

**Tacoma Community College
Board of Trustees Regular Meeting
June 11, 2014, 4:00 p.m.
Building 12 ~ College Room**

MINUTES

Board Members

Chad Wright, Chair
Liz Dunbar, Vice Chair
Don Dennis
Bob Ryan
Gretchen Adams

Administration/Faculty/Staff/Guests

Pamela Transue	Tod Treat
Mary Chikwinya	Anne Shaw
Silvia Barajas	Jen Nagy
Pat Shuman	Angie Wheeler
Dave Howard	Krista Fox
Rachel Payne	Val Robertson
David Endicott	Shawn Jennison
Charlie Crawford	Beth Brooks
Clint Steele	Jen Manley
Mecca Salahuddin	Victoria Ichungwa
Elizabeth Hyun	Janine Mott
Leanne Foster	Mike Flodin
Don Ramage	Lita Kuaea
Val Morgan Krick	Brian Johnson
Len Heritage	Beau Jackson
Darlene Rompogren	Monica Monk
Kelley Sadler	Sharon Winters
Mary Ann Brummond	Rachelle McGill
Olga Webstad	Kristen Harrison
Shema Hanebutte	Camille Lowman
Shaun Henderson	Kristen Harrison
Rosemary Sterling	Vaughn Carey
Adam Hoyt	Corey Sawin
Laura Koval	Tim Welch
James Newman	Tanya Andrews
Kari Twogood	Sean VanDommelen
Cathie Bitz	Judy Colarusso

I. CALL TO ORDER

Chair **Wright** called the meeting to order at 4:01 p.m.

II. Executive Session

At 4:01 p.m. Chair **Wright** announced that the Board would adjourn into Executive Session for approximately 15 minutes to review professional negotiations. Action will be taken as a result of the session.

III. Board Action as a Result of Executive Session

At 4:21 p.m., the Board reconvened for open public meeting.

As a result of Executive Session, the following action was taken:

A. Faculty Negotiations

MOTION: Upon a motion by Board member **Dunbar**, the Board unanimously approved the Faculty Negotiated Agreement.

IV. General Matters

A. Changes/Approval of Agenda

Due to the unavailability of Tanya Andrews of the Children's Museum, the report on the TCC Early Learning Center Collaboration with United Way, UW-T, and the Children's Museum has been postponed until the September 10 meeting.

MOTION: Upon a motion by Board member **Dennis**, the board unanimously approved the Agenda as amended.

B. Approval of Minutes for the May 14 Special and Regular Meetings.

MOTION: Upon a motion by Board member **Ryan**, the board unanimously approved the minutes of the May 14 Special and Regular Meetings.

C. Introductions

Jen Nagy, President of the Student Body, introduced new Student Body President Beau Jackson. Jen mentioned that Beau and Carly Martell (who wasn't able to attend today) are very organized, hard workers, and forward-thinking. President Transue and the Trustees all thanked Jen for the amazing job she's done this past year as Student Body President.

President Transue introduced the Winter 2014 Tahoma Award recipients Lita Kuaea, Greg Carter, Camille Lowman and Rachelle McGill and explained the reasons they were selected for this award. Retired instructor Esther Ellickson was unable to attend.

D. Correspondence – None.

President Transue took this opportunity to acknowledge Assistant Attorney General Anne Shaw who is retiring. This is her last meeting, and the President presented to her a parting gift in appreciation of her dedicated work for TCC the past 17 years.

E. Board Report

- Trustee Dunbar attended the Distinguished Alumni/Honorary Degree recognition dinner, as well as the Pierce County Coordinating Council (PCCC) and Multicultural Advisory Council (MAC) meetings.
- Trustee Adams hosted a table at the Tacoma Wine Classic although she was unable to attend due to a family emergency. She will be attending commencement ceremonies for TCC and WCCW.
- Trustee Dennis attended the Distinguished Alumni/Honorary Degree dinner, MAC, and a meeting at the Peninsula School District with Mary Chikwinya, Dolores Haugen, and Janine Mott.
- Trustee Ryan attended The Wine Classic, Distinguished Alumni event, emceed the Student Awards Ceremony, Pierce County Coordinating Council meeting, and spoke with Reps. Seaquist and Angel.
- Chair Wright attended The Wine Classic and mentioned that the location in the athletic building was exceptional. He had a meeting with Foundation President Pat Shuman to discuss the Foundation.

The Trustees were provided a copy of the agenda for the upcoming retreat on June 26.

V. PRESENTATION

Clean Water Initiatives

Mike Flodin, Dean of Math, Science and Engineering, reminded the Board about the presentation at the January Board meeting about the ecology and environmental sciences clean water initiatives project that the students have been working on for several months. Faculty members **Kristen Harrison** and **Shaun Henderson** introduced students **Vaughan Cary** and **Corey Sawin** who have been involved in this project and the fish release that took place this spring. Each of the students provided a brief background on themselves and the positive experiences they've had here at TCC. Trustee Dennis remarked that the salmon release was a great event.

VI. ACTION ITEMS

A. Approve: Employee Recognition Awards

In accordance with RCW 41.60.150 (attached), the college has the authority to recognize employees, either individually, or as a class, for accomplishments including outstanding service.

Many TCC employees have continued to provide outstanding service in the face of lower staffing levels, high enrollment, and the absence of any increase in compensation. In recognition of outstanding service provided to students and the College during the 2013/14 academic year, the President recommended that the following employees be granted a one-time award of two hundred dollars (\$200), the maximum under state statute:

1. All part-time academic employees,
2. All temporary academic employees, and
3. All classified employees (full-time and hourly)

Eligibility: Current employees (identified above), who are on payroll for the June 10, 2014 pay period and were on payroll for the October 25, 2013 pay period.

Initial Estimates:

Part-time Academic Employees – 339 employees

Temporary Academic Employees – 16 employees

Classified Full-Time Employees – 143 employees

Classified Hourly Employees – 324 employees

Total Employees: 822

Cost: \$164,400

MOTION: Upon a motion by Board member **Dennis**, the Board unanimously approved the one-time Employee Recognition Awards.

B. Approve: 2014-15 Fees

Since the last fee review (June 2013), the college has developed new courses and made curricular changes; other courses have changed and now require equipment and/or supplies. A list of these additions and changes was provided to the Board. These courses and fees remain consistent with similar courses already approved by the Board and were developed using the appropriate cost recovery model for establishing course fees. Specific changes in Nursing fees were specified in a memo that was provided to the Trustees. There is also the addition of an international student transfer cost recovery fee. All other course fees will remain at 2013-14 levels.

MOTION: Upon a motion by Board member **Ryan**, the Board unanimously approved the 2014-15 fees.

C. Approve for Study: 2014-15 Operating Budget

The 2014/2015 Budget has an expected State allocation to TCC of \$17,983,958 and Local Revenue of \$21,235,699 for a total operating budget of \$39,219,657.

Budget Highlights:

State Allocation Reductions to TCC Budget - (\$776,849):

- Unallocated Worker Retraining Variable (\$10,250) - The Worker Retraining Variable are funds that are distributed to the colleges based on a formula that is calculated on the unemployment rate in the county and if the college reached their FTE target for the previous year.
- Health Care Benefit Rate Change (\$655,069) – Funding for state employee health insurance is reduced from \$763 per month per employee to \$662 per month per employee. The reduction is a result of implementation of the smoker surcharge and coverage waiver surcharge as well as changes in the general rate due to experience.
- State Mandated Efficiencies (\$100,000) – State funding is reduced due to an expectation of reduction in expenses due to efficiencies.
- Supplemental Retirement Charge (\$11,530) – An assessment to each district and the state board to fund the TIAA/CREF supplemental retirement program.

State Allocation Increases to TCC Budget - \$473,720

- \$15,729 – Funding is increased to address workers compensation increased cost.
- \$1,174 – Funding is adjusted to address an increase in contribution rates for state pension systems.
- \$19,911 – State allocation is increased to address changes in funding for Step M (2nd year) funding.
- \$436,906 – Additional funding is provided for maintenance and operations of the Joe Harned Center for Health Careers.

Other Budget Notes:

- There is no tuition increase.
- \$744,233 is set aside to implement the operational plan.
- The following positions are added to address the accreditation recommendation to add additional staff to address excess enrollment:
 - a. 4 Tenure-Track Faculty (Biology, Sociology, Psychology, and Cyber Security).
 - b. \$2,086,007 is added to the adjunct faculty line to address excess enrollment. In past years the college did not budget for excess enrollment, for the 2014/15 academic year we are proposing that the budget reflect projected expenses.
 - c. 4.5 Classified Positions (3 Custodians, 1 Maintenance Mechanic, 1 Admissions Specialist for Allied Health Programs, and 50% funding for a Credential Evaluator that is current funded from a grant that is expiring).
 - d. .5 Exempt Position (.50% funding for a Capital Projects Manager, that is currently funded from construction funds that are expiring).
- Budget is increased by \$352,124 for increases due to salaries (classified step increases), supplies, and maintenance agreements.

- Budget is increased by \$67,350 for new expenses (annual audit, audit requirements, and electronic resources for the library).

MOTION: Upon a motion by Board member **Dennis**, the Board unanimously approved for study the 2014-15 Operating Budget of \$39,219.657.

D. Approve for Study: Resolution 2014-02: Authorizing Investment of TCC Monies in Local Government Investment Pool

The Local Government Investment Pool (LGIP) is a voluntary investment vehicle operated by the State Treasurer. The LGIP provides a safe, competitive investment option for local governments that allows an entity to utilize the LGIP's resources to safely invest while achieving a competitive rate of return. The College has used the LGIP to invest liquid funds since 2006.

In an effort to provide more clarity with respects to how the LGIP operates and as a result of recently amended WACs, the State Treasurer's Office have created a prospectus and are distributing to all investors in the LGIP. The State Treasurer's office is requiring that all local governments wanting to continue investing in the LGIP complete an updated resolution.

In 2012/13 the College has invested a monthly average of \$8.4 million. The average interest rate was 0.17%.

For the current year (2013/14) the College has invested a monthly average of \$10.3 million. The average interest rate was 0.12%.

MOTION: Upon a motion by Board member **Ryan**, the Board unanimously approved for study Resolution Authorizing Investment of TCC Monies in Local Government Investment Pool.

E. Approve for Study: Capital Projects Encumbrances

The 2014/15 Proposed Operating Budget is built on an expected State allocation to TCC of \$17,983,958 and Local Revenue of \$21,235,699 for a total operating budget of \$39,219,657. As per Board Policy, TCC is required to maintain a 15% reserve. For 2014/15, the reserve requirement is \$5,882,949.

The reserve funds are not on-going in nature. They are dependent mainly on excess enrollment and overhead from grants/contracts. Enrollments have leveled off so future ending balances will not be as large as we have seen in the past two years.

During the accreditation visit, the reviewers suggested that the college identify planning options for capital items not funded by the State. Also, as we prepare for annual financial audits, identifying a plan for use of reserve funds is prudent as it provides evidence that the college is addressing capital needs and accreditation suggestions.

Executive Staff identified the following items:

1. Wellness Center – Recommendation \$2 Million
Supplement student fees associated with the expansion/renovation of Building 20. Other sources of supplemental funding include the following:
 - a. Biennial Minor capital funds,
 - b. Technology fee,
 - c. TCC Foundation fundraising.
2. Master Plan Projects not funded by the State - Recommendation \$2 Million
The master plan of the college includes projects that either do not score well in the capital request process or typically are not funded with State funds. These projects include the expansion of the Performing/Studio Arts area and the renovation of buildings.
3. Capital Equipment – Recommendation \$500,000
In Information Systems, every 5-7 years there is a need for upgrading network infrastructure. In Maintenance, heavy-duty equipment requires replacement every 15-25 years. These types of replacements are expensive and not funded through the State allocation. Many of these items will be reaching end of life within the next 1-5 years.

MOTION: Upon a motion by Board member **Dennis**, the Board unanimously approved for study the use of one time funds above the required reserve in the amount of \$4.5 million to address Capital Investment needs.

F. **Approve for Study: 2014-18 Strategic Plan**

Tod Treat, Executive Vice President of Academics and Student Affairs, presented the draft 2014-18 Strategic Plan and went over some of the details. He thanked Mecca Salahuddin, Kelley Sadler, Victoria Ichungwa, and the 31 others who worked on this plan. The Plan is as follows:

TCC Strategic Plan 2014-2018

TCC Mission: TCC creates meaningful and relevant learning, inspires greater equity, and celebrates success in our lives and our communities.

TCC Vision: Tacoma Community College is recognized as a spirited leader in emphasizing and documenting student learning. We are known for our commitment to innovation and excellence, our inclusive community, and our technology integration. We achieve this through the collective dedication and recognition of our college family and the generous support of our community.

Create Learning

We design and implement learning-focused instructional methods that respond to student and community needs. We prepare TCC learners to make ethical and positive contributions to our communities.

- Create multiple, inclusive and equitable learning environments that support the needs of our diverse student population.
- Structure and promote comprehensive learning and support services to optimize all forms of student success.
- Support student success through enhanced readiness, persistence, and retention along TCC's Pathway to Completion, contributing to the Complete College America national goals.
- Develop and assess learning outcomes to ensure students transition successfully with the necessary knowledge and skills for further education and responsible citizenship in a global society.
- Ensure College curricula meet current and emerging workforce competencies, transfer requirements, and the educational goals of our students.
- Invest in student development designed to clarify personal and academic goals and complete plans for attainment.
- Demonstrate student attainment of Degree Learning Outcomes (DLOs):
 - Core of Knowledge,
 - Communication,
 - Information/Information Technology,
 - Living & Working Cooperatively
 - Valuing Diversity,
 - Critical Thinking and Problem Solving, and
 - Responsibility & Ethics.

Achieve Equity

We embrace the variety of cultures, learning styles and life experiences of our larger community. Our community involvement and innovative curriculum create personal, academic and professional pathways to increased opportunities.

- Develop and sustain efforts to make college more accessible and affordable.
- Increase access for all members of the community.
- Increase completion rates for diverse populations in all academic programs, with emphasis on those that lead to higher wage employment.
- Use technology to increase learning, access, affordability and support for all students.
- Develop and maintain a comprehensive outreach system that connects and engages our diverse community.
- Explore, develop, and maintain classroom environments that enhance student learning, ensuring readiness for transfer and workforce.
- Cultivate a campus environment that celebrates, encourages, and empowers the cultural richness of our community and world.
- Attract, support and retain exceptional and diverse faculty and staff.
- Foster a climate that values and celebrates divergent perspectives and works to achieve social justice.

Engage Community

TCC faculty, staff, and students seek and actively participate in local, national, and international partnerships that fuel college and community growth.

- Foster lasting relationships with individuals connected to TCC: alumni, community volunteers and donors.
- Ensure TCC's physical and virtual environment and processes are welcoming and easily navigated.
- Encourage and support the community to engage the campus through the arts and community services.
- Encourage and support community engagement by students, faculty and staff.
- Contact and educate prospective students and their families about college opportunities and careers paths.
- Develop strong relationships and partnerships with local employers, including active program advisory committees.

Embrace Discovery

We continuously explore, evaluate, and scale innovative solutions to enhance learning, equity, and community.

- Enhance institutional knowledge sharing through a repository of TCC effective and promising practices.
- Ensure sufficient resources to support successful innovations.
- Demonstrate intention in learning and investment in order to maximize results while encouraging risk taking.
- Invest in faculty and staff personal and professional growth designed to enhance institutional capacity and improve student achievement.

MOTION: Upon a motion by Board member **Dunbar**, the Board unanimously approved for study the 2014-18 Strategic Plan.

G. Approve for Study: Strategic Investments

The 2014/15 Proposed Operating Budget is built on an expected State allocation to TCC of \$17,983,958 and Local Revenue of \$21,235,699 for a total operating budget of \$39,219,657. As per Board Policy, TCC is required to maintain a 15% reserve. For 2014/15n the reserve requirement is \$5,882,949.

The reserve funds are not on-going in nature. They are dependent mainly on excess enrollment and overhead from grants/contracts. Enrollments have leveled off so future ending balances will not be as large as we have seen in the past two years.

During the Winter and Spring Quarters, items for consideration were submitted through Budget Managers, Deans, and Directors to Executive Staff. Forty-eight (48) requests totaling over \$3.5 million were received. Executive Staff evaluated the requests and recommends the attached projects for consideration.

The seventeen projects align with TCC Core Themes of Learning, Equity and Community and total \$2,359,399.

MOTION: Upon a motion by Board member **Dennis**, the Board unanimously approved for study the use of one time funds above the required reserve to address Strategic Investment Options totaling \$2,359,399.

H. Approve: Revision of Resolution 2010-02; Naming of Joe Harned Center for Health Careers

At the May 14 Board Meeting, the Trustees approved an amendment to Resolution 2010:02 which states that upon construction, the new Health Careers Center at TCC would be renamed the "Joe Harned Center for Health Careers." Mr. Harned has subsequently requested that the name be changed to the "H.C. Harned Center for Health Careers."

MOTION: Upon a motion by Board member **Ryan**, the Board unanimously approved a revision to Resolution 2010:02 that the Harned Center for Health Careers be named and permanently known as the "H.C. Harned Center for Health Careers."

Trustee Adams noted that the resolution seemed to indicate that Mr. Harned's request be that the name of the building be "H.C. Joe Harned Center for Health Careers." Accordingly, it was agreed that the above motion be rescinded, and once the name of the building is confirmed, the correct resolution will be brought back to the June 26 Board Retreat meeting for approval.

MOTION: Upon a motion by Board member **Ryan**, the Board unanimously approved rescinding the above motion and the correct resolution being brought back to the June 26 Board retreat.

I. **Election of Board Officers for 2014-15**

MOTION: Upon a motion by Board member **Dennis**, the Board unanimously approved Liz Dunbar as Board Chair and Bob Ryan as Board Vice Chair for the term September 1, 2014 through August 31, 2015.

VII. **NON-ACTION ITEMS**

A. **Comprehensive Internationalization at TCC**

Mary Chikwinya, Vice President of Student Services, **Tod Treat**, **James Newman**, Director of International Student Services and Programs, **Laura Koval**, Retention Specialist and International Student Services and Programs, and **Len Heritage**, Department Chair and Instructor of the Business-Transfer Department, provided highlights on the International Programs for the 2013-14 academic year.

Marketing/Recruitment:

- Entered five new markets: Kazakhstan, Russia, Turkey, Philippines and Mexico.
- 20% increase in FTE (439 versus 364 this spring over last).
- Launched e-brochure in 11 languages (English, Simplified Chinese, Traditional Chinese, Korean, Japanese, Vietnamese, Spanish, Arabic, Indonesian, Russian and Turkish).
- Doubled university transfer partners (currently 21)

Short-Term Programs:

- July 1 – July 20, thirty students from our sister city in Taichung, Taiwan
- July 28-December 20, eleven students from Seowon University, South Korea global discovery program.
- 12th cohort of the University of Kitakyushu global discovery program.

Data has been reviewed to determine where the majority of students are coming from. There are 42 countries represented. China is number one, with the Asia-Pacific region covering many of the others. Mexico is an emerging market, and we would now like to look at other emerging markets.

A question explored this past year is how we get the rest of the college involved in the conversation of internationalization. Laura mentioned that part of this is to create opportunities for our students here to study abroad and we are building a program for our students to do so. We now have a Memorandum of Understanding for students to go abroad and currently have seven students who have been accepted into that program. We are also exploring a sister city program to help build a "community." This also reduces are costs. The benefit to our campus is that it's a lifetime and growth experience for students who are able to participate. We can send faculty as well which will not only benefit them, but will benefit the whole college. Faculty engagement is crucial for this to be successful. The international work we do will continually drive our strategic plan and mission. It needs to be a transformational experience for our students and those who come here.

Len explained a program they have developed that focuses on entrepreneurship. It links students here and abroad and has become quite popular with up to 60 students interested.

C. **Pathway to Completion: Student Completion Data**

Mary Chikwinya stated that we will have 450 students who will walk at commencement. Forty-eight Fresh Start students will be graduating with about 45 college level credits. There will be 93 Running Start students who will be receiving both an AA degree and a high school diploma.

VIII. **REPORTS**

1. **Administrative Report**

President Transue mentioned the following:

- On June 3 we held a reception for 10 retirees.
- The Multicultural Advisory Council meeting was a good one with a very large turnout. Unfortunately, Chair Jayasri Ghosh announced her resignation from the Council due to time and travel constraints. We will be announcing a new chair in the near future.
- We received word that our request for Aerospace high demand FTE funds was granted by the State Board, We will receive \$197,200, which will enable us to increase the number of students in our Engineering program by 25 FTEs and hire additional faculty.

- Dr. Lisa Edwards, Global Solutions Officer of Invista, has submitted her resignation. She has accepted a job offer to be the Executive Director of the 7 Rivers Alliance in Wisconsin. Lisa has done a great job developing Invista, creating training partnerships with organizations throughout the region. She will stay long enough to complete some projects and we hope to have an interim Executive Director in place soon as we begin a search for Lisa's replacement.
- Mary DeWine, Developmental Studies instructor, sent an email about student Amadou Jallow who came here three years ago from Gambia and enrolled in her 95 English course. After three years of classes here at TCC, he was just accepted into Columbia University in New York.
- Twenty-eight 1st, 2nd and 3rd graders from Bryant Montessori School toured our college for three hours and participated in many activities.
- We received a "Big M" Award at the Marketing Northwest event in Seattle last month. The headlines in the Business Examiner were "Marketing Kudos for Tacoma firm and TCC." This is our second award-winning campaign and it included three radio spots in addition to digital display ads. The spots were recognized as having a click-thru-rate that was two times the national average on Pandora, an online music website. The President congratulated Sean Jennison and the marketing team for this award-winning campaign.
- Commencement is this Saturday, June 14, and Trustees need to arrive around 9:00 a.m.

2. Faculty Report—Dave Howard, Faculty Union Representative:

- Dave thanked the Board for its time, consideration and approval of the Faculty Negotiated Agreement. He feels lucky to be part of the faculty and to represent such a fine group of people.
- He appreciates the recognition awards and the fact that they are all inclusive for adjunct and part-time staff. He remarked that Adjunct Faculty work very hard because of their love for what they do.
- He is happy to see the new tenure line items in the budget.
- He thanked retiring faculty members Ruth Ann Mikels, Bob Schmitt, Becky Sproat, and Lois Garrison for their service to the school.
- He thanked the Foundation for putting on the Alumni Night at Cheney Stadium.

3. Classified Staff Report—Angie Wheeler, Chair of the Classified Staff Council:

- She read a note from Angie Simpson that stated: "WFSE report – Bargaining began 5/2/14. We gave our top priority initial proposals to Management – Article 43 Compensation and Article 5 Part-time Hourly. More information can be found at WFSE.org. Please support Classified Staff to gain ground in this critical area."
- Angie was pleased to see the employee recognition awards presented and approved.

4. Associated Students Report – Jen Nagy, Student Body President:

- Students are excited that Vicci Martinez will be the keynote speaker at Commencement. Jen reported that new flags will be carried in the ceremony.
- The annual luau occurred last week and was held on our beautiful new campus commons.
- 25 TCC students provided submissions to a student fiction and non-fiction writing contest. One of our basketball students won the contest and two TCC students were runners-up.

Trustee Dennis thanked Jen for the tremendous work she has done this past year as President of the student body.

5. TCC Foundation Report – Pat Shuman, President of the Foundation:

- She thanked students, faculty and staff who helped with the successful Wine Classic. She appreciated the Trustees for attending and supporting the event.
- She thanked all those who attended the Alumni Night at Cheney Stadium. Several alumni were in attendance.
- The next Foundation event will be the President's Circle reception on June 25 with a tour of the new Health Careers center. This event is for people who donate \$1,000 or more in a calendar year. This year the Circle increased by 22 people.
- She and Bill Ryberg will be attending the Board of Trustees retreat on June 26.

IX. PUBLIC COMMENT/REMARKS

Rosemary Sterling spoke on behalf of the Washington Federal of State Employees (WFSE). Her paraphrased remarks:

"My name is Rosemary Sterling with the Washington Federation of State Employees. For 2 years we have worked on a contract for Exempt unionized employees. We are still far apart on almost half the contract. We did agree on several more sessions for the summer, though they were not full days, for which we offered several full days over the summer to get this contract finished. Your team was only able to give us partial days, some of those only two hours long. The lion's share of this contract is on management's side of the table and we're waiting for their responses. We're hoping this time they don't just reassert their previous language again. We see this stall as union busting efforts. Our 40k members that stood behind a few exempt members at Evergreen State College along with jobs for justice, retirees and many other friends of labor to a fair first contract at Evergreen State College. We had to do job actions up to and including a strike. We are asking for language in this contract that includes seniority, just cause and other basic union rights. The same contract language we have in other exempt employee contracts in the state, and in our classified contract. We are asking you to take this contract seriously and get a fair first contract done now. We would like to ask you as the governing board this institution to research the delays and provide a written report to the Executive Director of the WFSE so that we know what it is going to take to this contract done now."

Adam Hoyt, Pierce County Co-Chair for Jobs with Justice, then provided the following comments:

"My name is Adam Hoyt. I am the Pierce County Co-Chair for Jobs with Justice. Jobs with Justice is a coalition of labor, faith, and community groups that fight for justice and fair treatment of workers. It has come to our attention that this board has been dragging its feet and not bargaining in good faith with the workers of TCC. The exempt staff play an important role in the operation of this institution. We see trying to deny these workers the basic cornerstones of a union contract as denying them their basic rights as a worker. Hiding behind "philosophical difference" is just code for a policy of not respecting workers. It is despicable to see an administration take two years to bargain a contract. This is not a strange new concept or some new ground to cover. This is another group of workers being denied what they deserve by an anti-worker anti-union board. These workers deserve dignity and respect. This board does not seem to care. I look forward to joining these workers to fight for what they deserve."

X. EXECUTIVE SESSION

None.

XI. ADJOURNMENT

There being no further business, the meeting was adjourned at 6:02 p.m.

Chad Wright, Chair