

**WESTERN COMMUNITY COLLEGE AREA  
BOARD OF GOVERNORS**

**REGULAR MEETING  
MINUTES**

**January 17, 2024**

The Western Community College Area Board of Governors held a Regular Board meeting at 1:00 p.m. on Wednesday, January 17, 2024 in the Coral E. Richards Boardroom at Western Nebraska Community College, Scottsbluff Campus, located at 1601 East 27<sup>th</sup> Street, in the City of Scottsbluff, in the County of Scotts Bluff, in the State of Nebraska, as per the publicized notice in the Star-Herald on Tuesday, January 9, 2024.

A current agenda was available in the Board Secretary's office on the Scottsbluff Campus at the time of the publicized notice.

**AREA BOARD**

Karen S. Anderson, Vice Chairperson.....	Present
Margaret R. Crouse .....	Present
Misty L. Curtis.....	Present
Linda A. Guzman-Gonzales.....	Absent
F. Lynne Klemke, Chairperson .....	Present
Allan D. Kreman.....	Present
William M. Packard.....	Absent
Coral E. Richards .....	Present
R. J. Savely, Jr.....	Present
Marjorie A. Schmidt.....	Present
John P. Stinner .....	Present

*Dr. Packard notified the Board secretary that he was unable to attend the meeting due to personal health. Ms. Guzman-Gonzales notified the Board secretary that she was unable to attend the meeting due to personal business.*

**QUORUM**

Chair Klemke declared a quorum was present for the transaction of business.

**COMMUNITY COMMENTS**

Chair Klemke asked for comments from the community. Pursuant to Board Policy BP-106, Chair Klemke reminded community members who wish to make comments that each speaker will be limited to a five-minute presentation. There were no public comments.

**BOARD CHAIRPERSON COMMENTS**

Chair Klemke announced for public information there was a copy of the Nebraska Open Meetings Act available on the table at the back of the room.

Chair Klemke announced the Board reserves the right to enter into closed session if deemed necessary for any item on the agenda per Section 84-1410 of the Nebraska Revised Statutes.

## **RE-ORGANIZATION OF THE BOARD 2024**

Chair Klemke announced the next order of business to come before the Board is the re-organization of the Board of Governors for the 2024 year.

Chair Klemke announced she believes it is time to shift leadership, so she will be stepping down from the role of the Board Chair. She explained that with the Board succession plan, the Vice Chair will move to the position of Chair. Vice Chair Ms. Karen Anderson is willing to take on the responsibility of the Board Chair and Mr. John Stinner has agreed to fill the role of Vice Chair. Chair Klemke acknowledged that with President Dart's leadership, the College is once again stable.

### **Election of Chairperson**

Chair Klemke called for nominations for Chairperson of the Western Community College Area Board of Governors for the 2024 year. Board members were reminded that nominations do not require a second.

Ms. Klemke nominated Ms. Karen S. Anderson. There were no further nominations.

Ms. Richards MOVED nominations cease and a unanimous ballot be cast for Ms. Karen S. Anderson as Chairperson of the Western Community College Area Board of Governors for the 2024 year. SECONDED by Ms. Curtis. The vote was, Yes: Crouse, Curtis, Kreman, Richards, Savely, Schmidt, Stinner, Klemke. No: None. Abstain: Anderson. Absent: Guzman-Gonzales, Packard. Motion carried.

### **Election of Vice Chairperson**

Chair Klemke called for nominations for Vice Chairperson of the Western Community College Area Board of Governors for the 2024 year. Board members were reminded that nominations do not require a second.

Ms. Richards nominated Mr. John P. Stinner. There were no further nominations.

Ms. Richards MOVED nominations cease and a unanimous ballot be cast for Mr. John P. Stinner as Vice Chairperson of the Western Community College Area Board of Governors for the 2024 year. SECONDED by Mr. Savely. The vote was, Yes: Curtis, Kreman, Richards, Savely, Schmidt, Anderson, Crouse, Klemke. No: None. Abstain: Stinner. Absent: Guzman-Gonzales, Packard. Motion carried.

Chair Klemke reported the positions of Secretary and Treasurer are appointments; therefore, a motion will be in order to appoint the Secretary and Treasurer.

### **Appointment of Secretary**

Ms. Richards MOVED Ms. Susan Verbeck be appointed as Secretary of the Western Community College Area Board of Governors for the 2024 year. SECONDED by Mr. Savely. The vote was, Yes: Kreman, Richards, Savely, Schmidt, Stinner, Anderson, Crouse, Curtis, Klemke. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. Motion carried.

## **RE-ORGANIZATION OF THE BOARD 2024 (cont.)**

### **Appointment of Treasurer**

Ms. Curtis MOVED Ms. Lynne Koski be appointed as Treasurer of the Western Community College Area Board of Governors for the 2024 year. SECONDED by Mr. Savely. The vote was, Yes: Richards, Savely, Schmidt, Stinner, Anderson, Crouse, Curtis, Kreman, Klemke. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. Motion carried.

Ms. Anderson assumed the role of the Board of Governors Chairperson.

Ms. Anderson thanked Ms. Klemke for her service as Board chair and added that her greatest gift has been communication and transparency and the Board appreciates her commitment to the College and the Board.

## **CONSENT CALENDAR**

1. Review Contents of Consent Calendar
  - a. Agenda
  - b. Excuse Absent Board Member(s)
  - c. Minutes
    1. December 20, 2023 Informal Meeting
    2. December 20, 2023 Regular Meeting
2. Claims: December 2023
  - a. WCCA Unrestricted Fund - \$2,508,587.16
  - b. WCCA Restricted Fund - \$9,059.41
  - c. WCCA Federal Fund - \$348.02
  - d. WCCA Agency Fund - \$22,592.12
  - e. WCCA Loan Fund - 0 -
  - f. WCCA Plant Fund - \$971,894.90
  - g. WCCA Auxiliary Fund - \$85,261.46
3. City Planning Commission Reports
4. Approval of Consent Calendar
5. Consideration of Items Extracted from Consent Calendar

Chair Anderson inquired if there were any items on the Consent Calendar which needed to be extracted for separate consideration. There were no items extracted from the Consent Calendar.

Mr. Savely MOVED to approve the Consent Calendar. SECONDED by Ms. Klemke. The vote was, Yes: Crouse, Curtis, Klemke, Kreman, Richards, Savely, Schmidt, Stinner, Anderson. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. Motion carried.

## **BOARD MEMBER MILEAGE AND/OR EXPENSE REIMBURSEMENT**

Mr. Kreman MOVED to approve the following travel expenses: Ms. Karen Anderson for \$232.53 and Ms. Misty Curtis for \$258.07. SECONDED by Mr. Savely. The vote was, Yes: Klemke, Kreman, Richards, Savely, Schmidt, Stinner, Crouse. No: None. Abstain: Anderson, Curtis. Absent: Guzman-Gonzales, Packard. Motion carried.

### **BOARD MEMBER MILEAGE AND/OR EXPENSE REIMBURSEMENT**

Mr. Savely MOVED to approve the following travel expenses: Ms. Linda Guzman-Gonzales for \$1,834.16 and Ms. Lynne Klemke for \$132.31. SECONDED by Ms. Schmidt. The vote was, Yes: Kreman, Richards, Savely, Schmidt, Stinner, Crouse, Curtis, Anderson. No: None. Abstain: Klemke. Absent: Guzman-Gonzales, Packard. Motion carried.

### **BOARD MEMBER MILEAGE AND/OR EXPENSE REIMBURSEMENT**

Ms. Klemke MOVED to approve the following travel expenses: Mr. R. J. Savely for \$140.17 and Ms. Marjorie Schmidt for \$262.00. SECONDED by Ms. Richards. The vote was, Yes: Richards, Stinner, Crouse, Curtis, Klemke, Kreman, Anderson. No: None. Abstain: Savely, Schmidt. Absent: Guzman-Gonzales, Packard. Motion carried.

### **PERSONNEL CONSENT CALENDAR**

#### **Review Contents of Personnel Consent Calendar**

##### **Resignation(s):**

1. Mr. Ken Boston, EMS Instructor/Program Director, Effective December 19, 2023
2. Ms. Rebecca Dodge, Nursing Instructor, Effective December 19, 2023

##### **Appointment(s):**

1. Ms. Betsy Mitchell, EMS Instructor/Program Director, for the College year January 8, 2024 through July 26, 2024. The salary for this full-time appointment is \$38,310 per annum, based upon placement in the salary schedule of Track B. Duties assigned over a partial period of 132 days. Probationary period begins January 8, 2024. Compensation of \$2,625 for EMS Director duties to be performed over the months of December 2023 through August 2024.

#### **Approval of Personnel Consent Calendar**

##### **Consideration of Items Extracted from Personnel Consent Calendar**

There were no items extracted from the Personnel Consent Calendar.

Ms. Curtis MOVED to approve the Personnel Consent Calendar. SECONDED by Mr. Savely. The vote was, Yes: Savely, Schmidt, Stinner, Crouse, Curtis, Klemke, Kreman, Richards, Anderson. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. Motion carried.

#### **Reports and Recommendations from the Board Finance and Facilities Committee**

There were no bids or contracts presented.

### **WESTERN COMMUNITY COLLEGE AREA BOARD OF GOVERNORS**

#### **Offsite Board Meetings**

##### **2024 Offsite Meeting Locations and Dates**

1. Chadron State College – April 17, 2024, 1:00 p.m.
2. Alliance Campus – June 19, 2024, 1:00 p.m.

Chair Anderson reported that in the past, two Board meetings per year were located offsite. This year, meetings will be located in Chadron at CSC, April 17, 2024 and the Alliance at the Alliance Campus, June 19, 2024. Next year, the Sidney Campus will be included in the rotation.

### **Offsite Board Meetings (cont.)**

Ms. Klemke MOVED to approve the proposed offsite meeting locations and dates. SECONDED by Mr. Savely. The vote was, Yes: Schmidt, Stinner, Crouse, Curtis, Klemke, Kreman, Richards, Savely, Anderson. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. Motion carried.

### **Negotiated Agreement**

#### **2024-2026 Faculty Negotiated Agreement**

Mr. Kelly, College Attorney, referenced the revised negotiated agreement between the faculty and the Board of Governors. The revised contract starts the first of September and commences in twelve months. The original contract was revised last year and this year for compensation.

Mr. Kelly highlighted changes to the contract. The first change was clarification of when the contract period ended. Previously, it was believed to be the last day of school, but is actually the last day faculty is required to be on campus, when they turn in grades.

Ms. Koski, Vice President of Administrative Services reported that the group agreed on a 3% total compensation increase. Generally, the process looks at the community colleges in our array to identify the average daily rate is and do a (CRI) Court of Industrial Relations total average compensation calculation and compare that to our faculty census based on an October first date. We try to place our faculty within 98% to 102% of the midpoint of the array. At the time of negotiation, final information was only available from two of the community colleges and the other two were estimated. Based on the calculation at the time, WNCC was at about a 100% rate. That increase will be effective starting September first of 2024 through the fiscal year of 2025. The current rate of compensation is for the 2023-24 contract.

The second change was a provision of an additional benefit for contribution to a retirement package for faculty members. Two years ago, that provision was eliminated because we were at 108% of the array. That was removed from the compensation to get us closer to 102% of the array. For the 2023-24 contract year, \$41,666 was added back in the retirement package, and contribution for the 2024-25 contract year will be \$83,332. That figure does not increase the compensation because it comes out of the total package before they are paid. Compensation will be renegotiated this fall.

An additional change was regarding the Professional Development Special Activity. Previously, policy stated that the College would pay 50% of a base salary and no benefits to faculty who requested sabbatical leave for one or two semesters. A recent request was made for the inclusion of benefits for anyone going on sabbatical leave. The name was changed to Professional Development Special Activity to comply with insurance issues and to ensure that the person was not completely absent and still had ties to the College while on special activity leave to receive health insurance benefits.

The new benefit allows faculty to receive 50% of base pay, 100% of insurance benefits, and as a trade-off, if the faculty member earns any income other than income outside of what they were earning at the time of application, they are required to reimburse the College up to \$50,000 or half of their base pay depending upon the extra income they may earn. An example is if the faculty base pay is \$100,000, the College will pay half of that during their special activity. If they somehow earn \$175,000, then they have to pay back \$50,000. This requirement brings WNCC in line with other community college practice.

## **Negotiated Agreement 2024-2026 Faculty Negotiated Agreement (cont.)**

The purpose of the Professional Development Special Activity is to allow faculty to take classes, get an advanced degree, or do something to enhance their position as a faculty member. In exchange, the faculty member is required to commit to staying at the College another year. If they do not return, they are required to reimburse the College.

Kathy Ault addressed the matrix used when the College hires a new employee. They may make more than base pay depending upon experience or education. The terms were clarified to ensure formulas were being used correctly. Mr. Kelly added that there were no changes to the grievance policy.

Mr. Kelly thanked the faculty negotiating team and Board member observers, along with Ms. Ault and Ms. Koski for their time spent at the negotiation meetings. Ms. Klemke added that the Board is grateful to the faculty and legal counsel for negotiations that seem to be cordial, civil and got the job done.

Mr. Savely stated that having been a Board member observer, he also appreciated the mutual effort with the negotiations.

Mr. Kelly recommended the Board approve the revised negotiated agreement as of January 17, 2024.

Mr. Savely MOVED to approve the revised 2024 Faculty Negotiated Agreement. SECONDED by Ms. Schmidt. The vote was, Yes: Stinner, Crouse, Curtis, Klemke, Kreman, Richards, Savely, Schmidt, Anderson. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. None. Motion carried.

## **Reports and Recommendations from the Board Policy Committee**

With the adoption of BP-101 (Duties, Powers, and Responsibilities) in December 2023, the following policies were presented for repeal:

- 805.0150.77 (Retained Rights)
- 815.0000.96 (Duties, Powers, and Responsibilities)
- 815.0100.79 (Additional Powers of the Board)

Mr. Savely MOVED to approve repeal of Board Policies 805.0150.77 Retained Rights, 815.0000.96 Duties, Powers, and Responsibilities, 815.0100.79 Additional Powers of the Board. SECONDED by Ms. Klemke. The vote was, Yes: Crouse, Curtis, Klemke, Kreman, Richards, Savely, Schmidt, Stinner, Anderson. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. None. Motion carried.

### **Reports and Recommendations from the Board Policy Committee (cont.)**

With the adoption of BP-106 (Board Meetings) in December 2023, the following policy was presented for repeal:

815.0350.96 (Excused Absence from the Board Meetings)

Mr. Savely MOVED to approve the repeal of Board policy 815.0350.96, Excused Absence from the Board Meetings. SECONDED by Ms. Curtis. The vote was, Yes: Curtis, Klemke, Kreman, Richards, Savely, Schmidt, Stinner, Crouse, Anderson. No: None. Abstain: None. Absent: Guzman-Gonzales, Packard. None. Motion carried.

### **INSTITUTIONAL REPORTS**

#### **Student Report**

There was no student report.

#### **Faculty Report**

Ms. Howton reported that faculty has been busy preparing for the start of spring classes, so her report will be brief.

Ms. Howton mentioned that the renovated pit and pod areas are very nice and she is grateful for the updates. The technology changes in the Pods are also appreciated and it is nice to have the ability to have some privacy in the classrooms.

A few faculty members will be traveling to Grand Island to attend the Nebraska Transfer Initiative meeting. This is a good meeting that provides the opportunity to ensure WNCC is in line with other institutions regarding course offerings.

#### **Nebraska Community College Association**

Dr. Crouse reported that the NCCA Executive Director, Courtney Wittstruck, has begun sending legislative updates to Board members. The updates help us to be aware of what is coming up and where we are headed.

The NCCA first quarter meeting is scheduled Friday, January 26, 2024. Legislative Day is scheduled the 28<sup>th</sup> of February.

Ms. Anderson reported that she served on the NCCA Bylaws Committee and after several meetings, work with updating the bylaws has been completed.

#### **Western Nebraska Community College Foundation**

Jennifer Reisig, Foundation Executive Director, mentioned that she received inquiries about the recently placed statue in the learning commons area, so she provided information about the donation. The statue is called "Waiting for an Answer" by artist George Lundeen. It was donated in November by Candace Stern (Fleisbach). Candace and her sister Jane, who is a member of the Foundation Board and their sister Gail are natives of the area. Candace had written in her will that the statue should come to WNCC, but she was moving and preferred to donate it to the College while she was living. The Fleisbach parents had established a scholarship at the College, so they have been wonderful supporters over the years.

### **Western Nebraska Community College Foundation (cont.)**

The Foundation will be working with Nancy Hall and the art committee to come up with a plaque for the sculpture. Additional options have been discussed to make the space more welcoming.

### **President Comments**

President Dart thanked Ms. Klemke for her leadership as Board Chair and stated that it is amazing what she has done for the Board.

President Dart reported that recently, administration got to test the inclement weather closing process. Following communication with the public schools and ESU, the decision was made to close the College. Even though it was the first day of the semester, closing was the right decision.

Yesterday, fourteen students and a faculty member left for the Kennedy Center American College Theater Festival. The festival provides performances showcasing the outstanding work of the region and features a wide range of professional development opportunities in all areas of theater.

Students, Allison Cotant and Hannah Vath are semi-finalists for the Irene Ryan acting scholarship. The scholarship provides recognition, honor, and financial assistance to outstanding student performers wishing to pursue further education. The Irene Ryan Foundation awards sixteen regional and two national scholarships annually.

Irene Ryan was an American actress and comedian who found success in vaudeville, radio, film, television, and Broadway. She is most widely known for her portrayal of Daisy May "Granny" Moses on the long-running TV series *The Beverly Hillbillies*.

A strategic enrollment management retreat was recently scheduled. One area from the strategic plan that will start to be implemented is how do we look at our enrollment management.

The work that Enrollment Management Executive Director, Susan Stephenson is doing is tremendous. A committee was pulled together to talk about strategic direction and some good things should be forthcoming from those conversations.

President Dart mentioned that he recently shared a position paper he prepared. Last week he met with faculty and staff and one of the topics discussed was what has been happening with dual enrollment. He has been meeting with a number of school districts and the position paper he referenced talked about prerequisites and some of the challenges we have with dual enrollment. President Dart gave direction to Dr. Wilson regarding what he hopes to see moving forward, so in the near future, there will be a good deal of discussion on that topic.

Today is the tenth day of the Legislative session, which means it is the last day to introduce new legislation. As bills are coming out, this session will be monitored very closely so that we will have a good sense of what to expect. President Dart added that he will be making multiple trips to Lincoln during this session.



### **President Comments (cont.)**

When this group meets again, we will have submitted information to the Higher Learning Commission that is required as we complete our four-year assurance argument. There are many people across the College that are putting tremendous work into that and he feels really good about where we are going. Annual reporting opens up immediately after that, and the College project from years five to nine happens shortly thereafter.

### **Board Member Comments**

Several Board members thanked Ms. Klemke for her work as Board Chairperson. As the College went through some difficult times, her leadership was amazing.

Board members thanked staff members for the tour of the A-Pod and the Pit. The renovated areas are very nice and our students are fortunate to have such an impressive learning environment.

Ms. Anderson mentioned she recently attended an open forum regarding the Nebraska EPIC Option Consumption Tax Act, LB79. It is important that we know all of the facts about this bill and its impact. The forum was recorded and when she receives a copy, it will be shared with Board members.

### **Upcoming Meetings and Events**

WCCA Board of Governors 2024 Informal Meetings

January – December (third Wednesday of each month)

10:30 a.m., Coral E. Richards Boardroom/Scottsbluff Campus

1. NCCA First Quarter Meeting  
Friday, January 26, 2024  
Lincoln, NE or via Zoom
2. 2024 ACCT National Legislative Summit  
February 4 – 7, 2024  
Washington D.C.
3. 2024 NCCA Legislative Day  
February 28, 2024 (all day)  
State Capitol Building, Lincoln, NE
4. February 23 – 25, 2024 | Theatre Arts | *Dr. Faustus*  
Judy Chaloupka Theater  
7:30 p.m. Friday & Saturday | 2:00 p.m. Sunday  
\$10 General Admission | \$5 Seniors, Students & Military | \$3 Groups of 10+
5. April 5 – 6, 2024 | Vocal Music | *Spring Gala*  
Gering Civic Center  
6:00 p.m. Social Time | 6:30 p.m. Performance  
Tickets: \$32 | Ticket sales close at noon on April 4

**Upcoming Meetings and Events (cont.)**

6. 2024 AACC Annual (American Association of Community Colleges)  
April 5-9, 2024  
Louisville, Kentucky
  
7. 2024 Higher Learning Commission Conference  
April 13 – 16, 2024  
Chicago, IL
  
8. NCCA Second Quarter Meeting  
Monday, May 6, 2024  
Lincoln, NE or via Zoom

**Next Regular Meeting:** Wednesday, February 21, 2024, 1:00 p.m., Coral E. Richards Boardroom, Scottsbluff Campus, 1601 East 27<sup>th</sup> Street, Scottsbluff, NE

**Adjournment**

The meeting was adjourned by unanimous consent at 1:50 p.m.

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Karen S. Anderson, Chairperson

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Susan L. Verbeck, Secretary