Aims Community College
Board Meeting Minutes
April 1, 2015
Beaty Hall Theater, 2:30 p.m.

(12:00 p.m.) Work Session, Cornerstone Room 150 Regarding Budget

Aims District Board Meeting

I. Call to Order
   a. The meeting was called to order at 2:41 p.m. by Board President Walt Richter. Other Board members present included Mike Geile, Ray Peterson, Carol Ruckel and Larry Wood. College President Marsi Liddell was also in attendance.

II. Additions/Deletions to the Agenda
   a. Deletion: VII. Action Items, iii. Policy 4-706 Consultation Agreement (defer to consultation)
   b. Addition: X. Executive Session

ON MOTION OF LARRY WOOD, THE BOARD UNANIMOUSLY APPROVED THE AGENDA AS AMENDED.

III. Citizen Participation
   a. There was no citizen participation.

IV. Consent Agenda
   a. Minutes of the March 4, 2015 District Board Meeting

ON MOTION OF CAROL RUCKEL, THE BOARD UNANIMOUSLY APPROVED THE CONSENT AGENDA.

V. President’s Report – Dr. Liddell
   a. Financial Update – Dan Erbert
      o The amount of revenue under gifts, grants, and contracts recently increased due to $250,000 that the College received from the foundation to help with strategic initiative projects, specifically IT projects.
      o The increase listed under other revenue is primarily due to rent collected for the Corporate Education Building.
      o There was a $1 million dollar difference paid for faculty overload this year compared with last year.
   b. President’s Executive Summary
      i. Berthoud Presentation
         Mike Hart and Walt Elish presented on growth and opportunity in the Town of Berthoud. Loves Travel Stops is building a facility at the I-25 interchange, which is expected to promote growth for the area. The Town of Berthoud is building a new waste water treatment plant that is scheduled to be
completed in the next year. The sewage plant will be located directly off of the north east corner of the 40 acres that Aims owns in Berthoud.

The waste water facility is being established with an agreement that any growth that Johnstown encounters in the area around the water treatment plant will have access to the Berthoud water treatment plant. There will also be a profit sharing agreement between Berthoud and Johnstown regarding the water treatment plant. Previous projects that have been stalled due to the economic down turn are being reinstated.

There may be an opportunity to reopen discussion about Berthoud joining the Aims taxing district.

ii. Presidential Search Update- Ann Grotness
   a. The Presidential Search Committee conducted Skype interviews with presidential candidates March 26 and 27. The top three candidates were selected as finalists and will visit Aims for a full day campus visit. The campus visit will include a guided tour, a meeting with Senior Management, two open forums, lunch with the President, an interview with the Board of Trustees, and dinner with the Board. The campus visits will take place April 7, 8, and 9. Any questions regarding the schedule should be directed to Damion Cordova or Ann Grotness.

   Trustee Ruckel commended the Search Committee, Walt Richter, Jeff Reynolds, Ellen Sweiter, Nan Printz, John Cordova, Rodger Knoph, Laura Lewis, Patricia Rand, Donna Norwood, Kevin Marquez, for all of their hard work and dedication.

iii. CCCSE Update

   Donna Norwood, Trish Rand, Lee Ann Sappington, Shannon McCasland, and Marsi Liddell attended the CCCSE conference in Santa Fe, New Mexico. Shannon McCasland presented on the AAA and Catalyst programs at the conference.

iv. Legislative Update

   Senate Bill 82 allows for economic incentives for tax payers to contribute to an economic development fund that would filter to higher education. For the contribution the tax payer would receive a tax credit. The bill has been signed by the governor.

   The bill for Aims Community College to be named independently in the Long Bill has gone through.

v. Aims Distinguished Service Award

   The Aims Presidential Distinguished Service Award honors our legislators and recognizes them when they do a respectable job. Our goal is to acknowledge public servants that have emerged as Aims promoters. One local and one state legislator may receive the award each year.
Our first local recipient will be Weld County at-large Commissioner, Sean Conway. As you are aware, Commissioner Conway conceived the idea for Senate Bill 15-82, the County Workforce Development Property Tax Incentives Legislation. Having been signed by the Governor, this legislation allows Weld County to set up a fund to provide scholarships for postsecondary education and training. The County will offer a property tax credit to donors of the College Promise Scholarship fund. We believe over time, the initiative will provide a free post-secondary experience to every Weld County high school graduate, veteran and successful GED completer.

State Representative Dave Young (District 50) will be the state level Distinguished Service Award recipient. Throughout his career, Dave has seen first-hand how pivotal education and training are for opening opportunities for individuals. As a first year member of the Legislative Joint Budget Committee, Representative Young, strongly supported adjustments to the Governor’s recommendation to not include the local district junior college in the distribution of one-time funding. While the Long Bill is still moving through the process in Denver, based on Rep. Young’s support, it appears Aims will be receiving an 11% increase in state funding this year.

vi. Policy 4-701 Faculty Load Guidelines
Dr. Liddell requested for the Board of Trustees to formally ask consultation to take on discussion of Policy 4-701 Faculty Load Guidelines.

VI. Information Items
a. Board Calendar
   o April 1, 2015, Board of Trustees meeting, 2:30 p.m., Beaty Hall Theater 102
   o April 7-9, 2015, Presidential Search Interviews with Final Candidates, Greeley Campus
   o April 16, 2015, Government Agencies Meeting, Hosted by Aims, 7:00 a.m., Cornerstone Conference Center
   o April 16, 2015, Annual President’s Reception, 3:50-5:00 p.m., Cornerstone Conference Center
   o May 2, 2015, Aardvark 2K/5K Walk/Fun Run, Greeley Campus, 9:00 a.m.
   o May 6, 2015, Board of Trustees meeting, 2:30 p.m., Beaty Hall Theater 102
   o May 8, 2015, Graduation, details TBD
   o May 25, 2015 Memorial Day Holiday, College Closed
   o June 24, 2015, Board of Trustees meeting, 2:30 p.m., Beaty Hall Theater 102

b. New Hires
   o Jennifer Crandall, Student Counselor, Full Time, Exempt, New Position, Student Services
o Terry Anderson, Program Coordinator II, Full Time, Exempt, Replacement, Physical Education and Recreation
o Jennifer Seedorf, Staff Associate, Full Time, Non-Exempt, New Position, College and Community Relations
o Colette Mullins, Accounting Technician, Full Time, Non-Exempt, Replacement, Financial Services

c. Leaving Employ of the College
  o Larry Holder, Training Coordinator, Department CEA

VII. Action Items
a. Policies and Procedures
   i. Policies to Take from the Table
     o During previous Board Sessions, the Board moved to lay on the table the following policies:
       3-275
       4-705
       4-800
       4-801
     o This motion was to allow the Aims Community College Student Government and the Aims Community College Consultation Team to take certain questions under review and make adjustments to the aforementioned policies. Both groups have submitted their revisions. It is now appropriate for the board to take these policies, 3-275, 4-705, 4-800, and 4-801 from the table so they can be considered on first reading.
     o The administrative recommendation is to move to take from the table the motions to lay on the table the policy review and first reading of these policies.

ON MOTION OF RAY PETERSON, THE BOARD UNANIMOUSLY VOTED TO TAKE POLICY 3-275, 4-705, 4-800, AND 4-801 FROM THE TABLE.

ii. Policy 4-705 Faculty Consultation
   o The faculty association voted to disaffiliate from the Colorado Education Association and created the Aims Faculty Association in an effort to be more responsive to faculty and inclusive of all faculty members at the College, including part-time faculty. In October, the Aims Board of Trustees tabled review of four policies by the consultation team to ensure that the name change did not have any unintended consequences. The consultation team provided additional revisions to policy 4-705 to ensure clarity that part-time faculty were not included by representation of AFA in the meet and confer consultative process. The changes are reflected in this revised policy draft.

ON MOTION OF CAROL RUCKEL, THE BOARD UNANIMOUSLY APPROVED CHANGES TO POLICY 4-705 ON FIRST READING.
iii. Policy 4-706 Consultation Agreement - Deferred to Consultation

iv. Policy 4-800 Faculty Due Process
   o The faculty association voted to disaffiliate from the Colorado Education Association and create the Aims Faculty Association in an effort to be more responsive to faculty and inclusive of all faculty members at the College, including part-time faculty. In October, the Aims Board of Trustees tabled review of four policies by the consultation team to ensure that the name change did not have any unintended consequences. The consultation team reviewed policy 4-800 and determined that no unintended consequences are created in this policy by the name change. The name change is reflected in this revised policy draft.

ON MOTION OF LARRY WOOD, THE BOARD UNANIMOUSLY APPROVED CHANGES TO POLICY 4-800 ON FIRST READING.

v. Policy 4-801 Faculty Reduction in Force
   o The faculty association voted to disaffiliate from the Colorado Education Association and create the Aims Faculty Association in an effort to be more responsive to faculty and inclusive of all faculty members at the College, including part-time faculty. In October, the Aims Board of Trustees tabled review of four policies by the consultation team to ensure that the name change did not have any unintended consequences. The consultation team reviewed policy 4-801 and determined that no unintended consequences are created in this policy by the name change. The name change is reflected in this revised policy draft.

ON MOTION OF RAY PETERSON, THE BOARD UNANIMOUSLY APPROVED CHANGES TO POLICY 4-801 ON FIRST READING.

vi. Policy 3-725 Tobacco Free
   o In October, the Aims Community College Board of Trustees deferred the question of making Aims Community College tobacco-free to the Aims Student Government Association (SGA). The SGA previously provided the research and recommendations for the adoption of the tobacco and smoke-free zones policy and procedure. The SGA undertook extensive research and deliberation into the question. The SGA summary, recommendations, and recommended policy language are included herewith. The SGA included a proposed process and procedure to achieve a tobacco-free environment by 2019. Aims Community College Administration has stayed review of the proposed SGA tobacco-free procedure until the Aims Community College Board of Trustees approves the SGA proposal for Aims Community College to become tobacco-free by 2019.
o The students proposed policy has been provided. The administrative recommendation has been stayed until the Board of Trustees make a recommendation to the administration.

o Extend thanks for the work that the students put in to collect the extensive amount of data.

ON MOTION OF MIKE GEILE, THE BOARD UNANIMOUSLY APPROVED CHANGES TO POLICY 3-725 ON FIRST READING.

b. Board of Trustees Resolution on Safe Towers Act
The administrative recommendation is to support reintroduce and passage of the Safe Towers Act. The Board is supportive of the air traffic control program and the relationship with the FAA in Oklahoma City.

The pass rates for students from Aims who go through the FAA program in Oklahoma is very high. The Air Traffic Control Program is one of our more successful programs at Aims. Students are deterred from our program because they can receive their 2 year degree and be turned down based on the biographical assessment. The resolution does not address what the previous entrance requirements were.

The FAA now requires a biographical data assessment as the first step to the process.

Edit: 2nd whereas work-force should be one word
Specialists to be plural
Remove “and” before the “now therefore be it resolved”.

MIKE GEILE MOVED TO APPROVE THE RESOLUTION OF THE BOARD OF TRUSTEES IN SUPPORT OF REINTRODUCTION AND PASSAGE OF THE SAFE TOWERS ACT.

ON MOTION OF LARRY WOOD, THE BOARD UNANIMOUSLY ACCEPTED THE SAFE TOWERS ACT RESOLUTION AS AMENDED.

Health, Long-Term Disability, and Dental Insurance Benefits FY 2015-2016

Aims participates in the comprehensive health and benefits plan (medical, dental, vision, LT disability and basic/AD&D Life Insurance) developed and managed by the State Board for Community Colleges and Occupational Education (SBCCOE). Aims is a member of the Benefits Advisory Committee (BAC), which meets monthly to review claims experience, adjust plan coverages, annually receive provider service and rate proposals, and take action on how earnings from the SBCCOE Benefit Trust, established in 1983 (approximately $7.5 million) be applied to buy down future premium costs for the participating colleges and their employees.

The actuarial experience for the past year exceeded 15%. After a correction for claims experience compared to premiums over the past six months, the new approved rate increase is 13.2%. New to the health insurance plan options is the addition of Kaiser Permanente, a lower cost option and, among other differences, requires an employee to
use doctors in the Kaiser network. Also changing this year are differential rates for the
Anthem health insurance options (see attached spreadsheet). This will allow employees
the ability to select a lower cost plan in the Anthem network. Past practice was to
“blend” the rate structure which averaged the rate between the three plan options. There
are no benefit changes to the Anthem options. Dental insurance increased by 4% and
long-term disability insurance decreased by 9.8%. The Administration recommends
paying these cost increases for health and dental insurance. Attached to the following
recommendation below is an analysis of total compensation to be considered including
the comprehensive health and benefits plan.
Open enrollment for employees begins in April and thus the need to approve the
comprehensive health and benefits plan payments is the purpose of this approval.

New to the insurance plan is the option of Kaiser Permanente and there are new
differential rates this year. There are no benefit changes in the anthem plans this
year as there were last year.

This proposal only covers insurance benefits not total compensation.

ON MOTION OF CAROL RUCKEL, THE BOARD UNANIMOUSLY APPROVED THE
TOTAL COMPENSATION PACKAGE AS PRESENTED.

VIII. Comments from Board Members

Trustee Wood- Commended the ASACC students for the report they provided regarding
the tobacco free campus policy. It would appear that the current policy is not being
enforced. Trustee Wood encouraged that the party responsible for enforcing the smoking
policy be reminded of the rules.

Trustee Peterson- Commended the search committee for their hard work to narrow
down to the top 3 candidates out of the 41 applicants.

Trustee Geile- Thank you to Carol Ruckel and Walt Richter for the amount of work they
contributed to the search committee and the leadership they brought to the table. Thank
you to all committee members.

Trustee Ruckel- Thank you to the Search Committee members. The process took three
full days on site and each member took the time individually to analyze 41 applications.
It was wonderful to see the level of commitment from each of the members.

Trustee Richter- April was national volunteer month and month of the young child. In
recognition of volunteer month and the month of the young child, United Way is hosting
a book drive. United Way is requesting books for children ages 1-8. Student Life and
CCR collected books in the College Center and Cornerstone.

Comments from Board Reps

a. Faculty (Mark Brothe, AFA Board Rep)
   o The AFA collected nominations for AFA leadership positions
elections April 11-17.

b. Aims Staff Association (Ettie Arnold, ASA Board Reps)
Thank you for the time for the staff appreciation lunch and for the Aims Faculty Association’s participation. Chick-fil-a donated over 100 sandwiches.

- The ASA Annual Chili’s fundraiser was April 7-9.
- A total of four Scholarship for Kids awards were donated.
- The election for ASA board members will be held May 2015

c. ASACC (Tag Chalk, ASACC President)
   - April 13 kicked off Spirit Week. ASACC sponsored a pajama day, crazy hair day, and hat day. Earth Day was observed April 20 and ASACC participated in Adopt-A-Street April 22.
   - Applications for 2015-2016 ASACC Board are under review and interviews will follow.

IX. Adjourn to Executive Session
   a. As allowed by CRS 24-6-402 (4) (b)(f), the Board may adjourn into Executive Session to receive legal advice and discuss personnel. Those invited to attend executive session included Stow Witwer.

ON MOTION OF RAY PETERSON, THE BOARD UNANIMOUSLY VOTED TO ADJOURN TO EXECUTIVE SESSION AT 4:02 PM.

ON MOTION OF CAROL RUCKEL, THE BOARD ADJOURNED EXECUTIVE SESSION AND RECONVENED REGULAR SESSION AT 5:20 PM.

X. Adjourn
   ON THE MOTION OF RAY PETERSON, THE BOARD ADJOURNED THE MEETING AT 5:21 PM.