



**Yakima Campus**

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**MINUTES**

**SPECIAL MEETING/STUDY SESSION**

**BOARD OF TRUSTEES**

**YAKIMA VALLEY COLLEGE**

May 11, 2023 4:00 p.m.

West Campus Conference Center 038-122, Meeting Room D

1704 W. Nob Hill Blvd, Yakima WA

Chair Arteaga called the meeting to order at 4:03 p.m. Trustees present were Chair Arteaga, Vice Chair Ortega, Trustee Baldoz, Trustee Cate and Trustee McClure.

- A. **Budget Impact** - Dr. Teresa Rich, Vice President of Administrative Services presented on Budget Impacts. Dr. Rich discussed timing impacts from the Governor's biennial budget release in December 2022 through SBCTC's allocation in May or June 2023. Dr. Rich talked about regulatory impacts; part-time hourly compensation rule changes, OFM job reclassifications, minimum wage increases, sunset of COVID funding, relaxation of pandemic guidelines and reinstated financial aid regulations. Dr. Rich discussed funding impacts and next steps. Dr. Rich indicated the due to the timing of SBCTC's allocation of funding she will be presenting an action item at the June meeting to request spending authority and once the allocations are set she will bring an action item to the September meeting to adopt the budget. Trustee McClure inquired if this delay would affect the cost of living increases. Dr. Rich indicated it would not. A copy of the presentation is filed with these minutes in the president's office.
- B. **Proposed SRC Budget** - Sophia Juarez, Director of Auxiliary Services presented the Proposed Student Residence Center (SRC) Budget. Sophia talked about the room rental averages, shared a budget comparison of the 2022/23 and the proposed budget for 2023/24. Sophia discussed the proposed capital expenditures for heating and air-conditioning units and the past year capital project which consisted of SCR Roof Repairs. A copy of the presentation is filed with these minutes in the president's office.
- C. **Proposed S&A Budget** - Stacy Wahl, Interim Coordinator of Student Life presented the Proposed Services & Activities (S&A) Fee Budget. Stacy discussed the S&A Budget review process; including proposals, allocation, distribution and approvals. Stacy discussed budget summary, which included a comparison of the 2022/23 budget and the proposed 2023/24 budget. A copy of the presentation is filed with these minutes in the president's office.

**MINUTES**  
REGULAR MEETING BOARD OF TRUSTEES  
YAKIMA VALLEY COLLEGE  
May 11, 2023 4:30 p.m.  
West Campus Conference Center 038-122, Meeting Room D  
1704 W. Nob Hill Blvd, Yakima WA

Chair Arteaga called the regular meeting to order at 4:30 p.m.

**A. Roll Call and Introduction of Guests and New Employees**

**Board of Trustees Present**

Cus Arteaga, Chair  
Bertha Ortega, Vice Chair  
Patrick Baldoz, Trustee  
Dr. Sara Cate, Trustee  
Neil McClure, Trustee

**Others Present**

YVC Students  
YVC Staff & Faculty

**Introduction of Guests and New Employees** – No introductions

**B. Proposed Changes to the Agenda:** No changes to the agenda

**C. Call to the Public** - No one present expressed a desire to address the Board.

**D. Approval of Minutes:** Vice Chair Ortega moved that the minutes of the Regular Meeting of April 13, 2023 be approved as submitted. The motion was seconded by Trustee Cate and passed unanimously.

**E. Action Items:** No action items.

**F. Communications:** No communications

**G. Reports**

1. **Board of Trustees.** Chair Arteaga discussed a meeting that he and Vice Chair Ortega had with two members of the faculty union on Monday May 8<sup>th</sup> in Grandview. He indicated he believed it was a very good meeting. He indicated that there were three items that he was asked to provide a response to and within 48 hours, he had provided that information to the faculty union. He indicated that he felt he fulfilled the request and he thanked the two faculty union representatives.
2. **Students:** Victoria Cardenas, YSC President and Jessica Rodriguez, GSC President discussed the April 12<sup>th</sup> Art Jam an event so students could release stress, set up canvases so students could paint. On April 26<sup>th</sup> the commencement fair to prepare for graduation and on April 27<sup>th</sup> was a book discussion on the book Banana Leaves by Jessica Hernandez. On May 3<sup>rd</sup> there was a movie day, a nice way for students to get together. They discussed the upcoming Spring Fling on May 24<sup>th</sup>. Vice Chair Ortega inquired if there was any coordination with Heritage on student events. A copy of the report is filed with these minutes in the president's office.

3. **Classified Staff** – Michelle Perry, WPEA Representative, apologized for not being at the April Grandview meeting due to a personal matter. Thanked the Board for having a meeting down in Grandview each year. Michelle indicted that the reason why there aren't more classified staff in attendance is that most of them are working during the time of the board meetings, so they are unable to attend. Michelle discussed a few highlights, labor management this week, had member meetings this week, met with HR and brought up some continuing concerns as well as some new issues. Still waiting to hear back from HR to re-open the contract due to compression caused by the reclassification of part time hourly employees. Still have concerns of retaliation against members especially active members who are active in representation. Michelle reminded the Board that WPEA continues to stand with faculty and exempt unions.
4. **Professional Staff** – Monserrat Vargas, member of AFT-YPS Professional union introduced herself, she works in the financial aid department as a Special Funding Coordinator. Monserrat shared some information about herself and her work history with the college. She indicated that every single day she sees great things happen at YVC. She also shared that there are some things that are concerning and that trouble members on a day-to-day basis, being overworked, being in positions that are consolidated, and vacant positions are not filled. She mentioned these because it makes it difficult to meet the goals that are in the mission statement. For a few months they have reached out to HR about bilingual pay and heard back today so a process for bilingual pay is going to happen. Monserrat stated that many of her colleagues are afraid to voice their opinions, because their positions may no longer be available to them, that their contract might be terminated. She stated that they are having issues meeting goals.
5. **Faculty** – Ms. Rachel Dorn, AFT-Y Yakima President, thanked Chair Arteaga and Vice Chair Ortega for meeting with her and Heidi in Grandview on Monday. Rachel stated that since the September meeting faculty have asked for timely communication and transparency in how decisions are made regarding promotion, hiring, staffing levels, and policies. Pleased that Monday's meeting was a dialog. She stated disappointed by some of the conversation; blaming AFT-Y for something that didn't involve the union and her personally for not forcing the Dean, HR director, and VP to allow a faculty member to file a complaint. She stated she was asked to be less confrontational and adversarial in comments to the Board, but stated speaking is intimidating and that it's important to project to people sitting in the back. Ms. Dorn stated that AFT gets one opportunity to speak during these meetings and is not allowed to correct inaccurate statements made by other presenters. Rachel stated, YVC restricts our member's access to communications with the Trustees as a policy. All of that restricts our access to you. This intentional sequestration of the Trustees and your understanding that you have to trust whatever administration tells you even when faculty and staff try to communicate with you, means you only hear mainly one interpretation of what is happening. Ms. Dorn stated as governing body you have power to impact the school in a positive way but your policy of not believing or considering the experience of faculty and staff renders you impotent to enforce change that would improve morale. Rachel stated, it is my job as the spokesman for our union to communicate the concerns that faculty feel; afraid, micromanaged, disrespected and burnt out. Rachel stated there has been little reaction or consideration for what she presents. The promotion and hiring policy that we have been asking for have yet to be published as a formal policy. Mr. Chair you sent us something in writing that purported to be a tenure promotion policy but it had three scenarios, this can't be seen as a policy that offers clarity on how to move to tenure, the only major promotion our full time faculty have. Rachel said concerns about harassment are ignored or hidden and only eventually got reaction by the Board but only after we held a press conference. Instead of addressing the root of the concern, we were told it was none of our business. Rachel stated, I was personally told that a student not keeping track of their report several years ago was my fault as was my inability to force the school to investigate former economic instructor Hector Saez Nunez's complaint last year. Why do I sound confrontational when I speak, because the content of my message is to raise serious issues that have been ignored or downplayed. Ms. Dorn stated at a meeting in April 88% of those faculty present voted that they did not have confidence in Dr. Kaminski ability to lead this institution and the

remaining 12% abstained from voting. Not a single faculty member present voted that they had confidence in Dr. Kaminski leadership. She said we really do not want to be here, we hoped that sharing concerns would lead to some movement from administration, increase in transparency, attempt to write down these policies and follow them, paying faculty more equitably for the extra work they are forced to do, some apologies for things that have been problems. We the faculty do not have confidence in Dr. Kaminski's leadership, we need to see a major change or we need to see her step aside and let someone else give us the change we have been asking for.

6. **Vice President for Administrative Services** – Dr. Teresa Rich provided the Board with handouts to update on several things happening in the Administrative Services area. Dr. Rich discussed the ctcLink update, the handout has some really good graphs. Dr. Rich stated that this week we celebrated our one-year anniversary from Go Live. Somethings are better and somethings are not. In the finance area things are a lot better in the financial aid area they are still struggling. Not because we aren't working hard, our staff across campus have done an amazing job implementing ctcLink. We are still trying to move forward. Dr. Rich talked about the capital budget, we did not get any major capital funding but we did get almost 5 million of minor capital funding which is what we use to support the ongoing maintenance and projects to help upgrade our institutions. This year we will be working in the tech complex to redo the first floor area, plus roofing and HVAC repair. Dr. Rich discussed the financial statement audit and the exit conference on May 24<sup>th</sup>; we received another unqualified opinion from our state auditors. She thanked everyone involved in the audit process; it was a very positive experience. Dr. Rich also discussed the accountability audit, the exit conference was on April 27<sup>th</sup>, it identified some areas needing work, ctcLink security and dental clinic cash receipting. Work will be done on an after audit action plan to be sure we are in compliance with that state rules and regulations. Dr. Rich informed the Board of an upcoming cybersecurity tabletop exercise on May 17<sup>th</sup>, sponsored by Business Affairs Commission, the Department of Homeland Security, and the Cybersecurity and Infrastructure Security Agency. It is designed to help us prepare in the event of a cyberattack. A copy of the handouts are filed with these minutes in the president's office.
7. **Vice President for Instruction and Student Services** – Dr. Jennifer Ernst informed the Board that the May 20<sup>th</sup> Grape to Glass Gala is sold out and she discussed some of recent successes of the program. Dr. Ernst talked about the recent Dental Hygiene accreditation review. Stating that while we have to prepare a response on a couple of technical financial items, I wanted to share just how complimentary they were about the effectiveness of our program and the success of our students. Dr. Ernst stated, I believe the verb we might use is gushing. They could not have been more pleased with what our students were learning and how well they do when they go out into the world. Our faculty and staff in that area should be very proud of the work they do every day for our community. Dr. Ernst provided an update on counseling services. She stated challenges during the pandemic fundamentally changed the way that we provide Counseling services to our students – moving everything completely online. Counseling faculty have been working to determine what we can learn from that experience and how that knowledge can help us better serve our students going forward. The faculty have been piloting new online and in person options for students who are seeking counseling services. Simultaneously, they are gathering data through a survey to determine how well those services are meeting student needs and, even given the limitations of survey data, the results are overwhelmingly favorable with almost all student indicating that Counseling is meeting their needs. Dr. Ernst shared that our STEM faculty, staff, and administrators should be congratulated on the grant they have submitted to the National Science Foundation to support student completions in STEM programs. They have been notified that they are a finalist in that competition.

## Reports Continued.

### 8. President

**Community Relations Report** – Dustin Wundelich, Director of Community Relations discussed community relations work on the upcoming Express Enrollment events that will be coming in June, July and August. He thanked everyone involved, expressed his excitement over some SWAG items that will be available to give to participants. Dustin discussed the many community partner awards that will be presented at this year's commencement; he is hopeful that the local media will pick up the stories. Dustin indicated that the awardees will all be featured in the upcoming issue of the YVC Voice. A copy of the written report is filed with these minutes.

**Human Resource Activity Report** – Written Report Only. A copy of the written report is filed with these minutes in the president's office.

**President's Report** – 1) Shared information with the Board on the latest FTE report. She stated that the total enrollment compared to last year is 25.4% higher. This is much higher than most colleges in the state and across the country. She also shared that Arts and Sciences is up 35.2% and College and Career Readiness is up 66.9%. The CCR students who disappeared during COVID are coming back. 2) President Kaminski discussed a meeting this week with MultiCare the new owners of Memorial Hospital. She stated that after a brief introduction they mostly wanted to hear from the other meeting participants about their connection to the hospital. They indicated they are interested in regular meetings with YVC and our Allied Health programs.

Dr. Kaminski stated, I've heard the word retaliation two or three times today, I know Tucker Carlson left Fox news, did we hire him? Because there is a lot of fake news out there. I need to clear things up. I've been here 28 years I don't remember where we fired somebody. Non-renew and firing are two different things. It seems like most people leave because they got another job, to make more money, but I don't know that we have fired anyone. Non-renew is different, some jobs are temporary, they are grant funded or limited basis. Those jobs have a beginning and end date, when the grant sunsets, then those people get non-renewed. It's not retaliation, its trying to meet the needs of the institution. Dr. Kaminski stated, I've read and heard that we misuse state and federal money. We are audited a lot and if we were misusing state funds, somebody would have noticed. We have accreditors that come in and look for that and we don't have any findings. We don't have any evidence of misused funds. We are part of a system of 37 community and technical colleges. The State Board goes to the legislators and asks for funding for the system, when the money is allocated it does not go to us; it goes to the State Board. The State Board decides how many dollars are going to Yakima, to Seattle etc... We have no say in it. When they give us the money, they tell us how we can use it. It doesn't matter what a legislator may have told you when you visited them in Olympia it's what the State Board tells us it's for, we follow that to the letter of the law. President Kaminski stated I'm not sure where this fake news is coming from, that we are cancelling our education program. We never said we are eliminating it; we are trying to make it better. We are going to have students going through it all next year. When new students are able to apply in February they will be applying for a cohesive program where the first years and second years fit together. It is not being eliminated. Dr. Kaminski stated there seems to be some confusion about tenure. If you work at a university after 6-7 years your eligible for tenure, to be selected you have to demonstrate certain skills, publish documents then you move to tenure. I would call that a promotion. That is not what tenure is at a community college. There are lots of community colleges that don't even have tenure. Tenure is not a promotion; it reflects how the job is funded. If we have a tenure position it is 100% funded by state dollars. If we don't have 100% state dollars, we don't advertise the job as tenure. That is why we have special positions and those are only 49% or less state dollars and the rest is other funding, like running start. We have two different kinds of teaching positions and somehow you are looking for a policy that says if you do certain things then you will be tenure. We cannot take everyone who is not 100% state funded and all of the sudden

move them to 100% state funded. If someone who is tenure retires, that position may stay as a tenure position, assuming we still have the money. Then that position is open to a new person outside the college and also open to a person on special funding. Now something happened in the last biennium that has not happened in my 28 years, the legislator provided money to transition faculty, they originally said part-time, from part-time to tenure track. The legislator who put that in there was from Seattle, Tacoma, or Clark, because those of us in Eastern Washington and rural parts of Western Washington hardly have any part-timers. Then they only gave us a small fraction of money required for the tenure positions. We had ten positions assigned to us; we don't know how the State Board decided how many we got. If we tried to take our part-timers and move them to those positions without any new money to backfill, they only gave us \$27,000 per position; a normal faculty position is about \$80,000....

*Audience interruption... Chair Arteaga gaveled and stated, we allow you the opportunity to present, I ask for the same courtesy here, thank you.*

Dr. Kaminski stated, so that is a big gap to fill, and we don't even have enough part-timers and we don't have enough money to put into that gap. The only way we and a lot of other colleges in our situation, all of Eastern Washington, Grays Harbor, Centralia, Lower Columbia and rural colleges could do it was with Special Faculty, so our transition was a little different. Otherwise, all of us in rural Washington would have had to say, I wish we could take advantage of that money but you better give it to Seattle or the big cities because we can't make it work. That is the only way we could do it. \$27,000 doesn't cut it, it doesn't cut if for salary and it doesn't even cover the benefits. So when you ask is there a tenure policy to let everyone know how to move from soft money to hard money, it's not about what you do, it's about money, it's about funding. That is why there isn't a tenure policy, there's conditions, this is what happens if the legislature gives us \$27,000 to add positions, and this is what happens when somebody leaves and this what happens if we have enough money to move someone. And then it's going to be determined on; where do we need it, which programs don't have many tenured faculty, ratio of students to faculty, and a lot of factors. That is what you got in your information, I'm sorry if that fell short of what you wanted but that is what I sent to the President of the AFT-Y in September of 2022. It's the same information and if you ask me the question ten more times you're gonna get the same information because that's the reality. That is where we are and I can't change that. If we get a windfall of state money, maybe we can but that's our reality. I understand everybody wishes it was different and I wish it would be different. I wish we could move every special faculty member into tenure over a period of time, but we don't have a money tree on campus and I don't know how we do that without the state dollars to back it up. Having tenure means having security but if your security is soft money, you don't have security. We have to know that the money funding those salaries is sustainable, renewable, not just one year or two years but every year.

- H. Call to the Public** - The public is welcome to make comments on issues not on the agenda after being recognized by the chair. Comments will be limited to five (5) minutes or less. Trustees may ask questions of the speaker for clarification but generally will not discuss items that are not on the agenda. If appropriate, they may refer the subject to college staff for research and/or request an item be placed on a subsequent agenda.

**Cheyenne Rath** – share how much the college means to her, that her mother has worked her for 10 years and that she is the assistant volley ball coach and she is the new science instructor for the Upward Bound program. Cheyenne shared that she is also enrolled as a senior in the BAS-TE. She shared that the main reason she and her classmates are here is the tremendous decrease that the BAS-TE program has come upon. She stated that last year a decision was made to not have a Grandview cohort and this year there will be no incoming cohort. Where is this program going? The number of negative encounters out weight the positive encounters. She discussed her personal interactions. She shared that her and her classmates have gone through a lot of stress. She shared that she and her classmates were drawn to this program because they were told they could work during their residency, but then they were informed during their senior year that they could not work during their student teaching. This put students in a

tough situation with no chance to earn money. She discussed the dismissal of Dr. Julie Schillreff, she said she and her classmates have grown close to her, she cares for the student's future. Cheyanne stated that Julie advocated for them. She read a letter that was sent to the faculty of the BAS-TE program by many of the students. Cheyanne said the students do not give their support of or their recommendation of the program to future educators.

**Netty Hull** – stated that today has been a very challenging day. She stated that a letter she wrote that was read for her two board meeting ago; it asked the Board to think about 29%, in which she questioned that only 29% of cohort three candidates were hired by districts. She stated that they had different data. She said she knows her teacher candidates, many of them candidates of color and when she heard the 29% she was dumbfounded. She stated the number was higher than 70% and when we say as an institution that our candidates are not hireable, we have to own that. She stated that a high percentage of the teacher candidates already have barriers. If we say our candidates are not hireable that is shameful. She said she would own that. She said she has been teaching about equity, justice, inclusion and diversity. That she speaks for the voice of students and always receiving consequences. That she has been a victim of decision made that continue to oppress her as a Latina woman. She stated she is here today to challenge the 29%, go see the co-hort three candidates out in the field that they have taught to advocate to change the systems of oppression. Every one of these candidates have a strong background in social justice in education. She stated they have told them don't rock the boat until you get situated, but there is work to be done in this valley. When we say that our candidates are not prepared, she takes it personally because we are the core who teaches them. She said she is here to ask that we rectify the message that there are issues with our candidates, to that they are well trained and ready to go out and be in the field of education.

**Camilla Rubio** – *Ms. Rubio presented her report in Spanish.*

**Shannon Hopkins** – Introduced herself, she stated she has been at YVC since 1991; she loves YVC and its students. She wanted to discuss tenure and the movement of Special Faculty to Tenure track. She said YVC speaks a lot about equity, diversity and inclusion but sadly the administration actions do not speak more loudly than their words. She said in a report they broke down the number of faculty with tenure or on tenure track versus faculty on special appointments, which has grown since the creation of running start in 1991. She stated they are asking for a transparent policy of how it happens. The number of tenured faculty in the Arts and Sciences ranged from a high of 77% to a low of 47% in the English department. What struck her most was the number of men with tenure compared to women. She stated 31 men had tenure or were in tenure track and only 16 women were tenured or in tenure track and of the five in tenure track every single one is a man. She stated in the English department only 47% have tenure even though its one of the biggest departments. She said the greater percentage of English faculty are women, of the nine faculty in the math department that have tenure only one is a woman. She stated that she looked at the hiring number since 2016, acknowledged the numbers are complicated, since 2016 YVC has hired 11 men and 9 women. The number of those moved to tenure since 2016, five men moved to tenure. She stated 23 people hired between 2008 and 2019 remain special faculty, many of them are minorities and many of them identify as LGBTQIA+ and she thinks that says a lot. She said it's not just about women, but we have a lot of Latinx students, we are a Hispanic serving institution, and yet we have a significantly high number of white faculty members and it looks to her like of those white faculty member, men tend to be privileged in the faculty area. She stated, we just want to have a transparent policy.

- I. Date of Next Meeting** - The next meeting will be Thursday, June 8, 2023.
- J. Executive Session** – Chair Arteaga announced an executive session. It is now 5:52 p.m. the Board will go into executive session for 20 minutes to discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party, when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency. Invited to join the Board were James Yockey and Linda Kaminski. The room was cleared and the executive session began at 5:53 p.m.

The executive session ended at 6:13 p.m. The regular meeting was reconvened.

- K. Action Items** - No action was taken.
- L. Adjournment** – The regular meeting was adjourned at 6:14 p.m.

CUS ARTEAGA  
Cus Arteaga, Chair

LINDA KAMINSKI  
Attest: Linda Kaminski, Secretary