

Portland Community College Board of Directors  
PO BOX 19000, Portland, Oregon 97280

October 21, 2021  
Via remote access

**BOARD MEETING MINUTES**

**ATTENDANCE**

Mohamed Alyajouri, Laurie Cremona Wagner, Tiffani Penson, Michael Sonnleitner, Kristi Wilson, Mohasin Biswas Manab; Absent: Serin Bussell, Dan Saltzman

**WORK SESSION**

Updates were provided to the board regarding Strategic Planning Portfolio Kick-Off and P&CC Sylvania Projects Update and a Presidential Search Market Salary. The board also engaged in discussion regarding developing their 2021-2022 Board Goals and board policy 2715 Code of Ethics.

**CALL TO ORDER**

Chair Alyajouri called the Business Meeting to order at 6:32 pm. He also shared the Land Acknowledgment.

**APPROVAL OF THE AGENDA**

The October 21, 2021 agenda was approved as published. Penson/Wilson  
Alyajouri – Yes                      Penson – Yes                      Wilson – Yes  
Bussell - Absent                      Saltzman - Absent  
Cremona Wagner - Yes              Sonnleitner – Yes

**APPROVAL OF THE MINUTES**

The September 23, 2021 minutes were approved as amended. Wagner/Penson  
Alyajouri – Yes                      Penson – Yes                      Wilson – Yes  
Bussell – Absent                      Saltzman - Absent  
Cremona Wagner - Yes              Sonnleitner – Yes

**PRESIDENT'S UPDATES**

President Mitsui provided a few updates on college business. Recognition was provided to the Financial Services team for receiving the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association (GFOA) for the 29<sup>th</sup> year. The award is for the great work on the comprehensive financial report for the year ended June 30, 2020. Vice President Blumenthal added thanks to the entire financial services team for their diligence and hard work especially in a year when PCC had to account for Higher Education Emergency Relief Funds with little accounting guidance.

President Mitsui gave thanks to Jim Templeton who is retiring from PCC after devoting 37 years of his life to serving the PCC community. He has served in many roles at

PCC, these include Computer Operator, Computer Operations Technician, Computer User Support Technician, Computer Client, Support Specialist and Technology Support Specialist. He retired September 30. Sylvia Kelley also received a farewell from President Mitsui and the board for her work at PCC over the years. She retires the end of October.

President Mitsui also provided a COVID Update noting that PCC hosted four vaccine clinics earlier in month at Willow Creek and Southeast. Southeast Campus saw 230 people vaccinated. He noted the COVID-19 Opening Leadership Team (COLT) voted to continue as forecast in Sustained Reopening for Winter Term 2022. This means academic programs and student services that operated in-person during Fall may continue to do so. Requests to expand courses and services are under review with leadership. This will be the last term where COLT makes term-to-term forecasts. While we will continue to manage COVID-19 risks with health and safety in mind, we also want to amplify our focus on belonging, well-being, and equitable student success. In the coming weeks we plan to share with you a longer-term Thoughtful Reopening Roadmap, aligned with our Guiding Principles for Thoughtful Return. In November we'll announce updates to our guidelines and processes, designed to increase opportunity for in-person meetings and access to campuses and centers.

President Mitsui went on to provide a few Kudos for Colleagues, remarks regarding the upcoming redistricting, the Disability Innovation Fund (DIF) Program grant titled "Inclusive Career Advancement Program (ICAP) project, OCCA Executive Director Search, the CCSF Distribution Formula Discussion and an update on our PCC Women's Soccer team.

### **INFORMATION SESSIONS**

*DELIVERY: Redefine time, place, and systems of educational delivery to create a more learner-centric ecosystem*

Limelight on Learning – Lara Mendicino, ESOL Department Chair, Southeast Campus And Dr. Blake Hausman, Instructor / English and Native American Studies, Faculty Chair / Dept of English, Reading, and Writing, Chair / Academic Policies and Standards, Southeast Campus provided a presentation on a pilot that went on for three years at Southeast Campus. This pilot allowed instructors to recommended their best ESOL students to skip Writing 115 and go directly into Writing 121. The pilot proved successful with 41 of the 49 student receiving A's, six B's and 2 withdraws. Expansion of this model is being considered across programs.

*BELONGING: Transform our learning culture toward creating a sense of belonging and well-being for every student*

P&CC - Social Equity Goals Update -- Amy James Neel, Workforce and Contracting Equity Manager and John MacLean, Finance and Procurement Manager provided an update on the work that's happening in Planning and Capital Construction. This is a report for the work being done within PC&C and is not a full college report. There will be a future update with Mike Matthews in the spring on the college work. Amy has been a great advocate for PCC in this work and has been out in the community and

promoting PCC. She's getting PCC on the map in this in this work, we know we have a lot more work to do. We are on a good path right thanks to Amy. Amy presented an update on the workforce and contracting objectives, performance and the categories tracked, and our regional engagement and how we are designing for equitable outcomes. She also provided a big picture for next steps.

### **PUBLIC COMMENT ON AGENDA ITEMS**

None

### **BUSINESS SESSION**

Chair Alyajouri proposed approval of Resolutions 22-041 through 22-047.

Wagner/Sonnleitner

Alyajouri – Yes

Penson – Yes

Wilson – Yes

Bussell – Absent

Salzman – Absent

Cremona Wagner - Yes

Sonnleitner – Yes

### **PUBLIC COMMENT ON NON-AGENDA ITEMS**

Vincent Blanco

Impacts of Pandemic Upon PCC Employees

### **REPORTS**

PCC Federation of Faculty and Academic Professionals: Subbing for Frank Goulard will be Secretary, Laura Wadlin-ESOL faculty

Well our members are relieved to have resolved the bargaining around our cost of living adjustment, the board needs to know that morale is still extremely low. I've heard colleagues say that this is the worst, they've ever felt in the decades, they worked at PCC. A big reason for that is that there's so much uncertainty, what's driving the uncertainty. Well, the college decided to move forward with reorganization and completely disrupted the org chart, during a pandemic. Leaving employees scattered and confused. People are trying to communicate with their supervisors to get their needs addressed, but many positions are vacant, or interim, so who do we even establish a relationship with. Will the new supervisor give us a different answer next month. CTE that's career technical education department chairs are uncertain about how they're going to staff their classes when PCC positions are not competitive with industry jobs. Where will the talent come from, how will they retain current talent. When the college has struggled to reopen campuses smoothly, which CTE instructors depend on faculty are also personally uncertain about if they'll get a class, or if their program will even exist in a few terms because enrollment is not bouncing back. Despite that, astonishingly the college decided to increase class size minimums and we're canceling low enrolled classes earlier than before. Even when we know that's contributing to the enrollment drop. There's also uncertainty about reopening. We've held three member meetings so far this term. And we're hearing a lot of confusion and apprehension about returning to campus. We don't know what our risk is for getting covert on campus, when we don't know who's vaccinated. We don't know how to enforce safety regulations. We don't know what's going to happen if we get covered, one of our students gets coven, or someone in our family gets covered. Believe me, we are trying our best. We're trying to create certainty. By asking the right questions, and by planning ahead. But if our

supervisors and top management can't give us clear answers to basic questions, and they change our working conditions from one month to the next, that our efforts are in vain, people organize together as a federation, because across the college, they're afraid of speaking up on their own. People are afraid of losing their jobs, if they even approach their supervisor, with a question or concern with soaring workloads, we are putting far more into our jobs than we ever have. And yet we are still met with increased scrutiny and little transparency in return. We feel the disdain for management, when they ignore everything we say during listening sessions and refuse to even look us in the eye, when they propose cutting our cost of living adjustment. The one thing that's giving us hope and energy right now is the possibility that things could get better. If management works with us in good faith. As you heard from Vincent Blanco, we're looking forward to getting to the table with management to get some clear agreements around reopening and remote work until these problems are addressed low morale will continue to erode at the once fiber atmosphere we had a PCC. And as you heard tonight from my ESOL colleague, Lauren Mendocino, equitable outcomes for students depend on staff being free to voice issues, and get their needs met. It can't be said enough staff success is student success. Thank you so much.

PCC Federation of Classified Employees (AFT Local 3922): Jeff Grider, President  
Since the last report the federal unemployment assistance has ended. We're still waiting on the recall of around 25 classified employees. These are loyal employees who are eager to return to work again. Covid leave pay coverage has ended, since the last board meeting, employees will now have to use their own sick time if they have to stay home should they get sick, should they have to quarantine, should their kids be home from school. The IA, that's instructional administrative assistant and administrative assistant, workload is tremendous. One quarter to one third of the positions still remain vacant. Many remaining staff struggle with the disruption caused by the college reorganization. We received assurances that the positions will be posted soon, but that just gets new people in the door, and may actually increase the workload in the short term as these new employees need to be onboarded and the limited access to campus has been haphazard. Many classified employees are unclear on what they can and can't do on campus. Since the rules seem to change each time they ask. During one of the reopening sessions and employee asked whether the unions were involved with the reopening process and the answer from the administration was not incorrect. They said employees are free to contact the Federations, who can then ask questions at the monthly contract administration meetings, at which point we may get an answer, or more often the question has to be brought to the group's, making the decisions and they may get back to us. The sad state of affairs that rather than having a seat at the table, the unions representing thousands of employees have to go through this convoluted and inefficient process to give and get information. If even a fraction of the time spent was actually spent engaging and collaborating, we could have been addressing issues from the get go, rather than reacting to problems and trying to fix them after the fact. Hopefully I won't be coming back in future months with analogies to the cycle of abuse. But given the optimism, expressed by my colleagues and Vincent. I'm reserving judgment and look forward to the opportunity for genuine engagement on our concerns as we move toward reopening.

Last but not least, one of the things we negotiated and then the last contract was a market analysis of a few specific positions. Campus schedulers and public safety dispatchers, as well as up to five more of our choosing. As long as the total amount of potential increase does not exceed \$250,000. Just for reference this is about \$50,000 less than the current under Market District president salary. We are hoping to see the same optimistic and diligent effort applied to are hardworking classified employees market analyses. That was just used to recommend a range that exceeds a range that exceeds the highest possible classified salary. I know it's a little late to be talking numbers, but not only does the recommended range of the district president salary that's the amount from the minimum to maximum exceeds the highest possible classified salary, and the maximum of that ranges over three times as much as the max for classified. But the mid-range where the new president is likely to be placed. When compared to the starting salary around 30,000 per year. But half of what's considered a living wage in Portland, the lowest three classified levels, representing between 100 and 150 of our employees is over 10 times as much. I'm not saying that a district president doesn't deserve two or three times and starting wage have a classified employee. I don't think I would want that job. But I just wanted to offer a little perspective as to what kind of discrepancy we're talking about when we're dealing with single digit percentage changes to wages. Thanks for all the work that everyone has put in to improve the wages and working conditions of our hard-working classified employees, and I appreciate the opportunity to serve as the elected leader of our classified Union. Let's not forget our classified slogan--We keep the college running.

District Student Council (DSC) – Mohasin Biswas Manab

Good evening everyone. I would like to start off with the food bank openings, this has been such a success. Since the start of the term, they have helped a lot of students by providing them with much needed resources. We do encourage more students to use them, but we understand that not all students can make it to campus so we are currently discussing plans to do food shipments to students reach out with all the support that we can provide. Furthermore, the Student Life and Leadership department has begun developing structures and strategies for more student representation at PCC. As we review the entire program, we have been receiving lots of feedback to reflect on and doing tons of research. Soon we will be sharing ways for students to join the upcoming transitional government and training for those roles, which is very exciting. Student Life and Leadership also held it first event for the fall, which was a welcome week social media giveaway, 50 winners received free goodies and one lucky winner received a camera package. There are many more events that are coming up so follow us on Student Life and Leadership social media accounts. I would also like to give a big thank you and spotlight to PCC men's and women's soccer teams, their incredible hard work and dedication can be seen by all. And it also looks like the women's team is going to be making the playoffs so high respect to all the student athletes.

### **ADJOURNMENT**

There being no further business, the meeting adjourned at 8:50 pm.

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Mohamed Alyajouri, Chair

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Mark Mitsui, President

Prepared by:

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Jeannie Moton, Executive Coordinator

Minutes approved on December 16, 2021.