff believe that the proceeds of the sale should be used as part of the matching funds needed for the College to obtain a HECC grant for the College's deferred capital maintenance projects.

3 – Options/Analysis

The Board may declare the Phase 2 Property surplus and authorize the College President, in consultation with legal counsel and WSPI, to negotiate a purchase and sale agreement with Neighborly Development, LLC.

Alternatively, the Board may choose not to sell the Phase 2 Property and explore other options for funding the HECC grant.

4 – Proposed Motion

Move to (i) find that the Phase 2 Property is not needed for public use and that the public interest may be furthered by selling the Phase 2 Property to Neighborly Development, LLC for a purchase price of \$1,756,250.00; (ii) authorize the College President to negotiate and execute a purchase and sale agreement, together with such other instruments and documents as are necessary to effect the transactions contemplated by the purchase and sale agreement, all in such form and substance as the President and the College's legal counsel deem necessary and appropriate; and (iii) to reserve the sale proceeds as part of the matching funds necessary to obtain the HECC grant for the College's deferred capital maintenance projects.

COCC BOARD OF DIRECTORS

Resolution

Subject	Redmond MATC Expansion – Guaranteed Maximum Price (GMP) Contract Amendment
Strategic Plan Initiatives	College Sustainability
Prepared By	Michael LaLonde, Cindy Lenhart, Amy Ward, Josh Clawson, Angie Anderson-May

1 – Background

Per COCC General Policy G-31-8.3.3, Board approval is requested for a contract amendment with SunWest Builders establishing a Guaranteed Maximum Price (GMP) for construction of the Redmond Building 3 Manufacturing and Applied Technology Center (MATC) Expansion.

In October 2025, Central Oregon Community College issued RFP #1615-25 for Construction Manager/General Contractor (CM/GC) services for the Redmond Campus Remodel & Expansion Project. In January 2026, the Board authorized the College President or designee to negotiate and execute a contract for CM/GC services with SunWest Builders in accordance with the RFP.

In September 2026, the Board authorized \$658,236 in early site work to keep the project on schedule. Design and permit documents are now complete and have been submitted to the City of Redmond for review. The final construction pricing and GMP are now presented for Board approval.

The proposed GMP contract amendment is \$4,830,308. Approval will authorize full construction to proceed under the CM/GC Services Contract and GMP contract amendment, subject to required permits and within approved project funding. Total contract with Site Work & GMP Amendments: \$5,488,544.

2 – Options/Analysis

The Board may approve the GMP contract amendment and construction will proceed.

Alternatively, the Board may defer or decline approval, which could increase project costs, delay construction and the planned Winter 2028 opening, and affect the College’s ability to meet grant requirements.

3 – Timing

Approval will allow construction to continue without interruption and help maintain the planned Winter 2028 opening.

4 – Budget Impact

The project will be funded through existing institutional resources and HECC match funds. The proposed GMP contract amendment is \$4,830,308.

The Board previously authorized \$658,236 for early site work. The GMP amount includes these funds, and the amendment will establish the maximum construction cost for the full project scope. Total contract with Site Work & GMP Amendments: \$5,488,544.

5 – Student Success

Approval will allow full construction of the expanded MATC training and equipment space to proceed.

The expansion will increase enrollment capacity and hands-on training opportunities while supporting grant outcomes and regional workforce needs.

Expanded local training will also improve access for students balancing work, family, transportation, or financial barriers.

6 – Proposed Resolution

Be it resolved that the Central Oregon Community College Board of Directors approves the Guaranteed Maximum Price (GMP) contract amendment with SunWest Builders for the Redmond Building 3 Expansion Project in the amount of \$4,830,308, to be paid from approved project funds.

This approval authorizes full construction to proceed in accordance with the CM/GC Services Contract, GMP contract amendment, and within approved project funding.

COCC MATC B3 - Addition / Remodel
Amendment #2

10/7/2026

Addition NSF = 6,400
 Remodel NSF = 6,234
Project Area GSF = 12,634
Site Area = 26,361



ADDITION & REMODEL		Cost
DIV 01 - TEMPORARY SERVICES & LOGISTICS	\$157 / sf	\$1,004,550
DIV 02 - EXISTING CONDITIONS / DEMOLITIONS	\$13 / sf	\$84,829
DIV 03 - BUILDING CONCRETE	\$35 / sf	\$221,779
DIV 04 - MASONRY	\$34 / sf	\$218,907
DIV 05 - STRUCTURAL & MISCELLANEOUS STEEL	\$4 / sf	\$23,620
DIV 06 - ROUGH CARPENTRY	\$30 / sf	\$194,753
DIV 06 - INTERIOR FINISH CARPENTRY	\$1 / sf	\$7,631
DIV 07 - THERMAL & MOISTURE PROTECTION	\$87 / sf	\$553,752
DIV 08 - DOORS & WINDOWS	\$16 / sf	\$102,818
DIV 09 - INTERIOR CONSTRUCTION & FINISHES	\$23 / sf	\$149,535
DIV 10 - SPECIALTIES	\$5 / sf	\$31,204
DIV 13 - PRE-ENGINEERED METAL BUILDING (P.E.M.B.)	\$0 / sf	\$0
DIV 21 - FIRE SUPPRESSION SYSTEMS	\$8 / sf	\$51,240
DIV 22 - PLUMBING & WELDING SYSTEMS	\$27 / sf	\$169,680
DIV 23 - MECHANICAL HVAC / HYDRONIC SYSTEMS	\$74 / sf	\$473,421
DIV 26-28 - ELECTRICAL, LIGHTING, LOW VOLTAGE	\$153 / sf	\$979,043
DIV 31 - BUILDING EARTHWORK & BACKFILL	\$7 / sf	\$43,336
DIV 31 - SITE WORK / LANDSCAPING	\$17 / site sf	\$460,584
Total - Direct Costs	\$378 / gsf	\$4,770,681
3.00% Design Completion Contingency		\$143,120
5.00% Estimate / Construction Contingency		\$245,690
2.00% Cost Escalation Allowance		\$103,190
0.35% Course of Construction Insurance / Builders Risk - Allowance at SD		\$18,419
0.95% General Liability Insurance		\$50,170
2.95% Overhead & Profit		\$157,273
TOTAL CONSTRUCTION ESTIMATE	\$434 / GSF	\$5,488,544

Estimate based on Permit Set provided by SAA & Consultants dated 8/28/26

Requested Project Alternates

Alternate #1: North Exterior Awning (2,900 SF)	\$391,976
Alternate #2: Outdoor Work Area Fencing w/ 2 Sliding Vehicle Gates	\$31,789
Alternate #3: Outdoor Work Area Hardscape (Heavy Duty Concrete)	\$244,792
Alternate #4: Outdoor Work Area Hardscape (Asphalt)	See Alternate #3
Alternate #5: Welding Gas Piping from Central Manifold to Welding Stations	Included in GMP
Alternate #6: Sliding Service Window, 42" x 54" (Addition to Remodel)	\$7,428
Alternate #7: Tool Room @ Remodel (755 SF)	\$90,891
Alternate #8: Electrical to Welding Equipment - Remodel (Per Equipment Matrix)	Included in GMP
Alternate #9: Electrical to Machining Equipment - Addition (Per Equipment Matrix)	Included in GMP
Alternate #10: Electrical to CNC Equipment - Addition (Per Equipment Matrix)	Included in GMP

BOARD-PRESIDENT RELATIONSHIP**BPR 1: Communication and DELEGATION TO THE PRESIDENT**

Approved: 6/9/1993; Revised: 12/9/2015; 9/11/2024; 11/17/2025

The President is accountable to the full Board. The Board will establish the governing policies, delegating implementation of the policies and the development and implementation of procedures to the President.

1. All Board authority delegated to staff is delegated through the President, so that all authority and accountability of staff is considered to be the authority and accountability of the President. Board members should not make direct requests of staff, including but not limited to, requests for information or documents, or requests to take specific actions without the president's consent.
- ~~1-2~~ Board members should disclose to the President any college communications with staff members to the President that is related to College Business.
- ~~2-3~~ The President is authorized to establish all procedures, make all decisions, take all actions and develop and implement all activities as long as they are consistent with the Board's direction and policies. This includes specific goals set by the Board. In general, to allow the President time and capacity to meet the goals set by the Board, such goals will be set annually at the annual Board retreat in the summer or fall in consultation with the President. Notwithstanding the foregoing, the Board may, from time to time, determine that individual goals need to be added, modified or eliminated as circumstances warrant. The Board will consult with the President in setting or changing goals for the President.
4. No individual Board member, officer or committee has authority over the President. Information or assistance may be requested by individuals or groups, but if such a request - in the President's judgment - requires a material amount of staff time or funds or is disruptive, it may be refused, unless authorized by the Board.
- ~~3-5~~ Board members are responsible for keeping the President properly informed. As such, Board members should make every effort to inform the President of their questions, concerns, or specific advocacy prior to public meetings when possible.

Commented [KM1]: Proposed revisions from 5/12/2026 Policy Review Committee meeting.

Current:**BPR 2: PRESIDENT'S JOB DESCRIPTION**

Approved: 6/9/1993; Revised: 12/9/2015

The President's job duties and responsibilities can be stated as performance in the following areas:

1. Performance of Board Goals and Objectives
2. Relationship with the Board of Directors
3. Operational Skills and Services
4. Professional and Leadership Activities
5. Knowledge, Skills and Abilities.

Draft:

The President is the chief executive officer of the community college and derives authority from, and is accountable to, the Central Oregon Community College Board of Directors. The President provides vision and leadership for the College and oversees all programs and services in accordance with Board policies, regulations, and applicable laws.

The President is responsible for the following:

- Developing and implementing Leading the development and implementation of a progressive, community responsive college philosophy comprehensive, and community-responsive college direction.
- , including Developing a comprehensive strategic plan that actualizes the college's direction by outlining the institutional mission, mission, vision, goals, priorities, and resources for current and long-range needs.
- Fostering a a culture of college-wide collaboration climate that enhances student learning, encourages creative teaching and learning, and motivates staff, faculty, and students to achieve their highest potential.
- Establishing and maintaining an administrative organization that ensures effective and efficient management of the College and its resources.

- ~~Recommending policies for Board action and implementing policies adopted by the Board.~~Implementing policies adopted by the Board, and recommending policies for Board consideration.
- Managing institutional resources effectively and developing new resources, revenue streams, and, in collaboration with the COCC Foundation, fundraising opportunities.
- Ensuring Engaging in effective internal and external communication, keeping the Board informed, serving as the College's chief spokesperson, and representing the College to the public.
- Representing the College's interest by and participating in appropriate local, state, and national advocacy opportunities.~~efforts that advance the interests of the College.~~
- Delegating responsibilities to staff, faculty, and committees as appropriate for the effective administration of the College.
-
- Exercising the discretion necessary to ensure the efficient operation of the College and addressing administrative matters not otherwise specified by law or Board policy.

BPR 6: ORDER OF ADMINISTRATIVE RESPONSIBILITY

Approved: March 13, 1991; Most recently reviewed/revised: July 22, 2024

In the absence of the College President and when an Acting President has not [yet](#) been named, administrative responsibility shall reside with:

1. Vice President of Finance and Operations
2. Vice President of Student Affairs
3. Vice President of Academic Affairs

COCC BOARD OF DIRECTORS

Information Item

Subject	2026-27 Board of Directors’ Goals
Prepared By	COCC Board Members

1 – Advance the College’s vision and strategic priorities by:

- 1. Supporting the President’s continued leadership;
- 2. Communicating as a unified Board with a consistent, proactive narrative.

2 – Ongoing professional learning for the Board with a focus on:

- 1. Budgeting for public entities;
- 2. Student success;
- 3. Artificial intelligence in higher education;
- 4. Continued efforts to participate in Association of Community College Trustees (ACCT) and Oregon Community College Association (OCCA) opportunities.

3 – Community outreach and engagement.

President's Goals, FY 2027 (DRAFT)

Goal	Measurable Outcome	Strategic Plan Alignment
Build Culture	☐ Continue to develop internal and external messaging around COCC as a First-Choice College.	Student-Ready College
Enhance the employee and student experience	☐ Develop a college-wide plan to improve decision-making, processes, and communication. This will be the second step in a three-year plan to assess and address inefficient processes and procedures. ☐ Enhance safety measures by researching and, if possible, implementing improved access control, additional training, and refined crisis response and communication.	College Sustainability
Sustained Excellence	☐ Lead the college to a successful 7-year accreditation visit. ☐ Establish a strategic plan committee and develop a comprehensive process to garner feedback from staff, students, and the community to inform the development of COCC's next strategic plan.	College Sustainability
Long-Term Vision	☐ Select a signature program for the Prineville Campus. ☐ Develop a 3–5-year plan to increase access to education in La Pine.	Access

COCC BOARD OF DIRECTORS

Resolution

Subject	Faculty Negotiations – CBA 2026-2029 Approval
Strategic Plan Goals	Student-Ready College Community Engagement College Sustainability
Prepared By	Tyler Hayes, Dean of Enrollment Management/Registrar Laura Boehme, VP of People and Technology Jessica Giglio, Instructional Dean Tony Russell, Instructional Dan Chris Duckworth, COCC Labor Relations Attorney, CDR Labor

1 – Action Under Consideration

Approval of the 2026-2029 COCC/Faculty Forum Labor Agreement.

2 – Background

Recognizing that the current COCC/Faculty Forum Labor Agreement expired on June 30, 2026, representatives of the College, Faculty Forum and respective representatives began meeting in Winter 2026 to negotiate the terms of a successor agreement.

Administrative negotiating team members were: Tyler Hayes, Chair; Laura Boehme, Co-Chair; Jessica Giglio; Tony Russell, and Chris Duckworth, Labor Attorney. Faculty negotiating team members were Mindy Williams, Chair; Sara Henson; Jacque Coe; Susan Miller; Shannon Waller; Eric Magidson; Steve Edwards; Michael Marchmann, OEA; Alex Howe, OEA.

The teams reached a tentative agreement on October 2, 2026. The Faculty Forum submitted the proposed contract to its members on October 4, 2026, for a vote which was subsequently ratified. The results of the vote per Faculty Forum/OEA were that members ratified the tentative agreement with 99.1 approval.

3 – Tentative Agreements

A brief summary of the most substantive tentative agreements are at the end of this resolution, noting that housekeeping items are excluded (e.g., change of dates, updates to table of contents, typos, etc.). The 2025 – 2029 contract will be available on the COCC website pending ratification, Board approval, and final edits (click on “Employee Login → Benefits and Forms, Contracts & Manuals → Faculty Forum, Faculty Forum Bargaining Agreement 2026 – 2029).

4 – Budget Impact

The assumptions supporting the 2026-2029 budget included an average 19% salary increase for all full-time faculty and a 47.7% increase for adjuncts in Year 1 (2026-2027) of the contract; Years 2 and 3 (2027-28 and 2028-29) each include a 3.0% cost of living increase. The contract also includes an average step increase of 2.65% in Year 2 and 3.10% in Year 3. The proposed increases to full-time and adjunct faculty salaries affects the budget by approximately \$6.15 million over the three-year contract period, inclusive of wages and benefits. Further, a significant change in benefits includes a shift for all full-time faculty to tiered insurance rates in Year 2 of the contract, beginning October 1, 2027, with benefits open enrollment. There is anticipated to be an approximate \$132,000 annual savings to the College in Years 2 and 3 of the contract due to this change.

5 – Options/Analysis

- A. Approve the Faculty Forum successor labor agreement as negotiated.
- B. Decline approval of the Faculty Forum successor labor agreement as negotiated.

6 – Timing

The contract covers the period July 1, 2026 through June 30, 2029. The College seeks Board approval of the negotiated contract at the October 2026 Board.

7 – Recommendation

Be it resolved that the Board of Directors of Central Oregon Community College hereby approves the 2026-2029 collective bargaining agreement between COCC and the Faculty Forum as negotiated.

Summary of Substantive Contract Changes (2026–2029)

Article Number and Title	List of Substantive Changes
Article 1, Recognition	• Change to FLMT meetings and naming • Agreement that Senate will exist for the term of the contract
Article 2, Forum Rights	• Addition of many specifics around dues deductions • Agreement related to union meetings, member contact information
Article 4, No Strikes and Lockouts	• Change of Forum’s responsibility regarding unlawful strike; College will not engage in a lockout during the term of the contract
Article 5, Grievance Procedure	• Addition of grievant rights section • Addition of meeting with supervisor to discuss grievance
Article 6, Faculty Appointments	• Agreements regarding notice of nonrenewal and interview rights • Reduction of probationary timeline from five years to four
Article 7, Salary Compensation	• Decoupling of salary schedule from promotion • Reduction of salary schedule to fifteen steps • Defined percentage increases between steps • Annual percentage adjustments of salary schedules • Addition of longevity increases • Increase in full-time and adjunct pay • Increase in overload and summer rates
Article 8, Teaching Assignment, Compensation, and Agreements	• Additional load for Forum President and Faculty Senate Chair • Compensation for successful completion of Online Teaching Certification • Extension of online course development compensation to hybrid courses • Addition of administrative workload review process with written summary • Agreement to reduce contract days from 179 to 176 by the third year of the contract
Article 9, Fringe Benefits	• Increase in sick leave for adjuncts • Increase in personal days and removal of several restrictions, including exception for religious holidays • Addition of bereavement leave for non-related individuals (friends) • Agreement to change to tiered rates for full-time faculty • Clarification that number of sabbatical terms requested should not be a significant factor • Increase in sabbatical terms from seven to eight

Article 10, Discipline and Dismissal	• Requirement that the College inform faculty of Weingarten rights in all written disciplinary/dismissal notices • Addition of pre-dismissal notice in writing
Article 12, Evaluation and Personnel Files	• Addition of processes and timelines for review of evaluations • Agreement to provide evaluation training • Addition of criteria and process for Memos of Expectations (formerly Plans of Assistance)
Article 13, Promotions	• Collapse of Assistant Professor ranks • Assistant Professor (probationary) timeline reduced to four years • Eligibility timeline for Professor reduced from five years to four • Addition of \$5,000 merit bonus for promotion to Professor
Article 14, Professional Improvement	• Shortened funding eligibility timeline for full-time temporary faculty and adjuncts • Increase in funding allocation for full-time temporary faculty • Combined College and outside professional development funding may total up to 125% of salary
Academic Freedom	• Addition of Academic Freedom as a standalone article • Inclusion of GPM academic freedom language and language establishing grading as the sole responsibility of faculty
Tenure	• Addition of Tenure as a standalone article • Reduction of tenure eligibility timeline from five years to four • Addition of GPM language regarding awarding of tenure and exceptions
Overall Economic Updates*	• Increase in full-time faculty salary schedules • Increase in adjunct faculty pay rates • Increase in overload compensation rates • Increase in summer teaching compensation rates • Addition of longevity increases for eligible faculty • Annual percentage adjustments to salary schedules • \$5,000 merit bonus for promotion to Professor

*Note: Article numbers represent the 2023-2026 contract period to facilitate Board approval process. Articles will be changed to the agreed-upon numbering in the 2026-2029 CBA.