



PORTLAND COMMUNITY COLLEGE BOARD OF DIRECTORS

# Business Meeting



April 16, 2026



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](mailto:boardmember@pcc.edu), please use ACCESSIBILITY in the subject line.

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

April 16, 2026

[Sylvania Campus](#)

12000 SW 49<sup>th</sup> Avenue, Portland, OR 97219, CC Building, Rooms 233 A/B

Streaming Links:

**WORK SESSION:** <https://portlandcc.zoom.us/j/95104874016>

Or Telephone: +1 253 205 0468 OR +1 253 215 8782 US

Webinar ID: 951 0487 4016

**BUSINESS SESSION:** <https://portlandcc.zoom.us/j/93478945857>

Or Telephone: +1 669 444 9171 OR +1 719 359 4580 US

Webinar ID: 934 7894 5857

**AGENDA**

5:00 PM **EXECUTIVE SESSION** in accordance with ORS 192.660 (2) (f) To consider information or records that are exempt by law from public inspection.

Media Requests to join the Executive Session can be phoned in to 971.722.7268 or emailed to [boardmember@pcc.edu](mailto:boardmember@pcc.edu) by noon of the meeting date. Please use MEDIA REQUEST in the subject line.

6:15 PM **BOARD DINNER** (*invite only*)

6:45 PM **WORK SESSION** Oak/Elm Rooms

- Board Policy B401 Archival – Vicky Lopez Sanchez, VP of Student Affairs
- BP 6320 – Cash and Investment Program Policy (First Reading) – Chris Kinsley, VP & CFO; Michelle Brown, Executive Director of Revenue Operations; Beth Lewis, Deputy Treasurer; Government Portfolio Advisors

7:30 PM **BUSINESS SESSION** Rooms 233A/B

**Call to Order**

- Approval of Agenda — April 15, 2026
- Approval of Minutes — March 19, 2026
- Approval of Minutes — March 30, 2026
- Approval of Minutes — April 2, 2026

7:40 PM **PUBLIC COMMENT ON AGENDA ITEMS**

Persons wishing to make public comment on agenda items can request a time slot by using this [link](#). Details and directions can be found at the link. Deadline for signups: Wednesday, April 15 at 5:00 pm.

7:55 PM **PUBLIC COMMENT ON NON-AGENDA ITEMS**

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Persons wishing to make public comment on agenda items can request a time slot by using this [link](#). Details and directions can be found at the link. Deadline for signups: Wednesday, April 15 at 5:00 pm.

8:10 PM

**REPORTS**

- ASPCC Senate President & Student Trustee – Fareeha Nayebare
- PCC Federation of Faculty and Academic Professionals (AFT Local 2277) – Ben Cushing, President
- PCC Federation of Classified Employees (AFT Local 3922) - Jeff Grider, President
- Board Members

8:40 PM

**PRESIDENT’S REPORTS AND COLLEGE UPDATES**

- President’s Reports
  - Spring Enrollment/Student Demographics Metrics
- College Updates

9:00 PM

**POLICY**

OPERATIONAL EXCELLENCE: Efficiency, Effectiveness, and Fiscal Sustainability

BOARD ACTION

26-071 Archival of B 401: Student Policies, Rights and Responsibilities .....123

9:05 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.)

PERSONNEL

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CONTRACTS

26-077 Authorization to Amend Contract with Shi International Corp For Proofpoint Subscription. ....132

9:10 PM

**NON-CONSENT AGENDA:**

CONTRACTS

26-078 Resolution Authorizing the President to Directly Negotiate the Sale of Surplus Educational Broadband Service (EBS) Spectrum Licenses .....134

BOARD

26-079 Board Resolution for Reinstatement of Management and Confidential Salaries Previously Reduced By 1.58% and Changes to Benefit Allocations .....139

9:20 PM

**ADJOURNMENT**

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Portland Community College  
PO BOX 19000, Portland, Oregon 97280

March 19, 2026

**BOARD MEETING MINUTES  
REMOTE**

**ATTENDANCE**

Tiffani Penson, Laurie Cremona Wagner, Kien Truong, Brandy Penner, Dan Saltzman, Greg McKelvey, Gina Sanchez Roletto

**EXECUTIVE SESSION**

The PCC Board of Directors met in accordance with ORS 192.660 to discuss (d) labor negotiations.

**BUSINESS SESSION**

Chair Penson called the Business Meeting to order at 6:45 pm.

The March 19, 2026 agenda was approved as published. Penner/Cremona Wagner

|                      |                |                       |
|----------------------|----------------|-----------------------|
| Cremona Wagner – Yes | Penner – Yes   | Sanchez Roletto – Yes |
| Penson – Yes         | Saltzman – Yes |                       |
| Truong – Yes         | McKelvey – Yes |                       |

The February 19, 2026 minutes were approved as published. Saltzman/Penner

|                      |                |                       |
|----------------------|----------------|-----------------------|
| Cremona Wagner – Yes | Penner – Yes   | Sanchez Roletto – Yes |
| Penson – Yes         | Saltzman – Yes |                       |
| Truong – Yes         | McKelvey – Yes |                       |

**PUBLIC COMMENT**

Erika Anderson; MSA Closure; remote  
Ryan Bonn; Strike & Fiscal management; remote  
Heiko Spoddeck; Labor Negotiation; remote  
Farrah Chaichi; Bargaining; remote  
Rachel Thomas; a poem I made about the strike; remote  
Mark Gamba; Union contracts; remote  
Tammy Carpenter; Union contract; remote  
Michael Sonnleitner; Working Together; remote  
Sarah Wofford; Community Responsibility; remote  
Shawnta Creech; PCC Strike; actions of administration; remote  
Alena Slee; Students deserve better; remote  
Tiffany Koyama Lane; PCC staff needs; remote  
David Shultis; Vote of No Confidence; remote  
Helen Spencer Wallace; Music & Sonic Arts; remote  
Luz Zurita; PCC strike; remote

Sam Spink; Issues surrounding the strike; remote  
Claire Craig Sheets; Open letter to the board from students; remote  
Emiliano Vega; Board (minus Truong) lacks leadership to settle strike; remote  
Lamar Wise; PCC labor negotiations; remote  
Candace Avalos; PCC should agree to fair contract with FFAP & FCE immediately;  
remote

### **REPORTS**

Reports were provided by ASPCC Senate President/Student Trustee, Fareeha Nayebare, Jeff Grider, PCC Federation of Classified Employees (AFT Local 3922); Ben Cushing (AFT Local 2277); Board Member Penner

### **INFORMATION SESSION**

COMMUNITY ENGAGEMENT: Workforce, Education, and Industry Alignment  
[Legislative Update](#) – Alyson Kraus, Government Relations Manager

### **CONSENT AGENDA**

Chair Penson proposed approval of Resolutions 26-057 through 26-068. Sanchez Roletto/Penner

|                      |                |                       |
|----------------------|----------------|-----------------------|
| Cremona Wagner – Yes | Penner – Yes   | Sanchez Roletto – Yes |
| Penson – Yes         | Saltzman – Yes |                       |
| Truong – Yes*        | McKelvey – Yes |                       |

\*Director Truong was disconnected from the webinar, but texted the Board Coordinator with his vote of approval.

### **ADJOURNMENT**

There being no further business, the meeting adjourned at 8:23 pm.

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Tiffani Penson, Chair

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Dr. Adrien L. Bennings, President

Prepared by:

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Jennifer Hamlin, Board Coordinator  
Minutes approved on April 16, 2026

Portland Community College  
PO BOX 19000, Portland, Oregon 97280

March 30, 2026

**BOARD MEETING MINUTES  
SPECIAL MEETING  
REMOTE**

**ATTENDANCE**

Tiffani Penson, Laurie Cremona Wagner, Kien Truong, Brandy Penner, Dan Saltzman, Greg McKelvey, Gina Sanchez Roletto

**BUSINESS SESSION**

Chair Penson called the Special Meeting to order at 5:02 pm.

The March 30, 2026 agenda was approved as published. Saltzman/Cremona Wagner

Cremona Wagner – Yes                      Penner – Yes                      Sanchez Roletto – Yes

Penson – Yes                                      Saltzman – Yes

Truong – Yes                                      McKelvey – Absent

The Board recessed into Executive Session at approximately 5:07 pm.

**EXECUTIVE SESSION**

The PCC Board of Directors met in accordance with ORS 192.660 to discuss (d) labor negotiations.

**BUSINESS SESSION**

Chair Penson called the Special Meeting back to order at approximately 5:40 pm.

Chair Penson proposed approval of Resolution 26-069. Saltzman/McKelvey

Cremona Wagner – Yes                      Penner – Yes                      Sanchez Roletto – Yes

Penson – Yes                                      Saltzman – Yes

Truong – Yes                                      McKelvey – Yes

The Board recessed into Executive Session at approximately 5:50 pm.

**EXECUTIVE SESSION**

The PCC Board of Directors met in accordance with ORS 192.660 to discuss (d) labor negotiations.

**BUSINESS SESSION**

Chair Penson called the Special Meeting back to order at approximately 7:35 pm.

**ADJOURNMENT**

There being no further business, the meeting adjourned at approximately 7:37 pm.

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Tiffani Penson, Chair

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Dr. Adrien L. Bennings, President

Prepared by:

\_\_\_\_\_  
Jennifer Hamlin, Board Coordinator  
Minutes approved on April 16, 2026

Portland Community College  
PO BOX 19000, Portland, Oregon 97280

April 2, 2026

**BOARD MEETING MINUTES  
SPECIAL MEETING  
REMOTE**

**ATTENDANCE**

Tiffani Penson, Kien Truong, Brandy Penner, Dan Saltzman, Gina Sanchez Roletto

**BUSINESS SESSION**

Chair Penson called the Special Meeting to order at 5:00 pm.

The April 2, 2026 agenda was approved as published. Saltzman/Penner

|                         |              |                       |
|-------------------------|--------------|-----------------------|
| Cremona Wagner – Absent | Penner – Yes | Sanchez Roletto – Yes |
|-------------------------|--------------|-----------------------|

|              |                |  |
|--------------|----------------|--|
| Penson – Yes | Saltzman – Yes |  |
|--------------|----------------|--|

|              |                   |  |
|--------------|-------------------|--|
| Truong – Yes | McKelvey – Absent |  |
|--------------|-------------------|--|

Chair Penson proposed approval of Resolution 26-070. Saltzman/Penner

|                         |              |                       |
|-------------------------|--------------|-----------------------|
| Cremona Wagner – Absent | Penner – Yes | Sanchez Roletto – Yes |
|-------------------------|--------------|-----------------------|

|              |                |  |
|--------------|----------------|--|
| Penson – Yes | Saltzman – Yes |  |
|--------------|----------------|--|

|              |                   |  |
|--------------|-------------------|--|
| Truong – Yes | McKelvey – Absent |  |
|--------------|-------------------|--|

**ADJOURNMENT**

There being no further business, the meeting adjourned at 5:05 pm.

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Tiffani Penson, Chair

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Dr. Adrien L. Bennings, President

Prepared by:

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Jennifer Hamlin, Board Coordinator  
Minutes approved on April 16, 2026

April 16, 2026

26-071

ARCHIVAL OF B 401: STUDENT POLICIES, RIGHTS AND RESPONSIBILITIES

PREPARED BY: Jeannie Winn, Manager, Policy

APPROVED BY: Vicky Lopez Sanchez, Vice President, Student Affairs  
Dr. Katy Ho, Executive Vice President  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Holistic Student Support: Integrated, Affordable, and Accessible;  
Academic Excellence: Student Success, Delivery, and Programming

REPORT: Board Policy B 401 Student Policies, Rights and Responsibilities was originally approved on March 18, 2004, via Resolution 04-121. Upon recent administrative review, it has been determined that B 401 no longer functions as a standalone Board Policy. Instead, the content is a consolidated list of items already fully incorporated into the College's broader Student Rights & Responsibilities handbook (<https://www.pcc.edu/policy/student-rights/>) and operational procedures.

The full policy states:

*Student Policies, Rights and Responsibilities – B 401*  
*Student policies, rights and responsibilities shall be easily accessible to students. The information shall include those policies and procedures required by state or federal law, and shall include the following:*

- *Student/College Responsibilities*
- *Student Evaluation*
- *Student Records*
- *Student Organizations*
- *Student Fund Raising*
- *Right of Access to College Facilities*
- *Code of Student Conduct*
- *Student Grievance Procedure*
- *Accessible Ed & Disability Resources*
- *Non-harassment*
- *Credit by Exam*
- *Class Attendance*

*(March 2004)*

The College is moving toward a more streamlined policy framework to reduce duplication and ensure that student-facing documents are clear and accessible. Under the guidance of the Vice President of Student Affairs and Associate Vice President of Student Care and Conduct, this archival action reflects:

- **Legislative Alignment:** Ensuring compliance with updated state and federal regulatory language regarding student conduct.
- **Operational Efficiency:** Removing redundant Board-level entries that are better managed through internal operational policy.
- **Current Operations:** “Exhibit A” summarizes the transition of B 401 mandates into current operational frameworks. This mapping ensures that while the Board-level policy is archived, the underlying student protections and institutional responsibilities remain fully active and managed by the appropriate College departments.

As this policy is duplicative and no longer relevant to current Board-level governance, it is recommended for formal archival.

**RECOMMENDATION:** That the Board of Directors approve the archival of Board Policy B 401 in accordance with OP 10.001 Policy Governance and Administration Standards.

26-071 | “Exhibit A”: B 401 STUDENT POLICIES, RIGHTS AND RESPONSIBILITIES

The functional requirements originally outlined in B 401 have been transitioned from high-level Board oversight to specific, departmentally managed frameworks.

Specifically:

| <b>B 401 Original Mandate</b>                   | <b>Current Operational Home / Primary Resource</b>                  | <b>Responsible Department</b>          |
|---|---|--|
| <b>Student/College Responsibilities</b>         | <a href="#">Student Rights Policy</a>                               | Student Support and Intervention       |
| <b>Student Evaluation</b>                       | <a href="#">Academic Regulations &amp; Grading Guidelines</a>       | Academic Affairs                       |
| <b>Student Records</b>                          | <a href="#">Student Records / FERPA Policy</a>                      | Registrar                              |
| <b>Student Organizations</b>                    | <a href="#">Student Life / Clubs &amp; Leadership Portal</a>        | Student Life                           |
| <b>Student Fund Raising</b>                     | <a href="#">Student Organization Handbook</a>                       | Student Life                           |
| <b>Right to Access to College Facilities</b>    | <a href="#">Public Safety Building Access Protocol</a>              | Public Safety                          |
| <b>Code of Student Conduct</b>                  | <a href="#">Student Code of Conduct Policy &amp; Procedures</a>     | Student Support and Intervention       |
| <b>Student Grievance Procedure</b>              | <a href="#">Student Feedback &amp; Grievance Portal</a>             | Student Support and Intervention       |
| <b>Accessible Ed &amp; Disability Resources</b> | <a href="#">Accessible Technology &amp; AEDR Policies</a>           | Accessible Ed & Disability Resources   |
| <b>Non-Harassment</b>                           | <a href="#">Freedom from Harassment &amp; Discrimination Policy</a> | Office of the Executive Vice President |

|                         |   |                  |
|-------------------------|---|------------------|
| <b>Credit by Exam</b>   | <a href="#"><u>Credit for Prior Learning Standards</u></a>            | Academic Affairs |
| <b>Class Attendance</b> | <a href="#"><u>G302 Attendance &amp; Participation Guidelines</u></a> | Academic Affairs |

April 16, 2026

26-072

COMMENDATION FOR RETIRING EMPLOYEES

PREPARED BY: Julie Kinney, Director, People Data & Systems

APPROVED BY: Dr. Howard Croom, Associate Vice President, People Strategy,  
Equity & Culture  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Shared Values: People, Connectedness, and Empowerment

REPORT: The President RECOMMENDS that the following employees be recognized for their service:

| <u>Retirees</u> | <u>Job Title</u>    | <u>Years of Service</u> |
|-----------------|---------------------|-------------------------|
| Thalia Murray   | Spec/Computing Tech | 14                      |

RECOMMENDATION: That the Board commend these employees for their service to Portland Community College and wish them well in their retirement years.

April 16, 2026

26-073

CONTINUOUS APPOINTMENT: ACADEMIC PROFESSIONAL

PREPARED BY: Juliette Anderson, People Partner, People Strategy, Equity, & Culture

APPROVED BY: Dr. Howard Croom, Associate Vice President, People Strategy, Equity, & Culture  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Shared Values: People, Connectedness, and Empowerment

REPORT: The President RECOMMENDS that the following Academic Professionals, having fulfilled the required probationary period, be granted continuous appointment, effective September 1, 2026:

| RECOMMENDATION: | <u>Continuous Appointment</u> | <u>Job Title</u>               |
|-----------------|-------------------------------|--------------------------------|
|                 | Danesa Quintero               | Spec/Med Lab Tech Prog Support |
|                 | Kim Dealy                     | Spec/Employment                |

April 16, 2026

26-074

CONTINUOUS APPOINTMENT: FACULTY

PREPARED BY: Juliette Anderson, People Partner, People Strategy, Equity, & Culture

APPROVED BY: Dr. Howard Croom, Associate Vice President, People Strategy, Equity, & Culture  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Shared Values: People, Connectedness, and Empowerment

REPORT: The President RECOMMENDS that the following Faculty, having fulfilled the required probationary period, be granted continuous appointment, effective September 1, 2026:

| RECOMMENDATION: | <u>Continuous Appointment</u> | <u>Job Title</u>                 |
|-----------------|-------------------------------|----------------------------------|
|                 | Jess Brooks                   | Instr / Dev Ed / Math            |
|                 | Amy Cheu                      | Instr / Biology                  |
|                 | Andrea Erickson               | Instr / Medical Assisting        |
|                 | Ksenia Everton                | Instr/Biology-Anatomy & Physio   |
|                 | Ravi Kittappa                 | Instr/Creative Coding & Im. Tech |
|                 | Magali Sanchez                | Ref Librarian                    |
|                 | Laura Vanderwerf              | Instr / Dental Hygiene           |
|                 | Mistique (Q) Vigeo            | Instr / Food & Nutrition         |
|                 | Reatha White                  | Instr / Dental Hygiene           |

April 16, 2026

26-075

CONTINUOUS APPOINTMENT: ADMINISTRATION

PREPARED BY: Juliette Anderson, People Partner, People Strategy, Equity, & Culture

APPROVED BY: Dr. Howard Croom, Associate Vice President, People Strategy, Equity, & Culture  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Shared Values: People, Connectedness, and Empowerment

REPORT: The President RECOMMENDS that the following Academic Professionals, having fulfilled the required probationary period, be granted continuous appointment, effective July 1, 2026:

|                 |                               |                            |
|-----------------|-------------------------------|----------------------------|
| RECOMMENDATION: | <u>Continuous Appointment</u> | <u>Job Title</u>           |
|                 | Joshua Mead                   | Director of Yes to College |

April 16, 2026

26-076

RETROACTIVE CONTINUOUS APPOINTMENT:  
ADMINISTRATION

PREPARED BY: Juliette Anderson, People Partner, People Strategy, Equity, & Culture

APPROVED BY: Dr. Howard Croom, Associate Vice President, People Strategy, Equity, & Culture  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Shared Values: People, Connectedness, and Empowerment

REPORT: The President RECOMMENDS that the following Academic Professionals, having fulfilled the required probationary period, be granted continuous appointment, retroactively effective July 1, 2025:

| RECOMMENDATION: | <u>Continuous Appointment</u> | <u>Job Title</u>        |
|-----------------|-------------------------------|-------------------------|
|                 | Claudia Morales Meraz         | Mgr/Financial Servs III |
|                 | Sunnie Ochoa                  | Mgr/Financial Servs III |

April 16, 2026

26-077

AUTHORIZATION TO AMEND CONTRACT WITH SHI  
INTERNATIONAL CORP FOR PROOFPOINT SUBSCRIPTION

PREPARED BY: Michael Mathews, Chief Procurement Officer

FINANCIAL  
RESPONSIBILITY: Brandon Gatke, Chief Information Officer, Information  
Technology

APPROVED BY: Dr. Katy Ho, Executive Vice President  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Operational Excellence: Efficiency, Effectiveness, and Fiscal  
Sustainability; Technological Transformation: Agility, Innovation,  
and Readiness

REPORT: Proofpoint is a leading enterprise-grade cybersecurity platform  
relied upon by major institutions to defend against phishing,  
ransomware, business email compromise, and data-loss risks.  
Its solutions use machine-learning-driven threat detection,  
advanced email filtering, URL and attachment defense, and  
automated removal of malicious messages post-delivery.

Proofpoint's NexusAI engine analyzes millions of emails in real  
time and blocks sophisticated impersonation and malware  
attacks with over 99% accuracy, and its tools help organizations  
identify high-risk users and prevent domain spoofing and  
account-takeover attempts.

Proofpoint's portfolio is widely adopted across higher education  
and the public sector due to its strong protection against  
targeted attacks and its ability to safeguard sensitive institutional  
data.

The College seeks authorization to execute a contract  
amendment with SHI International Corp. for the Proofpoint  
cybersecurity subscription, extending the existing agreement to  
a three-year term to ensure continuity of critical security  
services and price stability. The purchase is made under a  
cooperative contract pursuant to the Community College Rules  
of Procurement: **PO-10700-00014971\_COOP\_State of  
Oregon-NASPO\_SHI-SVAR On-Premises and SaaS  
Software Licensing.**

The amendment adds **\$331,066.20** for subscription services in Years 2 and 3 to the initial Year 1 contract amount of **\$177,535.50**, for a total authorized contract value of **\$508,601.70**. Covered Proofpoint products include ESD Proofpoint Maintenance, Multiple Platforms English Optional Update via Download Software, and Multiple Platforms English ESD Software.

**Annual Cost Breakdown**

- **Year 1:** \$177,535.50
- **Year 2:** \$165,533.10
- **Year 3:** \$165,533.10

Currently, no firms registered with the Oregon COBID offer these specialized cybersecurity subscription services.

**RECOMMENDATION:** The Board of Directors authorizes the contract amendment with SHI International Corp for \$331,066.20. The General Fund budget will be used for this request.

April 16, 2026

26-078

RESOLUTION AUTHORIZING THE PRESIDENT TO  
DIRECTLY NEGOTIATE THE SALE OF SURPLUS  
EDUCATIONAL BROADBAND SERVICE (EBS) SPECTRUM  
LICENSES

PREPARED BY: Michael Mathews, Chief Procurement Officer

FINANCIAL  
RESPONSIBILITY: Chris Kinsley, Interim Vice President of Finance, CFO

APPROVED BY: Dr. Katy Ho, Executive Vice President  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Operational Excellence: Efficiency, Effectiveness, and Fiscal Sustainability; Technological Transformation: Agility, Innovation, and Readiness; Community Engagement: Workforce, Education, and Industry Alignment

REPORT:

**I. Background**

Portland Community College holds two Educational Broadband Service (EBS) licenses issued by the Federal Communications Commission in the 2.5 GHz frequency band. The College originally acquired these licenses in connection with its instructional programming. That use has since ended, and the licenses are no longer operationally necessary to the College's educational mission.

In 2019, the FCC eliminated the educational eligibility restrictions that had previously limited who could hold or acquire an EBS license. Licenses can now be freely assigned to any qualified buyer. This change substantially increased the commercial value of EBS spectrum, particularly in metropolitan markets like Portland where mid-band 2.5 GHz spectrum is in high demand for 5G broadband deployment. The College has an opportunity to realize significant one-time revenue by selling licenses it no longer needs.

The EBS licenses are intangible personal property. A sale requires compliance with the Public Contracting Code (ORS Chapters 279A and 279B) and the Community College Rules of Procurement. Because the anticipated sale price exceeds \$250,000, Board action is required.

## **II. Description of the Property**

The two FCC EBS licenses authorize the College to use designated 2.5 GHz spectrum within a Geographic Service Area (GSA) centered on Portland. Each license carries a 35-mile radius GSA, together covering the greater Portland metropolitan region. The licenses are government-issued authorizations; they do not convey ownership of the spectrum itself, which remains public property, but they do confer a transferable right to use defined frequencies within the licensed area.

For purposes of the Public Contracting Code, the licenses are classified as intangible personal property under ORS 307.020 and CCRP CCR.104(42). The applicable disposal authority is ORS 279A.185.

## **III. Legal Authority**

### **A. ORS 279A.185(2) — Direct Negotiated Disposal**

Oregon's Public Contracting Code generally requires competitive sealed bidding for contracts above the formal thresholds. ORS 279A.185(2) creates a specific exception to that requirement for disposals of personal property. Under that statute, a local contracting agency may negotiate directly with one or more buyers for the "ultimate lawful disposition" of personal property it owns, without going through a competitive bid process, as long as the governing body finds that the transaction will promote economic development. The Board's economic development findings are set out in Section IV below.

### **B. CCRP CCR.300(4)(b)(iii) Advance Authorization to the President**

Separately, and independently, CCRP CCR.300(3) requires Board approval for College contracts exceeding \$250,000. CCR.300(4)(b)(iii) provides a direct exception to that requirement: the Board may give "advance authorization" to the President to execute a particular contract. When the Board exercises that authority, as it does here, no subsequent Board approval of the contract terms is required or necessary. The President may negotiate, execute, and close the transaction within the parameters this resolution establishes.

Together, these two provisions mean that this resolution is the only Board action needed. The CCR.300(4)(b)(iii) advance authorization is not contingent on ORS 279A.185(2), and vice

versa. Each independently supports the President's authority to complete this transaction.

#### **IV. Economic Development Findings**

The Board of Directors, sitting as the Local Contract Review Board, makes the following findings pursuant to ORS 279A.185(2):

**A. Fiscal benefit to the College.** The College is operating under sustained budget pressure. The EBS licenses represent a significant asset serving no current operational purpose. A negotiated sale will produce meaningful one-time revenue that can be directed to other uses supporting the College mission and strategic goals. Realizing value from an idle asset is sound financial stewardship and directly supports the College's long-term fiscal sustainability.

**B. Broadband development in the Portland region.** Mid-band 2.5 GHz spectrum is the foundation of 5G broadband networks. PCC's licenses cover the Portland metropolitan area - a geographic footprint that a qualified commercial carrier could use to expand mobile broadband access across the region. Broader broadband coverage supports workforce development, business activity, and access to educational resources, all of which benefit the communities the College serves.

**C. A competitive bid process is not practicable for this transaction.** The market for EBS spectrum is narrow. There are relatively few buyers with the technical capability and financial capacity to acquire and deploy 2.5 GHz licenses in a major metro market. Spectrum transactions of this type are routinely handled through direct negotiation, typically with the assistance of a specialized broker. A formal public sealed bid process is not how this market operates and would be unlikely to produce a better result than a well-structured negotiated sale. Separately, any assignment requires prior FCC approval under 47 U.S.C. § 310(d), which introduces regulatory timing constraints that make a traditional procurement process even less workable.

**D. Fair market value will be protected.** Bypassing a competitive bid process does not mean the College will accept less than the licenses are worth. Before negotiations begin, the College will obtain an independent valuation from a qualified

spectrum advisor. That valuation will establish a Floor Price below which the President has no authority under this resolution to execute a sale. This is a hard condition, not a guideline.

**E. Retaining the licenses is not in the public interest.** There is no current educational use for these licenses and no plan to develop one. Spectrum has a market cycle, and mid-band 2.5 GHz spectrum is currently in high demand. Holding these licenses indefinitely while their relative market position potentially erodes is not responsible asset management. Further, these licenses are subject to eventual FCC license renewal. Should the FCC fail to renew the licenses, the College would lose all value in this asset. Timely disposition at fair value serves the College's constituents better than inaction.

#### **V. Conditions on the President's Authorization**

The President's authority under this resolution is real but bounded. The following conditions must each be satisfied before the sale agreement is executed. They are not advisory, and they are not subject to waiver by the President or any staff member. If any condition cannot be met, the transaction must come back to the Board before proceeding.

**A. Independent valuation.** A written valuation of both EBS licenses must be obtained from a qualified spectrum valuation firm before negotiations begin. The valuation will identify a Net Present Value (Floor Price) for the transaction.

**B. Floor Price.** The final agreed sale price must equal or exceed the Floor Price. The President has authority under this resolution to sign a sale agreement for a price at or above the Floor Price.

**C. Procurement certification.** Before execution, the Chief Procurement Officer must provide certification confirming four things: that the transaction falls within the scope of this resolution; that the Floor Price condition has been satisfied; that the agreement complies with the Public Contracting Code and the CCRP; and that FCC approval has been obtained.

**D. FCC approval.** FCC Form 603 must be filed, and FCC approval of the license assignment must be obtained before the transaction closes. The parties may execute a conditional sale

agreement before FCC approval is issued, but no funds may change hands, and no transfer may be completed until the FCC approves the assignment. The College shall notify the FCC within 30 days of the finalization of the closing.

**E. Board notification.** Following execution, the College will present the final sale terms along with the independent valuation to the Board at its next regularly scheduled public meeting. This is a transparency requirement, not a further approval step.

**RECOMMENDATION:** The College recommends that the Board of Directors, sitting as the Local Contract Review Board, adopt this resolution.

Adoption will accomplish the following:

- Make the economic development findings required by ORS 279A.185(2), authorizing the College to sell the EBS licenses through direct negotiation without a competitive sealed bid process;
- Provide the President with advance authorization under CCRP CCR.300(4)(b)(iii) to negotiate, execute, and close the sale;
- Confirm that the President's authority is conditioned on satisfaction of each of the requirements in Section V before execution; and
- Direct the College to comply with FCC assignment approval requirements under 47 U.S.C. § 310(d) and 47 CFR § 1.948 before closing, and to report the final executed terms to the Board at its next regularly scheduled public meeting.

April 16, 2026

26-079

BOARD RESOLUTION FOR REINSTATEMENT OF  
MANAGEMENT AND CONFIDENTIAL SALARIES  
PREVIOUSLY REDUCED BY 1.58% AND CHANGES TO  
BENEFIT ALLOCATIONS

PREPARED BY: Chris Kinsley, Interim Vice President and CFO, Finance & Business Services  
Dr. Howard Croom, Associate Vice President, People Strategy, Equity & Culture

FINANCIAL RESPONSIBILITY: Chris Kinsley, Interim Vice President and CFO, Finance & Business Services  
Aaron Hill, Interim Associate Vice President, Finance & Business Services

APPROVED BY: Chris Kinsley, Interim Vice President and CFO, Finance & Business Services  
Dr. Katy Ho, Executive Vice President  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Operational Excellence: Efficiency, Effectiveness, and Fiscal Sustainability; Shared Values: People, Connectedness, and Empowerment

REPORT: PCC managers and confidential employees have taken a 1.58% salary reduction for the 2025-2027 biennium, approved through a [board resolution](#) in June 2025. These employees did not receive a salary increase for '25-'26 and will not receive one for '26-'27 due to the College's financial situation. In order for PCC to be an employer of choice in Portland, and to generate savings from cost avoidance by strengthening both recruitment and retention of management and confidential employees, the following is recommended for Board consideration:

The College is requesting authorization to reinstate the full salaries of employees in these classifications who had previously taken a salary reduction of 1.58%. This change shall be effective July 1, 2026, with the change reflected in the August 1st payroll, at an estimated cost of \$645,000. (The Vice

Presidents and Executive Vice President are excluded from the salary restoration.)

Employees in these classifications are eligible for a one-time option to cash out up to 40 hours of vacation to be requested no later than May 15, 2026. Cost estimated at \$784,000 if all eligible employees used this option.

Beginning with the April 21 to May 20 effective June 1 pay cycle, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) for confidential and management employees shall increase, as follows:

Employee \$837  
Employee + Spouse \$1,566  
Employee + Children \$1,415  
Family \$2,228

Effective October 1, 2026, for those who qualify, a contribution to a Health Savings Account (HSA) for individuals who select an eligible health plan. Information resources will be provided to assist employees to make health plan decisions.

**RECOMMENDATION:** That the Board of Directors approve these changes to the salary and benefits for confidential and management employees.

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.