



Board of Directors **Meeting Agenda**

November 15, 2016

#thinkPCCfirst

Portland Community College Board of Directors

Vision

Building futures for our Students and Communities

Mission

Portland Community College supports student success by delivering access to quality education while advancing economic development and promoting sustainability in a collaborative culture of diversity, equity and inclusion.

Core Themes

- Access and Student Success
- Economic Development and Sustainability
- Quality Education
- Diversity, Equity and Inclusion

Approved January 21, 2016

Who We Are

Portland Community College is a public, multi-campus, comprehensive community college serving the lifelong learning needs of our students. We offer college transfer programs; career and technical education programs; adult basic skills; opportunities to develop English as a second language; high school completion and dual credit; community and continuing education programs; and service-learning opportunities that foster the development of civic responsibility and engagement. Through extensive partnerships with business, industry, labor, educational institutions and the public sector, we provide training and learning opportunities for the local and state workforce and promote economic and community development.

We Value

- Effective teaching and student development programs that prepare students for their roles as citizens in a democratic society in a rapidly changing global economy
- An environment that is committed to diversity as well as the dignity and worth of the individual
- Leadership through innovation, continuous improvement, efficiency, and sustainability
- Leadership through the effective use of technology in learning and all College operations
- Being a responsible member of the communities we serve by actively participating in their development
- Quality, lifelong learning experiences that helps students to achieve their personal and professional goals
- Continuous professional and personal growth of our employees and students including an emphasis on fit and healthy lifestyles that decrease disease and disability
- Academic Freedom and Responsibility - creating a safe environment where competing beliefs and ideas can be openly discussed and debated
- Collaboration predicated upon a foundation of mutual trust and support
- An agile learning environment that is responsive to the changing educational needs of our students and the communities we serve – making students marketable for jobs in the future and promoting economic development
- The public's trust by effective and ethical use of public and private resources

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

BUSINESS SESSION
November 15, 2016
Cascade Campus
705 N Killingsworth Street, Portland, OR 97217

AGENDA

- | | | |
|---------|--|---------------------------|
| 4:00 PM | Work Session | Cascade Hall 307 |
| | <ul style="list-style-type: none">• Transfer Agreements (e.g. 2+2 Partnerships, Articulations, Transfer/University Centers) (60 minutes)• OCCA Debrief (10 minutes)• Strategic Calendar (5 minutes) | |
| 5:15 PM | Executive Session | Cascade Hall 307 |
| | In accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2), (d) labor negotiation (f) information exempt from public disclosure (Attorney-Client Privilege), (h) litigation | |
| 6:00 PM | Cascade Campus Community Open House | Cascade Library |
| 7:00 PM | Board Dinner | Cascade Hall 307 |
| 7:30 PM | Call to Order—Business Session | Student Union 202/203/204 |
| | <ul style="list-style-type: none">• Introductions• Approval of Minutes – October 20, 2016• Approval of Agenda | |
| 7:35 PM | Information Sessions | |
| | <ul style="list-style-type: none">• Strategic Plan Funded Initiative Updates (30 minutes)
Sylvia Kelley, Executive Vice President and Cheryl Scott, Dean of Instruction, Rock Creek
Strategic Theme: Drive Student Success• Bond Polling and Bond Renewal Timeline (30 minutes)
Rob Wagner, Associate Vice President, Advancement; Linda Degman, Director, Bond Program; and Wheelhouse NW, Strategic Theme: Achieve Sustainable Excellence in All Operations | |
| 8:35 PM | Public Comment on Agenda Items (A sign-up sheet is on a table at the entrance of the meeting room.) | |
| 8:40 PM | Business Session | |

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 take action on the item in question.)

PERSONNEL

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Academic Professional Appointments:

Erica Benoit, PAC Rental/Technician Coordinator,
Visual and Performing Arts and Design
Division, Sylvania Campus (Temporary)

Magdalena Cruse, Student Outreach and Orientation
Coordinator, Academic and Student Affairs
(Temporary)

Elizabeth Guzman-Arroyo, Multicultural Center
Assistant Coordinator, Office of the Dean of
Student Development, Cascade Campus
(Temporary)

Erica Hand, Education Coordinator, Office of the
Dean of Student Development, Cascade
Campus (Temporary)

Gabriel Hunter-Bernstein, Center for Equity and
Education Coordinator, Liberal Arts and Pre-
College Programs, Cascade Campus
(Temporary)

Jordan Ritchie, Academic Advising Specialist, Office
of the Dean of Student Development, Sylvania
Campus

Lynn Robinson, New Student Orientation and
Advising Specialist, Office of the Dean of
Student Development, Cascade Campus

Xxxxxx Xxxxxxx, Sales Operations Coordinator,
CLIMB Center for Advancement, Extended
Learning Campus

Chris Tenorio, Career Specialist, Workforce Development
and Community Education, Extended Learning
Campus

Administrative Appointment:

Christina Diss, Donor Engagement Manager, Office of
the President

Emma Kallaway, Government Relations Manager,
Office of the President

James Reece, Information Technology/Network
Services Manager, Office of the President

Faculty Appointment:

Sharon Delcambre, Instructor, General Science
Mathematics and Science Division, Cascade
Campus (Temporary)

Irene Seto, Instructor, Business Administration
Mathematics, Sciences and Career Technical
Education Division, Southeast Campus

Retirees:

17-040	Commendation of Retiring Employee – Jana Sanchez (13 years)	107
17-041	Commendation of Retiring Employee – Stephen Tubbin (3 years)	108

BIDS AND CONTRACTS

17-042	Authorize Exemption from Competitive Process and Directly Contract with Ice Corporation and Cherry City for the Rock Creek Arc Fault (Flash) Study	109
17-043	Authorize an Increase to Existing Technology Consulting Services Contract with Virtual Information Executives, LLC	111

BOARD

17-044	Board Resolution for Academic Professional and Management Salary Change in Accordance with Fair Labor Standard Act.....	113
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8:45 PM **Public Comment on Non-Agenda Items** (A sign-up sheet is on a
table at the entrance of the meeting room.)

8:50 PM **Reports** (5 minutes each)

- Faculty and Academic Professionals
- Classified
- Students
- Board Members
- President

9:15 PM **Adjournment**

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) 722-4365 or by email at boardresolutions@pcc.edu. A sign-up sheet for those who wish to offer comments or testimony on any item will be available at the entrance of the meeting room.

PORTLAND COMMUNITY COLLEGE - BOARD OF DIRECTORS
PO BOX 19000 - Portland, OR 97280

BUSINESS SESSION

October 20, 2016
Sylvania Campus
12000 SW 49th Avenue, Portland OR 97219

BOARD MEETING MINUTES

ATTENDANCE

Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Vice Chair Kali Thorne-Ladd, Chair Gene Pitts, Michael Sonnleitner and Molly Walker

WORK SESSION

The Board of Directors met at 4:30 pm in Work Session to discuss the Foundation Campaign, Sylvania Visioning, ACCT conference, and a quick update on Resolution 17-037.

EXECUTIVE SESSION

The Board of Directors convened at 6:00 pm for an executive session to discuss In accordance with ORS 192.660 (2),(e) Real Property Transactions: Linda Degman reported on a right of way issue at the Rock Creek Campus. The meeting adjourned at 6:30 pm.

CALL TO ORDER

Chair Pitts called the business meeting to order at 7:30 pm and invited all present to introduce themselves.

APPROVAL OF THE MINUTES

The September 15, 2016 meeting minutes were approved as published. Madden/Frisbee
The October 11, 2016 meeting minutes were approved as published. Harper/Sonnleitner

APPROVAL OF THE AGENDA

The agenda was approved as published. Palm/Thorne-Ladd

INFORMATION SESSIONS

The Board of Directors received reports on Oregon Promise, Fostering Success, and Minority Women Emerging Small Business.

PUBLIC COMMENT ON AGENDA ITEMS

None

BUSINESS MEETING

Chair Palm proposed approval of Resolutions 17-028 through 17-038. Madden/Frisbee

PUBLIC COMMENT ON NON AGENDA ITEMS

Charles Johnson, Oregon Promise

REPORTS

Frank Goulard and Jeff Grider provided updates on behalf of the Faculty and Academic Professional Federation and the Classified Union. Molly Walker provided an update for the District Student Council.

ADJOURNMENT

There being no further business, the meeting adjourned at 9:38 pm.

NEXT MEETING

The next business meeting of the Portland Community College Board of Directors will be held on November 17 at 7:30 PM at the Sylvania Campus.

Gene Pitts, Chair

Mark Mitsui, College President

Prepared by:

Jeannie Moton, Executive Coordinator

Minutes approved on November 15, 2016.

November 15, 2016

17-039

APPROVAL OF PERSONNEL ACTIONS

PREPARED BY: Human Resources Department Staff

APPROVED BY: Mark Mitsui, College President

RECOMMENDATION: That the Board of Directors approve the following actions:

1. Academic Professional Appointment (Temporary)– Erica Benoit

PAC Rental/Technician Coordinator

Visual and Performing Arts and Design Division, Sylvania Campus

Annual Salary: \$49,806 @ .70 FTE Grade: 5 Step: 2

Effective: October 21, 2016 to June 20, 2017

Education: West Virginia Wesleyan College BA, Dramatic Arts

Most Recent Experience: Portland Community College
Rental and Technical Coordinator (Casual)

Applicant Flow: Targeted Recruitment

2. Academic Professional Appointment (Temporary)– Magdalena Cruse

Student Outreach and Orientation Coordinator

Academic and Student Affairs

Annual Salary: \$65,587 Grade: 5 Step: 10

Effective: October 31, 2016 to August 1, 2017

Education: Portland State University BA, Psychology 2002

Most Recent Experience: Portland Community College
Health Admissions Advisor

Applicant Flow: Article 3.64 Appointment

3. Academic Professional Appointment (Temporary)– Elizabeth Guzman-Arroyo

Multicultural Center Assistant Coordinator

Office of the Dean of Student Development, Cascade Campus

Annual Salary: \$43,912 @ .50 FTE Grade: 2 Step: 3

Effective: October 21, 2016 to June 30, 2017

Education: Linfield College BA, International Business 2014

Most Recent Experience: Portland Community College
Multicultural Center Administrative Assistant

Applicant Flow: Article 3.64 Appointment

4. Academic Professional Appointment (Temporary)– Erica Hand

Education Coordinator

Office of the Dean of Student Development, Cascade Campus

Annual Salary: \$43,912 @ .50 FTE Grade: 4 Step: 6

Effective: October 21, 2016 to June 30, 2017

Education: Linfield College BA, International Business 2014
 Most Recent Experience: Portland Community College
 Instructional Administrative Assistant II
 Applicant Flow: Article 3.64 Appointment

5. Academic Professional Appointment (Temporary)– Gabriel Hunter-Bernstein

Center for Equity and Education Coordinator

Liberal Arts and Pre-College Programs, Cascade Campus

Annual Salary: \$78,351 Grade: 4 Step: 17

Effective: October 15, 2016 to October 16, 2017

Education: California State University MA, Education 1983

Boston University BS, Education 1977

Most Recent Experience: Portland Community College
 Interim Director of Educational Programs

Applicant Flow: Article 3.64 Appointment

6. Academic Professional Appointment –Jordan Ritchie

Academic Advising Specialist

Office of the Dean of Student Development, Sylvania Campus

Annual Salary: \$42,429 Grade: 3 Step: 1

Effective: October 14, 2016

Education: Oregon State University BS, Sociology 2011

Portland Community College AAS, General Studies 2010

Most Recent Experience: Portland Community College
 Testing Assistant

Applicant Flow:

Gender

Ethnicity

45 Male 92 White (not of Hispanic Origin)

79 Female 4 Black or African American

4 Not Disclosed 3 Asian

14 Hispanic/Latino

1 Native Hawaiian/Pacific Islander

1 Two or More

13 Not Disclosed

128 Total

7. Academic Professional Appointment – Lynn Robinson

New Student Orientation and Advising Specialist

Office of the Dean of Student Development, Cascade Campus

Annual Salary: \$45,450 Grade: 3 Step: 3

Effective: October 10, 2016

Education: Marygrove College MA, Human Resource Management 1996

Central Michigan University BS, Business Administration 1989

Most Recent Experience: Portland Community College
 Academic Advisor (Casual)

Applicant Flow:		Ethnicity	
Gender			
55	Male	113	White (not of Hispanic Origin)
95	Female	6	Black or African American
9	Not Disclosed	10	Asian
		10	Hispanic/Latino
		1	Native Hawaiian/Pacific Islander
		5	Two or More
		14	Not Disclosed
		159	Total

8. Academic Professional Appointment– Ashley Roessner

Sales Operations Coordinator

CLIMB Center for Advancement, Extended Learning Campus

Annual Salary: \$48,403 Grade: 4 Step: 3

Effective: October 17, 2016

Education:	Seton Hall University	MA, Healthcare Administration	2012
	Texas Christian University	BS, Marketing and Public Relations	2005

Most Recent Experience: Multnomah County, Department of Health
Project Manager

Applicant Flow:		Ethnicity	
Gender			
24	Male	28	White (not of Hispanic Origin)
21	Female	4	Black or African American
		5	Asian
		2	Hispanic/Latino
		1	American Indian or Alaska Native
		1	Native Hawaiian or Other Pacific Islander
		2	Two or More Selections
		2	Not Disclosed
		45	Total

9. Academic Professional Appointment (NonGeneral Fund)– Chris Tenorio

Career Specialist

Workforce Development and Community Education, Extended
Learning Campus

Annual Salary: \$45,450 @ .8FTE Grade: 3 Step: 3

Effective: November 1, 2016

Education:	University of Oregon	BS, Economics	2008
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Most Recent Experience: Commonwealth of the Northern Mariana Islands Public School
System
Education Specialist III

Applicant Flow:		Ethnicity	
Gender			
12	Male	19	White (not of Hispanic Origin)

25	Female	4	Black or African American
		2	Asian
		4	Hispanic/Latino
		1	American Indian or Alaska Native
		1	Native Hawaiian or Other Pacific Islander
		3	Two or More Selections
		3	Not Disclosed
		37	Total

10 Administrative Appointment– Christina Diss

Donor Engagement Manager

Office of the President

Annual Salary: \$75,000 Grade: J

Effective: December 2, 2016

Education: Arizona State University MA, Nonprofit Studies 2010
University of Oregon BS, Journalism and Mathematics 2005

Most Recent Experience: Boys and Girls Aid
Director of Development

Applicant Flow:

Gender

Ethnicity

3	Male	8	White (not of Hispanic Origin)
8	Female	1	Black or African American
1	Not Disclosed	2	Asian
		1	Not Disclosed
		12	Total

11 Administrative Appointment – Emma Kallaway

Government Relations Manager

Office of the President

Annual Salary: \$90,000 Grade: M

December 5, 2016

Education: University of Oregon BS, Business Administration 2010

Most Recent Experience: Our Oregon: Vote Yes on Measure 97 Campaign
Deputy Campaign Manager

Applicant Flow:

Gender

Ethnicity

29	Male	36	White (not of Hispanic Origin)
22	Female	7	Black or African American
2	Not Disclosed	1	Asian
		5	Hispanic/Latino
		1	American Indian or Alaska Native
		3	Not Disclosed
		53	Total

12 Administrative Appointment (Temporary)– James Reece

Information Technology/Network Services Manager
Office of the President

Annual Salary: \$68,547 Grade: K

October 21, 2016 to April 20, 2017

Education: DeVry University BS, Computer Science 2013
DeVry University AAS, Network Administration 2012

Most Recent Experience: Portland Community College
Technology Specialist III

Applicant Flow: Direct Appointment

13 Faculty Appointment (Temporary) – Sharon Delcambre

Instructor, General Science

Mathematics and Science Division, Cascade Campus

Annual Salary: \$52,922 Step: 2

Effective: December 21, 2016 to August 20, 2017 (Winter, Spring and Summer terms)

Education: University of Wisconsin - Madison PhD, Atmospheric and Oceanic Sciences 2012
University of Wisconsin - Madison MS, Atmospheric and Oceanic Sciences 2010
Gustavus Adolphus College BA, Physics 2005

Most Recent Experience: Portland Community College
Instructor, General Science (Adjunct)

Applicant Flow: Article 3.64 Appointment

14 Faculty Appointment (Temporary)-Irene Seto

Instructor, Business Administration

Mathematics, Sciences and Career Technical Education Division, Southeast Campus

Annual Salary: \$55,596 Step: 3

Effective: August 21, 2016 to August 20, 2017 (winter, spring and summer terms)

Education: Portland State University MS, Business Administration
Portland State University BA, Advertising and Marketing
Portland State University BA, Foreign Language, Chinese

Most Recent Experience: Portland Community College
Academic Advising Specialist

Applicant Flow: Article 3.64 Appointment

**ETHNIC AND GENDER DESCRIPTION OF STAFF
PROPOSED TO BE HIRED IN NOVEMBER 15, 2016 PERSONNEL REPORT**

Male	4
Female	10
	<hr/> 14

White (not of Hispanic Origin)	10
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Asian	2
Hispanic/Latino	2
	<hr/>
	14

November 15, 2016

17-040

COMMENDATION OF RETIRING EMPLOYEE –
JANA SANCHEZ

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Jana Sanchez has performed faithfully in her duties as a Food Service Operations Coordinator for Portland Community College since July 7, 2003. She retires effective October 5, 2016.

RECOMMENDATION: That the Board commend her for her service to Portland Community College and wish her well in her retirement years.

November 15, 2016

17-041

COMMENDATION OF RETIRING EMPLOYEE –
STEPHEN TUBBIN

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Stephen Tubbin has performed faithfully in his duties as the Associate Manager, Bond Project for Portland Community College since April 15, 2013. He retires effective November 18, 2016

RECOMMENDATION: That the Board commend him for his service to Portland Community College and wish him well in his retirement years.

November 15, 2016

17-042

AUTHORIZE EXEMPTION FROM COMPETITIVE PROCESS
AND DIRECTLY CONTRACT WITH ICE CORPORATION
AND CHERRY CITY FOR THE ROCK CREEK ARC FAULT
(FLASH) STUDY

PREPARED BY: Avelina Gulmatico, Procurement Coordinator, Procurement

FINANCIAL
RESPONSIBILITY: Tony Ichsan, Director, Facilities Management Services

APPROVED BY: Jim Langstraat, Vice President, Finance and Administration
Mark Mitsui, College President

REPORT: On December 5, 2013 (BA 14-071), the Board of Directors approved a list of Facilities Management Services (FMS) capital projects planned to be executed using small works retainer program and the Districtwide Arc Fault is one of these approved projects, with an estimated cost of \$1,407,000. The first Arc Fault project was done at Sylvania Campus, approved by the Board of Directors in 2016 (BA 16-075 and 16-077), it is currently 95% completed and has been successful with no incidents or unexpected interruption to scheduled classes. The next Arc Fault Project is at Rock Creek Campus, FMS staff proposes to continue working with ICE Corporation an electrical engineer firm hired for the Sylvania Campus project. ICE Corporation, an Oregon certified minority/women-owned/emerging-small business firm, was selected based on their expertise and experience in providing a comprehensive Arc Flash Study. The services will include data collection and analysis, develop a comprehensive bid package with details of electrical equipment that needs to be upgraded and bring the electrical system of all the RC campus buildings in code compliance with federal requirements. With this comprehensive Arc Fault Study and analysis, ICE Corporation will need to partner with an electrical contractor who is very familiar with the RC Campus electrical systems. FMS also proposes to contract with Cherry City Electrical Contractor based on their technical knowledge, experience and familiarity of electrical systems at Rock Creek Campus. This project is estimated to be completed in fiscal year 2017-2018. The contracts will

exceed the \$150,000 threshold which requires a formal solicitation process and/or Board of Directors approval.

RECOMMENDATION: That the Board of Directors authorize the FMS Department to extend ICE Corporation's contract to include the Rock Creek Campus Arc Fault Study and directly contract with Cherry City Electrical Contractor to assist ICE Corporation in collecting electrical data. The estimated cost for the study is \$250,000 (includes a 10% contingency). Contracts will be valid through October 31, 2017. Funding is covered by FMS Department (2000) Capital Projects.

November 15, 2016

17-043

AUTHORIZE AN INCREASE TO EXISTING TECHNOLOGY
CONSULTING SERVICES CONTRACT WITH VIRTUAL
INFORMATION EXECUTIVES, LLC

PREPARED BY: Cau Chung, Finance Manager, Bond Program

FINANCIAL
RESPONSIBILITY: Linda Degman, Director, Bond Program

APPROVED BY: Jim Langstraat, Vice President, Finance and Administration
Sylvia Kelley, Executive Vice President
Mark Mitsui, College President

REPORT: On August 20, 2015, BA 16-019, the Board of Directors approved an increase to Virtual Information Executives, LLC (VIE) contract for the continuation of providing project management services and network architecture design for the Network Redesign Project (NRP). This Information Technology project was completed in spring of 2016. Based on previous approved resolutions (BA 13-147, 14-099, and 15-057, 16-019), the up to date contract total for VIE is \$1,716,000.

This request for another contract increase is due to the need for project oversight for the District-wide Access Control project and for the development of an operational framework for District-wide Electronic Security. This project has been a planned project for the 2008 Bond Program to address safety and security needs for the entire college. The scope of the work is to provide remote lock down capabilities for Public Safety in the event of an emergency. The College requests an increase of \$110,000 for project oversight to assist with integration of the current systems in Public Safety, FMS, and IT, due to the significant growth and impact of this project. As well, the work will include an operational plan for managing the systems across multiple departments and the college.

The College is using a cooperative contract with Washington State Department of Enterprise Services, reference #T08-MST-733; VIE's contract is valid through June 30, 2017 (amendment #15-04). The competitive process was done by the State of Washington. The College Procurement Rules

(CCR 214) allow the use of cooperative contracts without going through an additional competitive process.

RECOMMENDATION: That the Board of Directors approves additional funding to continue contracting with Virtual Information Executives, for an increase of \$110,000 and the revised contract total shall be \$1,826,000. The funding of \$110,000 is covered by the 2008 Bond Program.

November 15, 2016

17-044

BOARD RESOLUTION FOR ACADEMIC PROFESSIONAL
AND MANAGEMENT SALARY CHANGE IN
ACCORDANCE WITH FAIR LABOR STANDARD ACT

PREPARED BY: Lisa Bledsoe, Associate Vice President, Human Resources

APPROVED BY: Mark Mitsui, College President

REPORT: This resolution adjusts the salaries of Academic Professionals (APs) and Managers to meet the new salary threshold for overtime exemption under the Fair Labor Standards Act (FLSA).

Effective December 1, 2016, the FLSA salary threshold for overtime exempt status is increasing from \$455 per week to \$913 per week (from \$23,660 per annum to \$47,476 per annum). Human Resources has reviewed methods to address this change to ensure compliance, while also taking into consideration equity, financial and administrative impact. It is recommended that the college increase salaries for each AP and Manager who is below the FLSA salary threshold to equal the new threshold of \$47,476. This methodology will allow all APs and Managers to maintain their exempt status and to continue to work in the same manner they currently do. This adjustment has been approved by the FFAP per the attached Memorandum of Understanding.

RECOMMENDATION: That the Board of Directors approve adjustments to: Academic Professional Salaries per the attached Memorandum of Understanding; and Management Salaries to meet the new FLSA threshold.

MEMORANDUM OF UNDERSTANDING
Fair Labor Standards Act Compliance

Under the Fair Labor Standards Act (FLSA), the College's Academic Professional (AP) positions are exempt if job duties and responsibilities meet the "professional" definition, including a salary threshold. The Department of Labor (DOL) has promulgated rules to increase the salary threshold for exempt positions from \$23,660 to \$47,476, effective December 1, 2016. This increase is being challenged through lawsuits and legislative proposals which could impact the new salary threshold and/or the implementation date.

This agreement is to document PCC's plan to address changes to the FLSA exempt salary minimum, including contingencies based on the possibility of changing legal requirements.

The new FLSA salary threshold of \$47,476 exceeds the current salary for some AP employees at PCC. To comply with the new FLSA salary requirement and to maintain the exempt status of all Academic Professional positions, PCC proposes to increase the salary of those APs whose salary is below the new FLSA salary threshold at the time it becomes effective. Salaries for those affected APs will be adjusted to meet the new threshold, provided the new threshold does not exceed \$47,476.

Salary changes will be effective on the date the DOL implements the new FLSA salary threshold. However, due to the potential for the new FLSA salary threshold to be overturned or changed, PCC reserves the right to delay, change or cancel any salary changes. In the event PCC exercises this right, it will notify the Federation as soon as possible. In addition, if PCC increases AP salaries to meet the new FLSA salary threshold and the threshold is later lowered, the salaries for any AP employees whose salaries have been increased to meet the new FLSA salary threshold will be re-adjusted accordingly.

Any changes to Academic Professional salaries as described herein are subject to Board approval.

 11/4/2016

Frank Goulard, Federation President/DATE

 11.04.16

Cheryl Belt, Employee/Labor Relations Manager/DATE



Board of Directors Goals 2016-2017

Board members recognized during discussion that several goals from previous goal-settings are not time-specific but are, rather “legacy priorities” that will apply, with a degree of contemporary variation, in any year. Other priorities and goals were identified that are specific to the 2016-2017 planning cycles.

Legacy Goals

1. Ensure an environment of success that encourages access and timely completion
2. Prioritize the college’s commitment to the creation of a nationally renowned culture for diversity, equity and inclusion
3. Track and evaluate Portland Community College operations and execution of the Strategic Plan by way of regular Board meeting Dashboard reviews
4. Be an engaged advocate for Portland Community College in:
 - a. Governmental affairs and governmental advocacy
 - b. Development of fundraising strategies targeting the advancement of important initiatives (e.g. Future Connect, PCC Foundation efforts, etc.)
5. Cultivate and maintain clear and consistent communication between the Board of Directors and the President

Board Priorities

- Support Portland Community College's enhanced, District-wide efforts to:
 - Recruit, hire, and retain faculty and staff from historically underrepresented groups;
 - More systematically and strategically address the achievement gap for students of color
 - Increase the utilization of Minority Women Emerging Small Business for college contracting
- Advance Portland Community College’s adoption and funding of technology infrastructure and policies that reflect industry best practices
- Support the President in the development of college-wide plans, and in strengthening internal college communication
- Ensure Board readiness for a successful Portland Community College 2017 Bond Campaign
- Ensure that Portland Community College remains a relevant workforce training partner of choice in the communities it serves

The College prohibits unlawful discrimination based on 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 in any area, activity or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under anti-discrimination laws. In addition, the College complies with 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, Americans with Disabilities Act of 1990 (as amended), Uniformed Services Employment and Reemployment Rights Act ("USERRA"), and all local and state civil rights laws. Under this policy, equal opportunity for employment, admission, and participation in the College's programs, services, and activities will be extended to all persons, and the College will promote equal opportunity and treatment through application of this policy and other College efforts designed for that purpose.