



**CENTRAL OREGON**  
community college

CENTRAL OREGON  
COMMUNITY COLLEGE

Board of Directors' Meeting – AGENDA  
Wednesday, February 11, 2026 – 5:45 PM

Boyle Education Center Boardroom / YouTube

TIME**	ITEM	ENC.*	ACTION	PRESENTER
5:45 p.m.	I. Call to Order			Skatvold
	II. Native Lands Acknowledgement	2a.1*		Skatvold
	III. Roll Call			Alberg
	IV. Agenda Changes			Skatvold
	V. Public Comment			Alberg
	1. Faculty Forum Presentation	5a.1-9*		Henson <sup>P</sup>
	VI. Consent Agenda***			
	1. Regular Meeting Minutes (1.14.26)	6a.1-10*	X	Matthews <sup>A</sup>
	VII. Information Items			
	1. Monthly Budget Status	7a.1-4*		LaLonde <sup>A</sup>
	2. New Hire Reports	7b.1-2*		Boehme <sup>A</sup>
	3. 2025 Audit Report	<a href="#">Separate Document</a>		LaLonde/Knutson/ McMeekin <sup>P</sup>
	4. Strategic Plan: Student Access			Moore <sup>P</sup>
	5. Strategic Plan: Community Engagement			Moore <sup>P</sup>
	VIII. New Business			
	1. Support for Participation in CTE Month	8a.1*	X	Alberg <sup>A</sup>
	IX. Board of Directors' Operations			
	1. Recommended Changes to BEP 7: Communication and Counsel to the Board, 2 <sup>nd</sup> Reading	9a.1-3*	X	Craska Cooper
	2. Committee Updates			
	a. Advocacy Committee			Foote Morgan
	b. Policy Review Committee			Craska Cooper
	3. Board Member Activities			
	X. President's Report			Pereira
	XI. Dates			Skatvold
	1. Thursday, February 12 – Policy Review Committee Meeting – Remotely via Zoom at 1:00 p.m.			

\* Material to be distributed via e-mail & USPS (as necessary)

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\*\*\* Confirmation of Consent Agenda items submitted by the President. Any item may be moved from the Consent Agenda to Old/New Business by a Board Member asking the Chair to consider the item separately.

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2. Wednesday, February 18 – Black History Month: Community Forum – Madras Campus, New Student Room at 12:00 and 4:30 p.m.
3. Thursday, February 19 – COCC Manufacturing and Trades Fair – Redmond Technology and Education Center, Room 209 at 1:00 – 4:00 p.m.
4. **Friday, February 20 – Advocacy Committee Meeting – Remotely via Zoom at 11:00 a.m.**
5. Friday, February 20 – Black History Month: Ritual Dinner Ceremony – Unitarian Universalist Fellowship of Central Oregon at 5:00 – 8:00 p.m.
6. Tuesday, February 24 – Season of Nonviolence: Author Ijeoma Oluo – Caldera High School Auditorium at 6:30 – 8:30 p.m.
7. **Saturday, February 28 – Board of Directors’ Retreat – Cascades Hall, Room 246 at 9:00 a.m.**
8. Saturday, February 28 – High Desert Wind Quintet – Barber Library Rotunda at 2:00 – 3:00 p.m.
9. Saturday, February 28 – Black History Month Celebration Dinner – Wille Hall at 5:00 – 7:00 p.m.
10. Tuesday, March 3 – Season of Nonviolence: Dance Performance – Wille Hall at 3:00 – 5:00 and 6:00 – 8:00 p.m.
11. **Wednesday, March 11 – Board of Directors’ Meeting – Boyle Education Center Boardroom at 5:45 p.m.**

- |   |          |
|---|----------|
| XII. Adjourn to Executive Session                       | Skatvold |
| ORS 192.660 section 2, subsection d, Labor Negotiations |          |
| XIII. Adjourn to Open Session                           | Skatvold |
| XIV. Open Session                                       |          |
| XV. Adjourn   | Skatvold |

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**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 Lama** (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.

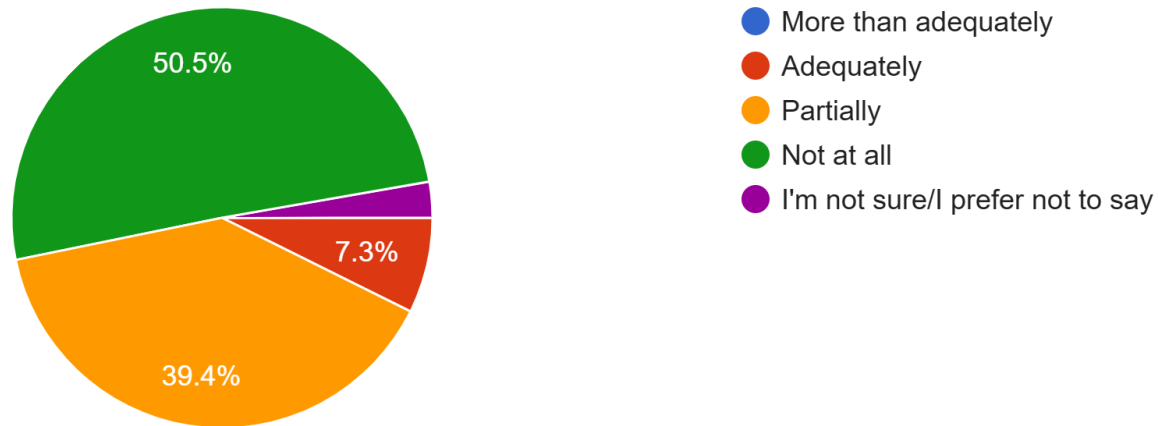
Survey Results,  
Salary Comparison,  
Cost-of-Living  
Analysis  
& Risk Matrix

Article 10

# The Faculty Survey Results (89% Response Rate)

To what extent do you believe your current salary adequately covers the cost of living in Bend, Oregon?

109 responses



## Survey Finding

44% work a second job outside COCC

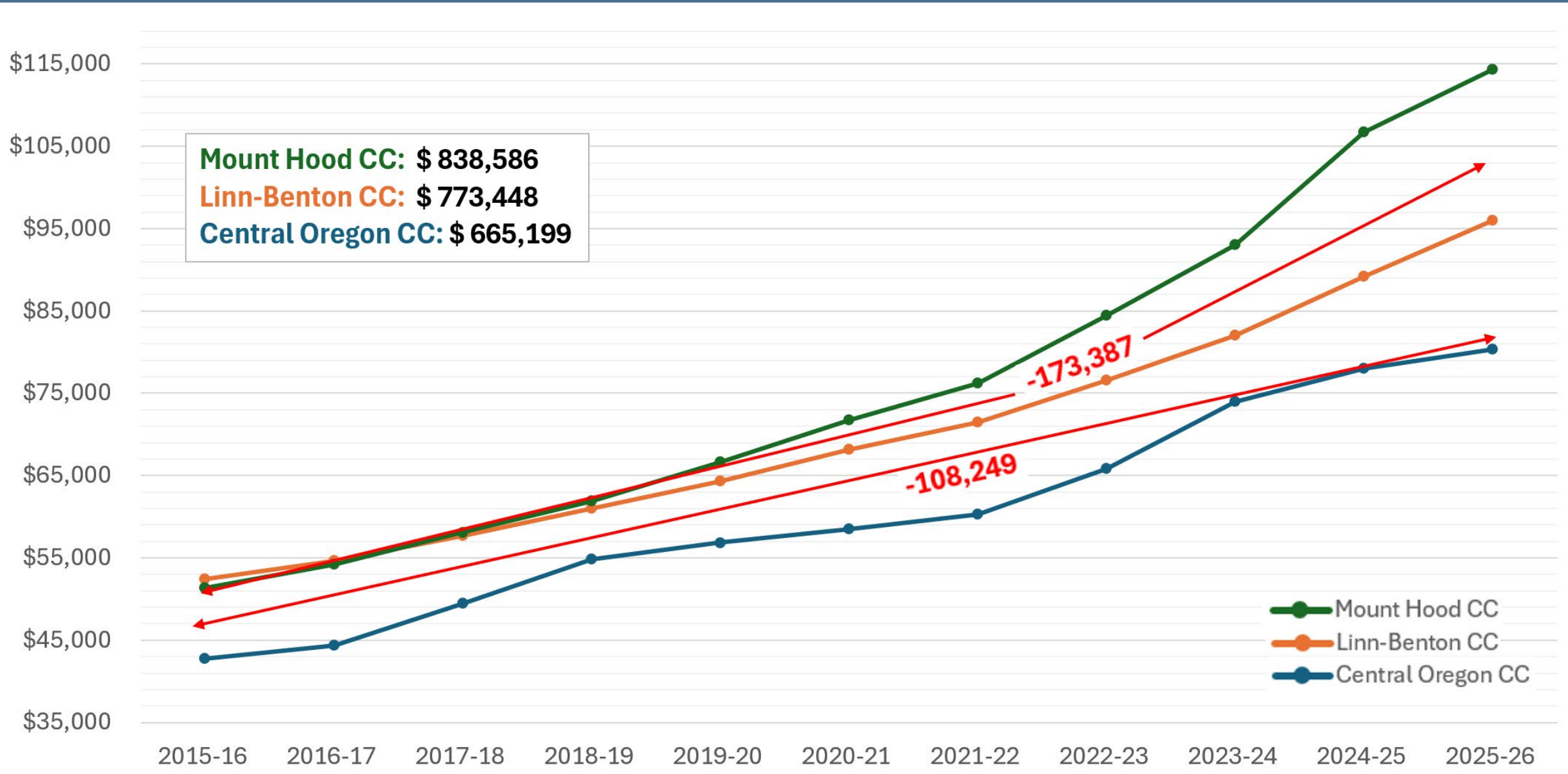
48% must teach Summer;  
39% take overloads

25% actively sought a second job last year

29% have household members working 2nd jobs

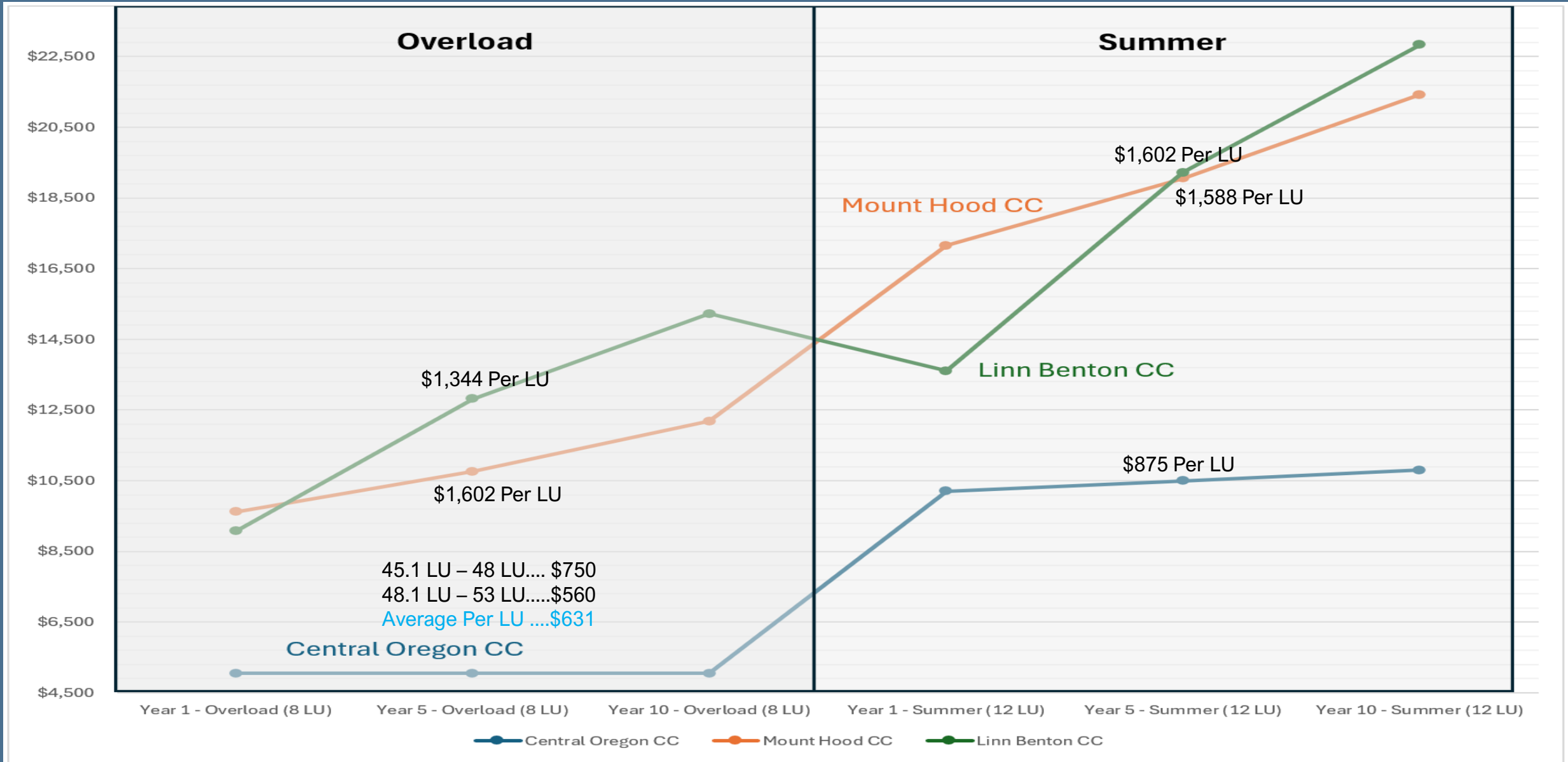
Only 11% report no financial strain

# 11-Year Historical Salary Comparison – COCC, LBCC, MHCC



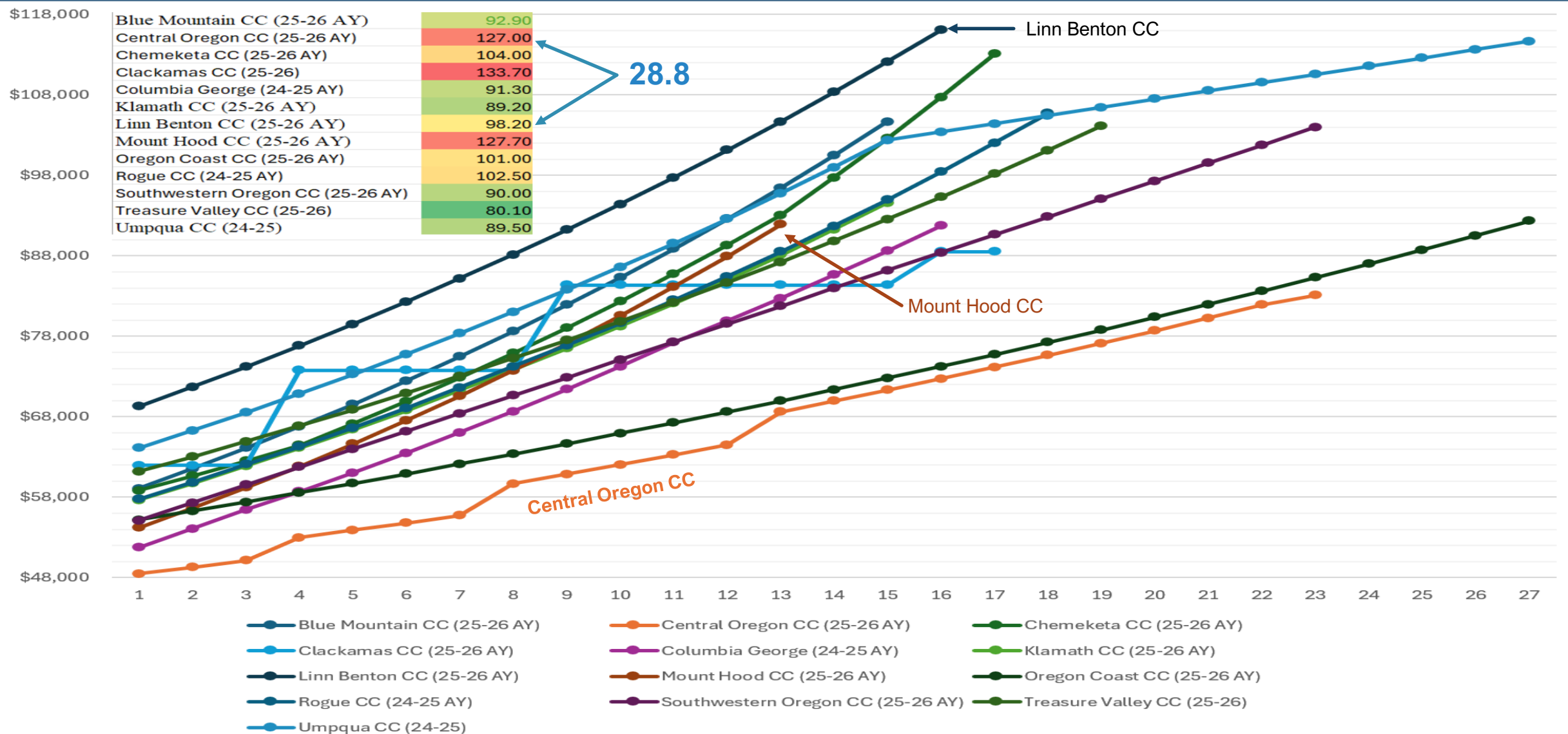
Source: Current CBAs from each college.

# 1,5-, and 10-Year Overload (8LU) and Summer (12 LU) Comparison COCC, LBCC, MHCC

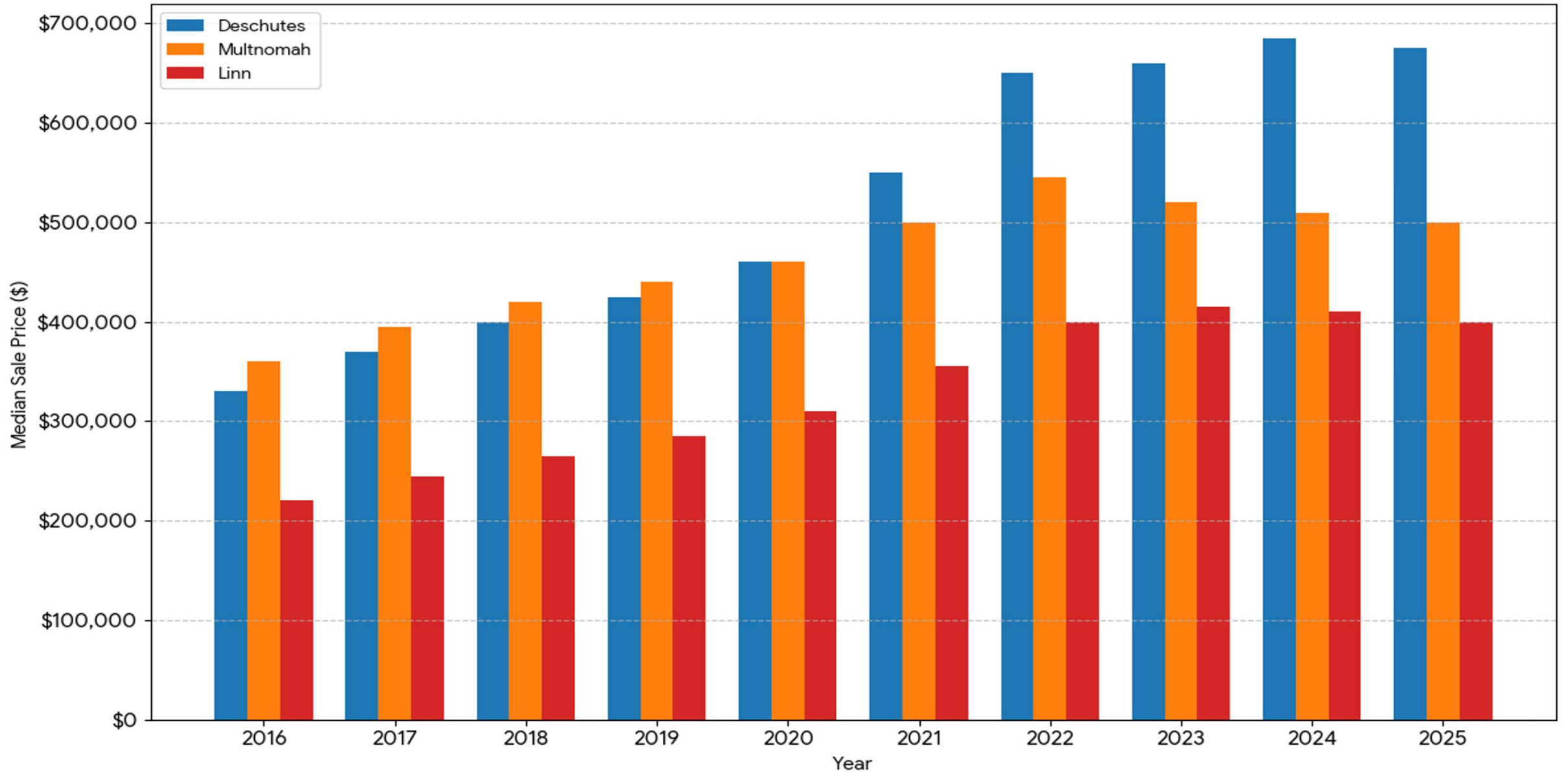


Source: Current CBAs and 25-26 Salary Scales from each college.

# Current Known Salaries - Most Colleges Adjusted by Regional Cost-of-Living Indexes (Buying Power)



# 10-Year Median Home Price Comparison: Deschutes, Multnomah, and Linn Counties

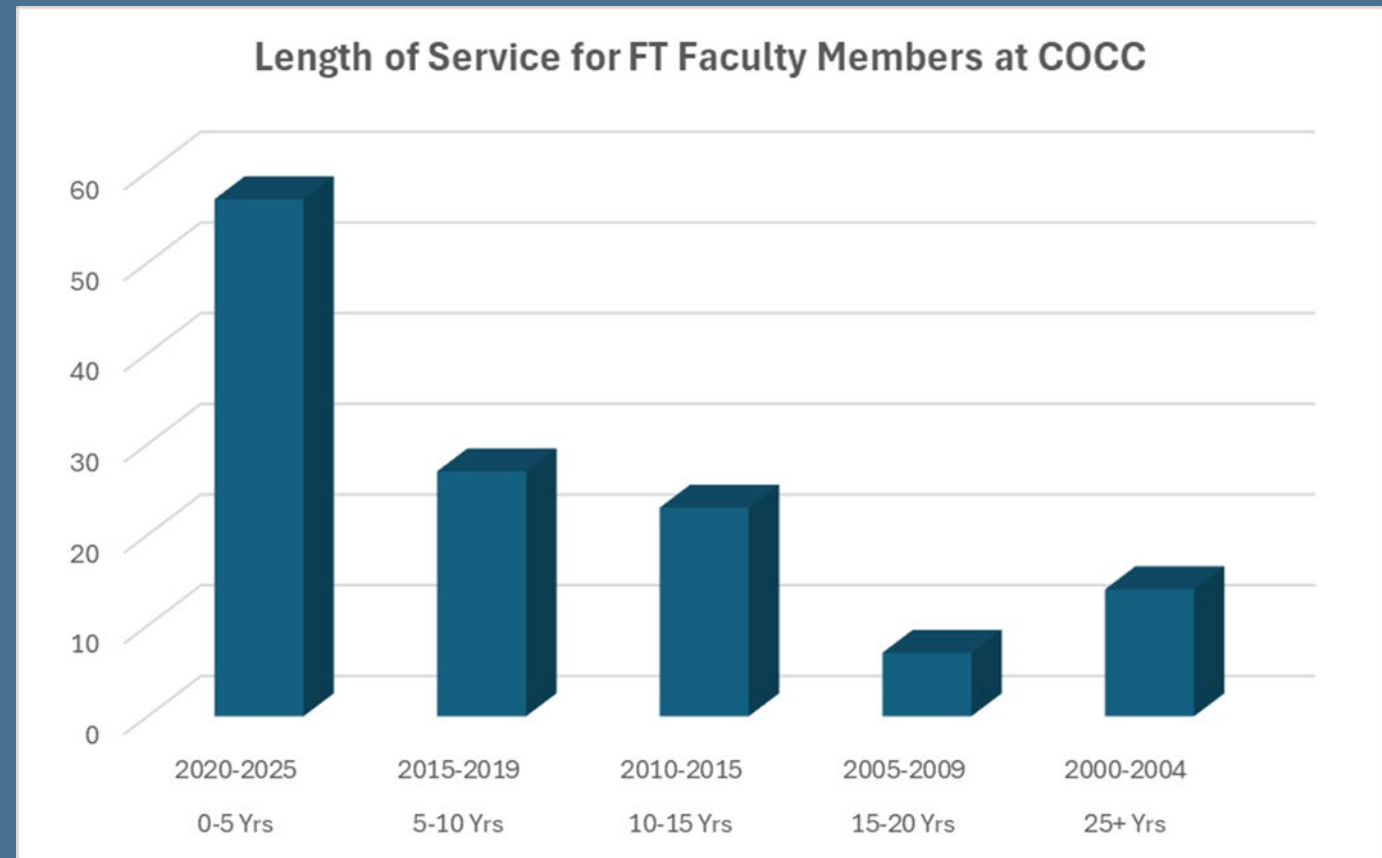


## Implement The Plan

The current COCC Strategic Plan asserts that attracting and retaining key employees, as well as reducing turnover, is a vital component of institutional sustainability.

(COCC 2023-27 Strategic Plan )

FF - FT		
Seniority	Hire Year	Total
0-5 Yrs	2020-2025	57
5-10 Yrs	2015-2019	27
10-15 Yrs	2010-2015	23
15-20 Yrs	2005-2009	7
25+ Yrs	2000-2004	14
<b>Total</b>		<b>128</b>



# The Faculty Financial Strain & Institutional Risk Matrix

Survey Finding	Organizational Risk	Long-Term Impact on COCC
44% work a second job outside COCC	Innovation Fatigue	Faculty lack the "bandwidth" for grant writing, community outreach, and new program development.
48% must teach Summer; 39% take overloads	Systemic Burnout	Continuous work cycles without restorative breaks lead to lower student engagement and higher turnover.
25% actively sought a second job last year	Flight Risk	COCC becomes a "stepping stone" rather than a career destination, leading to high recruitment costs.
29% have household members working 2nd jobs	Recruitment Failure	The college cannot attract top-tier talent from outside the region due to Bend's high cost-of-living gap.
	Erosion of Governance	A faculty in "survival mode" cannot effectively participate in shared governance or long-term planning.
Only 11% report no financial strain		

COCC Strategic Goal	COCC-Specific Risk	Study & Date	Impact Area	Source	Specific Data Impact
College Sustainability	<b>Operational Instability:</b> Trading "architects" for "deliverers" lowers completion metrics and may impact state funding.	Jacoby (2006)	Graduation Rates	<i>The Journal of Higher Education</i>	A <b>10% increase</b> in part-time faculty ratio = <b>2.65% decrease</b> in graduation rates.
Access	<b>Advising Gap:</b> PT faculty are not required to advise; students lose the "resource" of faculty-led multi-year pathing.	Eagan & Jaeger (2009)	Transfer Rates	<i>Research in Higher Education</i>	Every <b>10% increase</b> in PT exposure = <b>2% lower likelihood</b> of transfer to 4-year schools.
Student-Ready College	<b>Revenue Leak:</b> Students receive the content but lack the connection/mentorship needed to persist to the next term.	Ran & Sanders / CCRC (2020)	Student Persistence	<i>Comm. College Research Center</i>	PT instruction in "gatekeeper" courses = <b>3% to 5% drop</b> in subsequent course enrollment.
Workforce Development	<b>Stagnant Innovation:</b> Since PT faculty are "provided content," they cannot pivot the curriculum to meet Bend's industry needs.	CCCSE (2014)	Instructional Quality	<i>Center for Comm. College Student Engagement</i>	PT faculty are <b>30% less likely</b> to use High-Impact Practices (HIPs) due to a lack of support.

### References

Center for Community College Student Engagement. (2014). *Contingent commitments: Bringing part-time faculty into focus*. The University of Texas at Austin, Program in Higher Education Leadership. [https://cccse.org/sites/default/files/Contingent\\_Commitments.pdf](https://cccse.org/sites/default/files/Contingent_Commitments.pdf)

Eagan, M. K., Jr., & Jaeger, A. J. (2009). Effects of exposure to part-time faculty on community college transfer. *Research in Higher Education*, 50(2), 168–188. <https://doi.org/10.1007/s11162-008-9113-8>

Jacoby, D. (2006). Effects of part-time faculty employment on community college graduation rates. *The Journal of Higher Education*, 77(6), 1081–1103. <https://doi.org/10.1353/jhe.2006.0050>

Ran, F. X., & Sanders, N. M. (2020). *Adjuncts' effect on students' success in subsequent courses* (CCRC Working Paper No. 120). Community College Research Center, Teachers College, Columbia University. <https://ccrc.tc.columbia.edu/publications/adjuncts-effect-students-success-subsequent-courses.html>



CENTRAL OREGON  
COMMUNITY COLLEGE

Board of Directors' Meeting – MINUTES

Wednesday, January 14, 2026 – 5:45 PM

Boyle Education Center Boardroom / YouTube

TIME**	ITEM	ENC.*	ACTION	PRESENTER
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5:47 p.m.

	I. Call to Order			Porter
	II. Native Lands Acknowledgement	2a.1*		Porter
	III. Roll Call			Alberg
	<u>Board members, staff and guest:</u> Jim Porter (Vice-Chair), Laura Craska Cooper, Joe Krenowicz, Erin Merz, Erin Foote Morgan, Alan Unger, Greg Pereira (President), Michael LaLonde, Alicia Moore, Annemarie Hamlin, Zak Boone, Laura Boehme, Andrew Davis, Josh Clawson, Paul Taylor, Kyle Matthews, Lucas Alberg, Cindy Lenhart			
	IV. Agenda Changes			Porter
	None.			
	V. Public Comment			Alberg
	1. Scott Dove and Liz Patterson of the COCC Classified Association expressed their concerns regarding ongoing negotiations between their organization and the College, which will soon enter mediation. They also expressed support for COCC's Faculty Forum as they begin their negotiations.			
	2. Sara Henson and Becky Plassmann reminded the Board that the Faculty Forum would begin their collective bargaining with the College the day after this meeting and expressed their concerns.			
	VI. Consent Agenda***			
	1. Regular Meeting Minutes (12.10.25)	6a.1-6*	X	Matthews <sup>A</sup>
	2. Motion to approve consent agenda.			
	a. 1 <sup>st</sup> : Joe Krenowicz			
	b. 2 <sup>nd</sup> : Laura Craska Cooper			
	c. In favor: Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan			
	d. Opposed or abstained: none			
	VII. Information Items			
	1. Monthly Budget Status	7a.1-4*		LaLonde <sup>A</sup>
	a. LaLonde noted from the report on November financials an earning from investments of about 4.34%. He was recently notified by the local			

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government's investment pool that those investments will now be 4.1%. He also reported that the College received the bulk of its property tax revenue in November, as well as prior tax revenues due to lawsuits being settled, so the College was over budget for that month.

- b. Foote Morgan asked if there is any chance that tax revenues wouldn't come in at the expected amount.
  - i. LaLonde confirmed this, but added that he expected it to come in somewhat higher than projected. However, it did not include State aid.

- 2. New Hire Reports 7b.1-2\* **Boehme<sup>A</sup>**
  - a. Boehme encouraged the Board to let Moore know if they have any questions regarding new positions that are being funded by COCC's recent TRIO grant.

### VIII. New Business

- 1. Construction Manager/General Contractor (CM/GC) Services for the Redmond Campus Renovation 8a.1-3\* X **LaLonde/Clawson<sup>A</sup>**
  - a. LaLonde and Clawson reminded the Board that COCC sent out a request for proposals on October 15 for the Redmond campus expansion project. They received seven proposals, interviewed three finalists, and ultimately chose SunWest Builders. With the Board's approval, COCC would enter a contract with SunWest for design and development for the project in conjunction with Steel Associates Architects. SunWest will submit a guaranteed maximum price for the Board's approval. In total, the project is estimated to cost about \$8 million. Funding would come from a \$4 million grant from Oregon's Higher Education Coordinating Commission (HECC) with a match from COCC.
  - b. Porter asked if COCC needed to allocate the \$4 million match before receiving the HECC grant. Clawson confirmed this.
  - c. Porter asked what other companies were interviewed as finalists.
    - i. Clawson said Bremik Construction and Kirby Nagelhout were the other two finalists interviewed.
  - d. Foote Morgan asked if the estimated cost of \$8 million for construction has changed over time.
    - i. Clawson said it has not and explained that the project is very modular, so COCC can adjust the budget much easier than other projects like the Madras campus expansion.
  - e. Foote Morgan asked when construction would begin.
    - i. Clawson said that design and development would take about six months, so he expects for construction to begin in the summer of 2026.
  - f. Foote Morgan asked if the Board would be able to review the project's budget as it develops. Clawson confirmed this.
  - g. Porter asked if the plan was to expand buildings or remodel internally.
    - i. Clawson said that phase one of the plan is to add an additional 13,000 square feet to Building 3 and move Welding and

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Manufacturing classes into the new space. Phase two would be remodeling other parts of the building.

- h. Craska Cooper asked how far along the design drawings are.
    - i. Clawson said they are about 90% finished.
  - i. Clawson asked Lenhart about a recent grant related to this project.
    - i. Lenhart shared that the Manufacturing department was awarded a four-year grant, totaling at \$2.187 million from the U.S. Department of Education's Fund for the Improvement of Post-secondary Education (FIPSE). The grant will fund the following:
      - 1. Development for seven new credentials that are workforce and Pell Grant eligible and industry aligned.
      - 2. Hiring a manufacturing workforce development coordinator who will help students apply for internships.
      - 3. New equipment for the Manufacturing program.
  - j. Krenowicz asked about anticipated staffing for the program in the next two or three years.
    - i. Lenhart said that COCC is ready to begin the hiring process for a professor of manufacturing, and she reiterated the plan to hire a workforce development coordinator through the FIPSE grant.
  - k. Motion to approve CM/GC services for the Redmond campus remodel and expansion project with SunWest Builders.
    - i. 1<sup>st</sup>: Alan Unger
    - ii. 2<sup>nd</sup>: Laura Craska Cooper
    - iii. In favor: Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
    - iv. Opposed or abstained: none
2. Neighborly Ventures Ground Lease Agreement 8b.1-5\* X LaLonde<sup>A</sup>
- a. Craska Cooper excused herself from the Boardroom due to a conflict of interest.
  - b. LaLonde explained that Neighborly Ventures is requesting another one-year extension of due diligence due to a soft real estate market in Bend. They have also requested a tax exemption from the City of Bend as they plan to include 12 low-income designated units in this development.
    - i. Porter noted that this proposal has received support from the Board's Real Estate Committee.
  - c. Foote Morgan asked what was discussed by the Real Estate Committee, recalling that the Board had approved a similar extension to Neighborly Ventures one year prior.
    - i. Krenowicz said that other new apartment complexes in Bend are struggling to fill their units. Contractors are being cautious about further housing developments. Krenowicz said he trusts the expertise of William Smith Properties, Inc. (WSPI), who has been working on behalf of COCC to find favorable tenants for the College's property.
    - ii. Porter added that COCC has a stable relationship with Neighborly Ventures. If the Board opts to deny this request, the

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College will need to find another developer to work with, which could prove difficult in the current market.

- d. Foote Morgan asked if the Board is still committed to the proposed development for this property being offered at market rate, or are there better uses for the property?
  - i. Merz noted that it is being proposed as a combination of market rate and low-income designated units, which Porter confirmed.
- e. Foote Morgan asked about the tax exemption that Neighborly Ventures applied for.
  - i. LaLonde said that the City can choose to not charge property taxes on undeveloped land, which would give incentive to develop on the property. The City would then receive some tax income for the property. The City Council also acknowledges the demand for low-income housing in Bend.
- f. Foote Morgan asked the Board whether the proposed development from Neighborly Ventures is still the best use for this property.
  - i. Porter noted that it is uncertain whether a new developer would be able to include low-income housing units in their plans to develop that would be eligible for a tax referral.
  - ii. Krenowicz acknowledged Foote Morgan's concerns, but also concurred with others that looking for another developer would require a significant amount of time.
- g. Foote Morgan asked if COCC has considered working with a low-income developer.
  - i. Unger was unsure, but recalled that, when the Board first considered possibilities for this property, they had discussed the possibility for developing housing focused on students and teachers, and concluded that it would not be sustainable.
- h. Foote Morgan asked if it is still worth extending due diligence for a for-profit company, or if other uses for the property that could be more beneficial for community members should be explored.
  - i. Porter suggested that the Board could discuss this if no progress has been made in six months' time.
  - ii. Foote Morgan recalled that the Board had determined to not grant another extension to Neighborly Ventures after the previous extension one year prior.
  - iii. LaLonde said that he has spoken with five or six low-income developers regarding this property and noted that the Board's vision for the property has been to create income for the College. He suggested that there are other locations on COCC's property where low-income housing might make more sense.
- i. Merz asked if anything other than housing could be developed on the property in question. LaLonde confirmed this.
- j. Merz asked if there is a timeline on whether the City might grant a tax referral to Neighborly Ventures.
  - i. LaLonde said that Neighborly Ventures has already received approval from the City.

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- k. Merz asked if a full year's extension was necessary to receive tax exemption.
  - i. LaLonde said the developer is hoping that market conditions will improve within that amount of time.
- l. Motion to approve the fourth amendment to the ground lease agreement between COCC and Neighborly Development, LLC, extending the due diligence period until February 15, 2027.
  - i. 1<sup>st</sup>: Alan Unger
  - ii. 2<sup>nd</sup>: Joe Krenowicz
  - iii. In favor: Jim Porter, Joe Krenowicz, Alan Unger, Erin Merz
  - iv. Opposed: Erin Foote Morgan
  - v. Abstained: none
- m. Craska Cooper returned to the Boardroom after this matter concluded.
- 3. Mileage and Meal Per Diem Rates                      8c.1\*              X              LaLonde<sup>A</sup>
  - a. LaLonde said this proposal is following recommendations from the IRS and the U.S. General Services Administration.
  - b. Motion to approve the proposed mileage and per diem rates.
    - i. 1<sup>st</sup>: Joe Krenowicz
    - ii. 2<sup>nd</sup>: Erin Merz
    - iii. In favor: Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
    - iv. Opposed or abstained: none
- 4. Budget Committee Nominees                              8d.1-5\*              X              LaLonde<sup>A</sup>
  - a. LaLonde presented resumes from Bill Robathan and Brian Bergler to fill vacancies in Zones 1 and 2 respectively on the Budget Committee. He and Krenowicz interviewed both candidates. LaLonde also confirmed that both candidates reside in the correct zones.
  - b. Craska Cooper asked why there is a vacancy in Zone 2.
    - i. LaLonde explained that Rebekah Lambert had requested to resign due to schedule conflicts. (She was able to attend yesterday's Audit and Finance Committee meeting.)
  - c. Foote Morgan asked about Bergler's current employment.
    - i. Craska Cooper said that he is a self-employed consultant.
  - d. Motion to approve William Robathan for Zone 1 and Brian D. Bergler for Zone 2 to the COCC Budget Committee to complete the current terms ending on June 30, 2026.
    - i. 1<sup>st</sup>: Joe Krenowicz
    - ii. 2<sup>nd</sup>: Alan Unger
    - iii. In favor: Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
    - iv. Opposed or abstained: none
- 5. Room and Board Rates                                      8e.1-2\*              X              Moore/Davis<sup>A</sup>
  - a. Merz noted that the Board has tried to keep increases to student tuition steady and asked why the same has not been true for room and board rates.
    - i. Davis said the College has done its best to maintain rates to keep the burden off of students, such as years where there is not a

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significant Consumer Price Index increase. However, there have been years where increased rates were necessary to keep up with inflation.

- ii. Moore added that room and board rates have not been as steady in recent years.
  - b. Unger asked what room and board rates were expected to be in 2027.
    - i. Davis said it is difficult to forecast. The College will work with its food service provider and monitor the housing market to determine appropriate rates.
    - ii. Moore added that it is important for campus housing and dining to have reserves for emergency repairs.
  - c. Unger asked how large of a reserve is needed.
    - i. Moore said the goal is to cover the debt service and create a reserve of about 4–5%.
  - d. Motion to approve the proposed 2026–27 meal plan, room and summer conference rates.
    - i. 1<sup>st</sup>: Alan Unger
    - ii. 2<sup>nd</sup>: Laura Craska Cooper
    - iii. In favor: Jim Porter, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
    - iv. Opposed or abstained: none
6. Academic Program Changes 8f.1–5\* X Hamlin<sup>A</sup>
- a. Hamlin asked for the proposed exploratory degrees to be removed from the agenda. They will be discussed further by faculty before being presented to the Board at a future meeting. The remaining proposals included the suspension of the existing Welding Technician certificate pathway in favor of a new Welding Technology certificate pathway. The new program will include more relevant material for today's industries, and students in the existing program will be allowed to complete it. There was also a notice of suspension of an English Literature Associate of Arts transfer map in favor of a new English Associate of Arts Transfer map. The new program only includes some minor changes to better align with transfer requirements with four-year institutions. It has already been approved by the State and does not require a vote from the Board.
  - b. Unger asked if Hamlin is confident in the new English transfer program's ability to help students successfully transfer to four-year institutions.
    - i. Hamlin confirmed her confidence in the new program, noting its flexibility to the changes that have taken place in English academia in recent years.
  - c. Motion to approve the new Career Pathway Certificate of Completion in Welding Technology, effective Fall 2026; and the suspension of the Welding Technician Career Pathway Certificate of Completion, effective Fall 2026.
    - i. 1<sup>st</sup>: Erin Foote Morgan
    - ii. 2<sup>nd</sup>: Joe Krenowicz
    - iii. In favor: Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan

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iv. Opposed or abstained: none

## IX. Board of Directors' Operations

1. Recommended Changes to GP 4: Chair– 9a.1–4\* X Craska Cooper  
person/Vice–Chairperson Role, 2<sup>nd</sup> Reading
  - a. Craska Cooper reminded the Board that they opted to table the second reading at their previous meeting in order to allow the Policy Review Committee to discuss it further. The Committee met earlier on the day of this Board meeting and compiled all proposed revisions into a single document, which was then distributed to the full Board.
  - b. Motion to approve the proposed changes to Governance Process 4.
    - i. 1<sup>st</sup>: Laura Craska Cooper
    - ii. 2<sup>nd</sup>: Erin Merz
    - iii. In favor: Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
    - iv. Opposed or abstained: none
2. Recommended Changes to BEP 7: 9b.1–2\* Craska Cooper  
Communication and Counsel to the Board
  - a. Craska Cooper reminded the Board that the proposed changes were recommended at their most recent retreat by facilitator Mary Spilde. Skatvold and Pereira drafted revisions to this policy, and some additional revisions were provided by the Policy Review Committee.
  - b. Merz noted that the document included in the Board meeting's packet only reflected the proposed revisions from today's Committee meeting, rather than a combination of all proposed revisions.
    - i. Unger suggested the Board could allow the first reading to go through and all proposed revisions could be presented for a second reading at their next meeting. There were no objections.
3. Committee Updates
  - a. Advocacy Committee Foote Morgan
    - i. On the day of this meeting, an online petition was published by COCC to urge Oregon's legislators to reconsider proposed budget cuts to community colleges. COCC personnel and community members are invited to support the petition.
    - ii. Craska Cooper asked how meetings with legislators have been going.
      1. Foote Morgan said they are going well. So far, Rep. Jason Kropf, Sen. Anthony Broadman and Rep. Emerson Levy have visited the campus. Sen. Diane Linthicum also intends to visit when she is able.
    - iii. Craska Cooper asked if Rep. Vikki Breese Iverson and Sen. Mike McLane have visited the campus yet.
      1. Foote Morgan said they have not and suggested it may be easier to set up virtual meetings with them.
      2. Matthews offered to send a follow-up invitations to their offices.
  - b. Audit and Finance Committee Unger

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- i. The Committee met on the day prior to this Board meeting to discuss the auditors' presentation, which will take place at the next Board meeting. The audit is currently available on COCC's website and print copies will be mailed out to the Board.
  - ii. LaLonde added that the auditors gave COCC a clean opinion. He noted that a lease agreement had been on the College's books for several years after it had been cancelled. The error has since been corrected.
- c. Policy Review Committee Craska Cooper
- i. Craska Cooper said that, after the prioritized policy revisions have been implemented, the Committee will focus on developing a three-year review cycle for all of the Board's policies.
- d. Real Estate Committee Krenowicz
- i. Along with the ground lease agreement that was discussed earlier in this meeting, the Committee has discussed with WSPI their proposal to expand the Village Core commercial development adjacent to the Neighborly Ventures site. The Veridian complex is 80% occupied with additional leases in process. Construction for the Outcrop Phase II development also remains in progress.
  - ii. The Central Oregon Center for the Arts (COCA) submitted a proposal to build facility on the Bend campus along College Way near the bottom of the hill. COCA would fundraise for construction and operations and own the building, and COCC would have shared access to it, including the proposed parking lot. It is estimated that a final decision will not be made for another year.
    - 1. Foote Morgan asked what the estimated cost for construction would be.
      - a. Pereira said the estimated cost is \$100 million.
    - 2. Foote Morgan asked whether there is enough demand in the area for such a space.
      - a. Craska Cooper said that COCA is confident that this facility would be able to satisfy the demand.
    - 3. Foote Morgan asked whether there is a feasibility study that the Board could review.
      - a. Pereira said he had been provided a study, but has not reviewed it yet.
      - b. Craska Cooper noted that COCA's proposal is in its early stages, so the Board does not need to make any commitments at this time.
    - 4. Pereira noted that COCC could lease the land in case the building proves to not be viable, in which case, the land would divert back to the College. COCC is considering this opportunity as it could potentially provide a new space for classes and events that previously took place in the Pinckney Center before it was forced to close for

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safety concerns. It could also host indoor commencement ceremonies, college-wide gatherings and other events.

5. Porter noted that COCC is one of three locations that COCA is considering to construct a facility.
  - a. Pereira confirmed that COCA is also considering sites at OSU-Cascades and another north of Bend.
6. Foote Morgan asked if the proposed facility would qualify for a government bond.
  - a. Boone said that COCA plans to fundraise through community donations and grants, and they do not expect to compete with COCC's funding needs.

#### 4. Board Member Activities

- a. Erin Merz
  - i. January 12: Budget meeting with Pereira and LaLonde
  - ii. January 14: Policy Review Committee meeting
- b. Alan Unger
  - i. January 7: Real Estate Committee meeting
  - ii. January 13: Audit and Finance Committee meeting
- c. Laura Craska Cooper
  - i. December 19: Phone call with Pereira
  - ii. December 31: Phone call with LaLonde
  - iii. January 6: Meeting with Pereira and LaLonde
  - iv. January 7: Real Estate Committee meeting
  - v. January 14: Policy Review Committee meeting
- d. Jim Porter
  - i. December 12 and 19 and January 9: Meetings with Pereira and Erica Skatvold
  - ii. January 7: Real Estate Committee meeting
- e. Erin Foote Morgan
  - i. December 19: Phone call with Pereira
  - ii. January 14: Phone call with Alberg
- f. Joe Krenowicz
  - i. December 11: Budget Committee candidate interview
  - ii. January 7: Real Estate Committee meeting
  - iii. January 13: Audit and Finance Committee meeting

#### X. President's Report

Pereira

1. Pereira reiterated the FIPSE grant that Lenhart had discussed and thanked her for her work on acquiring the grant, along with Sean Tevlin and Stephanie Rohdy from COCC's grants department, Jenna Flanary from fiscal services, and the faculty of the Redmond campus.
2. COCC's Adult Basic Education program at Deer Ridge Correctional Institution (DRCI) is tied for first place for completed GEDs in Oregon's correctional institutions. DRCI also leads the State in outcomes per student with 63% achieving level gains and 32% earning their GED.

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3. COCC has been named a nationally recognized participating site by Firewise USA, thanks to the leadership of Paula Simone from the College's Fire Science department.
4. The HECC Board had a special meeting on January 6 regarding their recent proposal for strategic consolidation and mergers for Oregon's colleges and universities. Leaders from several institutions, including Pereira, attended the meeting and voiced their concerns. The HECC Board voted to advance their report to the State legislature, which includes this recommendation. Their executive director later met with Oregon's community college presidents and said he did not believe this proposal would be possible to carry out. He noted that part of the recommendation would be for community colleges and four-year institutions to consider shared services, such as buying supplies in bulk.
  - a. Merz asked if funding is the primary factor behind this proposal. Pereira confirmed this.

#### **XI. Dates**

**Porter**

1. Monday, January 19 – Closed for Martin Luther King Jr. Day
2. Tuesday, January 20 – Season for Nonviolence: Cleve Jones – 6:30 p.m. at the Tower Theatre in Bend
3. Friday, January 30 – Inside Look at the COCC Madras Campus' New Building at 3:00 p.m.
4. Wednesday, February 11 – Board of Directors' Meeting – Boyle Education Center Boardroom at 5:45 p.m.
5. Saturday, February 28 – Board of Directors' Retreat (Location and time to be announced)

#### **XII. Adjourned to Executive Session at 7:20 p.m.**

**Porter**

ORS 192.660 section 2, subsection d, Labor Negotiations  
 ORS 192.660 section 2, subsection e, for the purpose of discussing real property transactions

#### **XIII. Adjourn to Open Session**

**Porter**

#### **XIV. Open Session**

#### **XV. Adjourned at 9:00 p.m.**

**Porter**

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Central Oregon Community College  
Monthly Budget Status  
Highlights of December 2025  
Financial Statements

**Cash and Investments**

The College's operating cash balances currently total \$39.9 million. The November average yield for the Local Government Investment Pool decreased to 4.25 percent from 4.34 percent in the prior month.

**General Fund Revenues**

Winter term registration continues, resulting in an increase in tuition and fee revenues of \$2 million over the prior month.

**General Fund Expenses**

The expenses through December 2025 include the majority of the required budgeted inter-fund transfers-out for the fiscal year. The remaining \$6.6 million transfer out will be made to support the Madras build at the completion of the project.

**Budget Compliance**

All general fund appropriation categories are within budget.

## Central Oregon Community College

**Monthly Budget Status**  
 December 2025

11-Feb-26

<b>General Fund</b>	<b>Adopted Budget</b>	<b>Year to Date Activity</b>	<b>Variance Favorable (Unfavorable)</b>	<b>Percent of Budget Current Year</b>	<b>Percent of Budget Prior Year</b>
<b>Revenues</b>					
District Property Taxes:					
Current Taxes	\$ 24,330,000	\$ 21,902,094	\$ (2,427,906)	90.0%	91.1%
Prior Taxes	283,000	311,030	28,030	109.9%	74.2%
Tuition and fees	22,430,000	14,576,994	(7,853,006)	65.0%	68.0%
State Aid	13,279,000	6,344,148	(6,934,852)	47.8%	44.9%
Program and Fee Income	100,000	23,498	(76,502)	23.5%	34.1%
Interest & Misc. Income	974,000	3,328,273	2,354,273	341.7%	6.4%
Transfers-In	5,588,744	2,903,957	(2,684,787)	52.0%	2.2%
<b>Total Revenues</b>	<b>\$ 66,984,744</b>	<b>\$ 49,389,994</b>	<b>\$ (17,594,750)</b>		
<b>Expenses by Function</b>					
Instruction	\$ 28,154,525	\$ 12,311,261	\$ 15,843,264	43.7%	42.0%
Instructional Support	5,554,985	2,490,153	3,064,832	44.8%	45.6%
Student Services	7,883,478	3,391,513	4,491,965	43.0%	40.2%
College Support	7,475,399	3,723,603	3,751,796	49.8%	42.6%
Campus Services	6,140,941	2,750,797	3,390,144	44.8%	48.8%
Information Technology	7,947,140	3,600,086	4,347,054	45.3%	50.8%
Financial Aid	200,000	53,056	146,944	26.5%	65.5%
Contingency	1,000,000	-	1,000,000	0.0%	0.0%
Transfers-Out	19,070,532	12,445,532	6,625,000	65.3%	100.6%
<b>Total Expenses</b>	<b>\$ 83,427,000</b>	<b>\$ 40,766,001</b>	<b>\$ 42,660,999</b>		
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (16,442,256)</b>	<b>\$ 8,623,993</b>	<b>\$ 25,066,249</b>		

**Central Oregon Community College**  
**Monthly Budget Status**  
 December 2025

11-Feb-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>
<b><u>Non General Funds</u></b>					
<b>Debt Service Fund</b>					
Revenues	\$ 6,152,755	\$ 4,864,168	\$ (1,288,587)	79.1%	80.1%
Expenses	6,087,037	1,597,192	4,489,845	26.2%	18.4%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ 65,718</b>	<b>\$ 3,266,976</b>	<b>\$ 3,201,258</b>		
<b>Grants and Contracts Fund</b>					
Revenues	\$ 6,034,347	\$ 1,881,349	\$ (4,152,998)	31.2%	27.7%
Expenses	6,738,055	3,349,109	3,388,946	49.7%	59.6%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (703,708)</b>	<b>\$ (1,467,760)</b>	<b>\$ (764,052)</b>		
<b>Capital Projects Fund</b>					
Revenues	\$ 23,234,020	\$ 10,719,745	\$ (12,514,275)	46.1%	17.6%
Expenses	24,338,954	7,759,513	16,579,441	31.9%	19.4%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (1,104,934)</b>	<b>\$ 2,960,232</b>	<b>\$ 4,065,166</b>		
<b>Enterprise Fund</b>					
Revenues	\$ 5,349,792	\$ 3,081,929	\$ (2,267,863)	57.6%	41.4%
Expenses	7,655,167	5,093,276	2,561,891	66.5%	47.5%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (2,305,375)</b>	<b>\$ (2,011,347)</b>	<b>\$ 294,028</b>		
<b>Auxiliary Fund</b>					
Revenues	\$ 6,504,732	\$ 4,362,015	\$ (2,142,717)	67.1%	56.0%
Expenses	9,749,773	3,743,464	6,006,309	38.4%	28.0%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (3,245,041)</b>	<b>\$ 618,551</b>	<b>\$ 3,863,592</b>		
<b>Reserve Fund</b>					
Revenues	\$ -	\$ -	\$ -	0.0%	0.0%
Expenses	25,000	-	25,000	0.0%	0.4%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (25,000)</b>	<b>\$ -</b>	<b>\$ 25,000</b>		
<b>Financial Aid Fund</b>					
Revenues	\$ 22,103,924	\$ 5,136,546	\$ (16,967,378)	23.2%	33.6%
Expenses	22,171,067	5,330,291	16,840,776	24.0%	35.9%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (67,143)</b>	<b>\$ (193,745)</b>	<b>\$ (126,602)</b>		
<b>Internal Service Fund</b>					
Revenues	\$ 85,000	\$ 55,516	\$ (29,484)	65.3%	14.8%
Expenses	94,000	28,703	65,297	30.5%	45.2%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (9,000)</b>	<b>\$ 26,813</b>	<b>\$ 35,813</b>		
<b>Trust and Agency Fund</b>					
Revenues	\$ 18,200	\$ 10,851	\$ (7,349)	59.6%	119.5%
Expenses	75,000	13,231	61,769	17.6%	58.8%
<b>Revenues Over/(Under) Expenses</b>	<b>\$ (56,800)</b>	<b>\$ (2,380)</b>	<b>\$ 54,420</b>		

11-Feb-26

## Central Oregon Community College

**Cash and Investments Report**

As of December, 2025

College Portfolio	<u>Operating Funds</u>	<u>Trust/Other Funds</u>
<b>Cash in State Investment Pool</b>		
4089 - General operating fund	\$ 34,763,857	
3624 - Robert Clark Trust		\$ 408,033
6729 - Redmond Expansion		\$ 4,227,158
December Average Yield 4.25%		
<b>Cash in USNB</b>	\$ 925,976	
<b>Cash on Hand</b>		
Total Cash	<u>\$ 35,689,833</u>	<u>\$ 4,635,191</u>



**Board Meeting Date:** Wednesday, February 11, 2026  
**Exhibit:** 7b.1

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

<b>Administrator Full-Time</b>		
Patrick Rodriguez	Senior Systems Administrator	February 1, 2026
Katie Ahern	Native American College Prep Coordinator	February 11, 2026



**Central Oregon Community College**  
**Board of Directors**  
New Hires Report  
Date of Hire: January 1-31, 2026

<b>Name</b>	<b>Hire Date</b>	<b>Job Description</b>	<b>Department</b>
<b>Classified Full-Time</b>			
Kaufman, Michelle Yolanda	1/2/2026	Administrative Assistant	Tutoring and Testing
Akins, Amanda Alaine	1/12/2026	Human Resources Specialist	Human Resources
Weber, Zachry	1/30/2026	ITS Services Support	End User Services
<b>Temporary Hourly</b>			
Andresen, Sharla I	1/1/2026	Temporary HR Assistance	Human Resources
Bryant, Isabelle Jo-Anne	1/5/2026	EMT Lab Assistant	Emergency Medical Services
Hammond, Ashley Nicole	1/5/2026	Instructional Assistant- Dental	Dental Assisting
Burleigh, Ava Marie	1/5/2026	EMT Lab Assistant	Emergency Medical Services
Dedmon, Cassandra Kaye	1/5/2026	Instructional Assistant	Veterinary Technician Program
Palmer, Tabari I	1/5/2026	ITS Student Technology	Student Tech Services
Jallo, Bailey Marie	1/5/2026	Instructional Assistant-	Veterinary Technician Program
Marois, Morgan Rose	1/5/2026	EMT Lab Assistant	Emergency Medical Services
Gregory, Kira	1/7/2026	EMT Lab Assistant	Emergency Medical Services
Holm, Parker Thomas	1/8/2026	EMT Lab Assistant	Emergency Medical Services
Najera, Kruz X	1/9/2026	Fitness Attendant	Club Sports
Staten, Justyn Reid	1/12/2026	Behavioral Health Grader	Addiction Studies



**Central Oregon Community College  
Board of Directors: Resolution**

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<b>Subject</b>	<b>Support for Participation in CTE Month</b>
<b>Strategic Plan Initiatives</b>	<b>Goal Area: Workforce Development, Community Engagement</b>
<b>Prepared By</b>	Lucas Alberg, Director, Marketing and Public Relations

**A. Background**

Career Technical Education (CTE) Month is a nationwide initiative held each February to recognize and celebrate the role of career-connected education in preparing students for in-demand careers and strengthening local, regional and statewide economies.

At Central Oregon Community College, CTE programs are a cornerstone of the College’s workforce development mission, offering hands-on, industry-aligned pathways in fields such as healthcare, advanced manufacturing, construction trades, aviation, culinary arts, forestry, natural resources and public safety. These programs serve learners of all ages and backgrounds, including recent high school graduates, working adults, veterans and career changers.

In alignment with the Oregon Community College Association (OCCA) and community colleges across the state, COCC recognizes CTE Month as an opportunity to highlight student success, employer partnerships and the faculty and staff who make these programs possible, while reinforcing the College’s role as a key workforce and economic development partner in Central Oregon.

**B. Options/Analysis**

1. Approve the resolution declaring February as Career Technical Education (CTE) Month at Central Oregon Community College.
2. Decline approval of the resolution.

**C. Timing**

Career Technical Education Month is observed nationally throughout the month of February. Approval of this resolution in February allows COCC to formally align with statewide and national recognition efforts and to support coordinated communication, outreach and engagement activities led by the College’s academic programs and Marketing and Public Relations team.

**D. Budget Impact**

There is no direct financial impact, nor financial support requested, associated with this resolution.

**E. Proposed Resolution**

Be it resolved that the Central Oregon Community College Board of Directors declares February as Career Technical Education (CTE) Month, recognizing the value and impact of CTE programs in supporting student success, workforce development and economic vitality; and be it further resolved that the Board encourages the COCC community and regional partners to recognize and celebrate Career Technical Education and the students, faculty, staff and employers who contribute to its success.

Draft Board Policy- Communication and Counsel to the Board

## **BEP 7: COMMUNICATION & COUNSEL TO THE BOARD**

*Approved: 6/9/1993; Revised: 12/9/2015; Renumbered: April 1, 2024.*

~~With respect to providing information and counsel to the Board, it is critical that the President keep the Board fully informed.~~

The President shall provide counsel and keep the Board

~~Accordingly informed.~~ Accordingly, the President must:

1. Avoid surprises. Make the Board aware of ~~all~~ relevant trends, all anticipated adverse media coverage, information which might have political consequences, ~~material external~~ material external and internal changes, particularly changes in the assumptions upon which any Board policy has previously been established.
2. Provide data. Submit the required monitoring data (see policy on Monitoring Executive Performance) in a timely, accurate and understandable fashion, directly addressing provisions of the Board policies being monitored.
3. Add perspective. Gather ~~for the Board as many staff and~~ and share diverse external points of view from internal and external stakeholders, issues and options as needed for fully informed Board choices, particularly with respect to faculty opinion on instructional matters.
4. Present information. Celearly present relevant or requested information and in a concise format with minimal jargon.
- ~~5. Provide a mechanism for official Board, officer or committee communications.~~
- 6.5. Communicate with the Board. Provide regular written and verbal updates to the entire Board, attend and participate in committee meetings and communications, provide monthly opportunities to meet individually with Board members. as a whole except when (a) fulfilling individual requests for information or (b) responding to officers or committees duly charged by the Board.
- ~~7.6.~~ Report in a timely manner an actual or anticipated noncompliance with any policy of the Board.

Draft Board Policy- Communication and Counsel to the Board

## **BEP 7: COMMUNICATION & COUNSEL TO THE BOARD**

*Approved: 6/9/1993; Revised: 12/9/2015; Renumbered: ~~April 1, 2024~~4/1/2024;  
Revised 2/\_\_\_/26.*

The President shall provide counsel and keep the Board informed. Accordingly, the President must:

1. Avoid surprises. Make the Board aware of relevant trends, all anticipated adverse media coverage, information which might have political consequences, material external and internal changes, particularly changes in the assumptions upon which any Board policy has previously been established.
2. Provide data. Submit the required monitoring data (see policy on Monitoring Executive Performance) in a timely, accurate and understandable fashion, directly addressing provisions of the Board policies being monitored.
3. Add perspective. Gather and share diverse points of view from internal and external stakeholders, as needed for ~~fully-informed~~fully-informed Board choices, particularly with respect to faculty opinion on instructional matters.
4. Present information. Clearly present relevant or requested information in a concise format with minimal jargon.
5. Communicate with the Board. Provide regular written and verbal updates to the entire Board, attend and participate in committee meetings and communications, provide ~~monthly~~regular opportunities to meet individually with Board members.
6. Report in a timely manner an actual or anticipated noncompliance with any policy of the Board.

<b>Summary report: Litera Compare for Word 11.12.0.83 Document comparison done on 1/14/2026 2:38:25 PM</b>	
<b>Style name:</b> Default Style	
<b>Intelligent Table Comparison:</b> Active	
<b>Original DMS:</b> [REDACTED]	
<b>Modified DMS:</b> [REDACTED]	
<b>Changes:</b>	
<u>Add</u>	4
<del>Delete</del>	4
<del>Move From</del>	0
<u>Move To</u>	0
<u>Table Insert</u>	0
<del>Table Delete</del>	0
<u>Table moves to</u>	0
<del>Table moves from</del>	0
Embedded Graphics (Visio, ChemDraw, Images etc.)	0
Embedded Excel	0
Format changes	0
<b>Total Changes:</b>	<b>8</b>