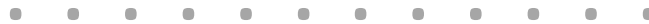




PORTLAND COMMUNITY COLLEGE BOARD OF DIRECTORS

Business Meeting



May 2, 2024



The Board of Directors meetings are held in accordance with open meeting laws and accessibility requirements. If a person with a disability needs assistance in order to attend or participate in a meeting, please notify the Board of Director's Office at least 48 hours in advance by calling (971) 722-7268 or by email at boardmember@pcc.edu, please use ACCESSIBILITY in the subject line.

Board of Directors Goals 2023-2024

Belonging

Strategic goal: Ensure that the Board of Directors and the President advance diversity, equity, and inclusion in measurable and strategic ways.

- Monitor the recruitment, hiring, and retention of employees of color.
- Monitor the awarding of contracts to D/M/W/ESB/SDV companies.
- Integrate people and culture centered strategies into its policymaking processes and all board functions.
- Support a people-centered approach to the well-being of students and staff.

Enterprise

Strategic goal: Through the development of policy, a strong relationship with the college president, and effective public advocacy, ensure that Portland Community College is well-positioned to meet the current and future needs of the communities it serves.

- Support the ongoing success of the President in leading the college.
- Engage in strategic advocacy with city, county, regional, state, federal and tribal governments.
- Engage in Board development by participating in evaluations, professional development, board structure and training.

Delivery

Strategic goal: The Board of Directors and the President holds itself accountable for improving equitable student success.

- Monitor semiannual performance on access, enrollment, retention, and completion rates for all students, and work with the President and Administration to reduce and eliminate disparities in these rates for low-income students and students of color.
- Utilize personal and professional networks to establish new strategic partnerships that bring new resources to the goal of improving outcomes for students (e.g., resources that address student housing and food insecurity, the PCC Campaign for Opportunity, etc.).
- Support the president in leading the college through financial support to Student Success initiatives

Workforce

Strategic goal: Advocate for workforce development.

- Understand strategic-level workforce data, and partner with the president and college administration to close talent and opportunity gaps and move students into quality, livable wage careers. Advocate for and support private, local, state and federal policy and investments in community colleges to promote holistic workforce development strategies.
- Communicate the benefits of the recent bond measure to community members, partners and stakeholders as it pertains to workforce development and equitable student success.

The PCC Board of Directors Working Agreement:

- Treat each other with respect
- Plan agenda thoughtfully/Conduct effective meetings
- Listen with an empathetic mind and heart
- Be prepared
- Be honest, act with integrity
- Create a positive working environment
- Call in/Call out
- Be aware of impact as well as intent
- Stay true to board goals
- Stay engaged
- Enable/empower all voices

Portland Community College
BOARD OF DIRECTORS
PO BOX 19000, Portland, Oregon 97280

May 2, 2024

REMOTE MEETING

Streaming Link: <https://portlandcc.zoom.us/j/93670981679>
Or Telephone: +1 253 215 8782 US or +1 669 444 9171 US
Webinar ID: 936 7098 1679

AGENDA

- 5:15 PM **BUSINESS SESSION**
- Call to Order
 - Welcome and Introductions
 - Approval of Agenda
- 5:25 PM **CONSENT AGENDA:** (All items will be approved by consent agenda unless an item is withdrawn by request of a member of the Board. A separate motion will then be required to act on the item in question.)
- BOARD
- 24-107 Ratification of Collective Bargaining Agreement
for July 1, 2023 Through June 30, 2027
between Portland Community College and
the Portland Community College Federation
of Classified Employees222
- 5:30 PM **ADJOURNMENT**

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May 2, 2024

24-107

RATIFICATION OF COLLECTIVE BARGAINING
AGREEMENT FOR JULY 1, 2023 THROUGH JUNE 30, 2027
BETWEEN PORTLAND COMMUNITY COLLEGE AND THE
PORTLAND COMMUNITY COLLEGE FEDERATION OF
CLASSIFIED EMPLOYEES

PREPARED BY: Dr. Howard Croom, Associate Vice President, People Strategy, Equity and Culture

FINANCIAL RESPONSIBILITY: Eric Blumenthal, Executive Vice President, Administration and Finance

APPROVED BY: Eric Blumenthal, Executive Vice President, Administration and Finance
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Workforce: Respond to community and workforce needs by developing a culture of agility

REPORT: The College and the Portland Community College Federation of Classified Employees (PCCFCE) have engaged in negotiation for a successor agreement since February 2023. A tentative agreement was reached on April 11, 2024. The agreement is for four (4) years effective July 1, 2023 and expiring on June 30, 2027.

The key economic provisions of the tentative agreement are:

1. The Classified salary schedules shall be increased by 6% effective July 1, 2023.
2. The Classified salary schedules shall be increased by 8% effective July 1, 2024.
3. A one-time payment to all classified employees \$1,000.
4. The monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall increase, as follows:
 - Employee \$785
 - Employee + Spouse \$1,416
 - Employee + Children \$1,315
 - Family \$1,953

RECOMMENDATION: That the tentative agreement between the College and the PCC Federation of Classified Employees summarized in the REPORT section be adopted by the Board of Directors.

It is against the College's policy for any manager, supervisor, faculty member, staff member, or student to engage in prohibited harassment or discrimination of any member of the College community. PCC adheres to all federal, state, and local civil rights laws and regulations prohibiting discrimination in public institutions of higher education, including applicable provisions of the Civil Rights Act of 1964 (as amended); related Executive Orders 11246 and 11375; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; Titles I and II of the Americans with Disabilities Act of 1990 (as amended); the Age Discrimination in Employment Act, the Uniformed Service Employment and Reemployment Rights Act, and all applicable federal, state, and local civil rights laws. PCC does not discriminate against any employee, applicant for employment, student, or applicant for admission on the race, color, religion, national origin, sex, marital status, disability, veteran status, age, sexual orientation, or any other status protected by federal, state, or local law including protections for those opposing discrimination or participating in any resolution process on campus, with the Equal Employment Opportunity Commission or other human rights agencies. This policy covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the PCC community who acts to deny, deprive, or limit the educational or employment and/or social access, benefits, and/or opportunities of any member of the PCC community, guest, or visitor on the basis of their actual or perceived membership in the protected classes listed above is in violation of PCC's policy on nondiscrimination.