

**METROPOLITAN COMMUNITY COLLEGE AREA  
BOARD OF GOVERNORS  
OFFICIAL MEETING MINUTES  
MAY 27, 2025**

Italicized text is not part of the original conversation.

A meeting of the Board of Governors of the Metropolitan Community College Area was called to order at 6:30 PM.

Chair Reinhardt asked Cari Henry to call the roll:

**MEMBERS PRESENT**

Martha Bruckner  
Kristen DuPree  
Adam Gotschall  
Phillip Klein  
Theresa Love-Hug, Assistant Secretary  
Linda McDermitt, Treasurer  
Maureen Monahan, Secretary  
Jessica Powell  
Zach Reinhardt, Chair  
Fred Uhe, Vice Chair  
Tammy Wright  
Jeff “Boomer” Strawn, Faculty Ex Officio  
Samuel Pembele, Student Ex Officio

**MEMBERS ABSENT**

None

***Also Present:*** Randy Schmailzl, College President

**Agenda Item 1 – Preliminaries**

**Agenda Item 1d — Announcement of Posted Location of Open Meetings Act**

Following the Pledge of Allegiance, the Chair reported that a copy of the Nebraska Open Meetings Act had been posted in the rear of the room.

**Agenda Item 1e — Recording of Notice of Public Meeting**

The Chair then reported on the recording of the Notice of Public Meeting and stated the following:

1. *Proof of Publication, pursuant to Policy 10503 of the Board of Governors, in the form of an affidavit of an employee of the Omaha World-Herald, to the effect that notice of this meeting was published in that newspaper on May 16, 2025, and on the Omaha World-Herald's website.*

2. *Affidavit of College employee Cari Henry, to the effect that a copy of the published Notice of Meeting was transmitted to each member of the Board of Governors in a manner specified by Policy 10503 of the Board of Governors.*

*The notice of the meeting stated that an agenda for this meeting, kept continually current, was available for public inspection at the principal office of the Board of Governors, Building No. 30, 30th and Fort Streets, Omaha, Nebraska, by making prior arrangements by calling 531-622-2415.*

*Without objection, the Chair of the Board ordered that the affidavits be attached to the minutes of the meeting and made a part of the official proceedings of the Board of Governors.*

## **Agenda Item 2 — Public Comments**

There were no public comments.

## **Agenda Item 3 — Award Presentations**

### **Agenda Item 3a — Presentation of Don Wagner Award for Leadership and Service**

Reinhardt introduced the Don Wagner Award for Leadership and Service and presented a plaque to its recipient, Jill Panzer, with his congratulations. Panzer said she was honored and humbled to receive the award, adding that no single individual receives an award because it's a testament to the entire team, and she would not have received this one without the MCC Foundation team, especially Amy Recker, Lesa Villafuerte, and Patrick Kilcoyne.

### **Agenda Item 3b — Presentation of TEAM Award**

Reinhardt introduced the TEAM Award and announced that the members of the Workday Modernization Implementation Team, aka the Mod Squad, were its recipients. Nate Barry, Vice President for Strategic Operations and Initiatives, lauded the team's work and then joined Reinhardt to assist with certificate presentations.

## **Agenda Item 4 — Report Agenda**

### **Agenda Item 4a — Ex Officio Board Members' Reports**

### Student Ex Officio Representative Report

Samuel Pembele, student ex officio representative, announced that planning has begun for the 15th annual fall Student Leadership Conference, and that new members (including himself) were inducted into the Phi Theta Kappa honor society on April 16. He was both awed and pleased by the number of family members in attendance at the ceremony. Pembele further touched on All-Nebraska Academic Team and Student Advisory Council news, making sure to mention that he and several other Student Advisory Council members attended the annual Cinco de Mayo celebration at South Omaha Campus on May 1. He gave the event a lot of praise and said he hopes to see more Board members at the next one. Jessica Powell told Pembele she was once part of a dance team that performed there almost every year and she was glad he got to experience the event. Pembele said his only exposure to Cinco de Mayo until then had been via movies and television, so being in the environment himself for the first time was “beautiful.”

### Faculty Ex Officio Representative Report

Boomer Strawn, faculty ex officio representative, had no report this month.

### **Agenda 4b — Chair of the Board’s Report**

Reinhardt shared that Todd Baker, Assistant Director of Buildings and Grounds, passed away unexpectedly over the preceding holiday weekend. Baker began his employment with MCC in March 2011. Reinhardt acknowledged the heaviness of the loss and offered his thoughts and prayers to those affected.

Reinhardt further shared his reflections on the May 9, 2025 graduation ceremonies. He said, while Board members are unpaid, he considers their participation in graduation day to be payment for their work. He finds it exciting to see students (over 1,000 this year) accomplish their goals, walk across the stage, and receive their diploma covers. He expressed his appreciation for all of the members of MCC’s faculty, staff, and administration who make the day possible – who commit to the mission of the College and move the College forward.

### **Agenda 4c — Board Members’ Reports**

Uhe reported that he presented honor cords at the MCC Foundation’s annual Scholars Reception on May 6 and he attended the annual Cinco de Mayo celebration at South Omaha Campus on May 1. While he was there, he was asked to join the dedication of the Plaza de la Raza project in the 24th Street corridor the next afternoon. He believes a lot of exciting things are happening in South Omaha and he is glad MCC is involved.

Bruckner echoed Reinhardt’s sentiments about graduation, adding that it’s amazing to her to watch staff work together to pull off two graduation ceremonies in one day. She shared that, when she participated in graduation ceremonies as a former high school

principal, students were dressed alike, caps were not decorated, and the audience was instructed to be quiet. Schmailzl, however, encourages the opposite, and it's made her realize that ceremonies being so regimented does not make them better.

## **Agenda 4d — President's Report**

### Legislative Update

Schmailzl said there have been lots of complications in the final days of this legislative session. During the prior week, the senators tried but failed to find ways to create more sales tax and excise tax on a number of products, a bill seeking to regulate medical cannabis in Nebraska "timed out" after eight hours of debate, and a bill to cap annual state minimum wage increases failed to overcome a filibuster. Further, due to constitutional technicalities regarding the who and the when of filing line-item vetoes, there will be no vetoes, and the budget is the budget. No further changes may be made. \$8 million is allocated for dual enrollment, which is the same amount as last year, but it is yet to be determined if that will be enough considering increases in enrollment at MCC and Southeast Community College. More will be known when MCC submits its numbers in late summer. Schmailzl congratulated the Board on staying the course through all of this.

Gotschall asked how to ensure it's understood that what MCC is doing is beneficial to high school students because he would like to help more. Schmailzl answered that all entities in education have had their problems during this legislative session and he feels like MCC came out better than anyone. He said that sometimes getting what you asked for and living to fight another day is the best you can do.

### TransFERmation Grant

Schmailzl introduced Chris Swanson, Associate Vice President for Pathway Support Systems, and asked him to share a brief overview of the TransFERmation Grant. Swanson reported that, on average, out of every 100 community college students, only 31 transfer to a four-year college, and just 14 of those 31 graduate with their bachelor's degree. Several years ago, to ensure students who want to attend a four-year college reach that goal, MCC partnered with the University of Nebraska Omaha (UNO) to create the MetroMav scholarship, which allows students taking classes at MCC to receive scholarships and guidance during their transfer process to UNO. Recipients are required to be in good academic standing and meet with their advisors once per quarter to work out a four-year plan. There have been over 250 MetroMav scholarship recipients thus far, and some of them graduated this month, so something is working. The TransFERmation grant takes the MetroMav concept a step further and strengthens linkages between our two institutions. Administrators began planning this grant in the fall of 2023, evaluating potential roadblocks, pathway mapping, financial aid consortiums, communication strategies, and alignment with national best practices. Audits were conducted to evaluate transfer practices and student outcomes, and a site visit was made to learn about the ADVANCE program, a similar partnership between

Northern Virginia Community College and George Mason University. Swanson referred to ADVANCE as the North Star for what MCC/UNO does next.

Swanson stressed that UNO is an equal partner in this grant. Part of the planning process involves including each other in decision making going forward and treating students not as MCC's or UNO's, but "ours." It also involves redefining how the two institutions collaborate to achieve the goals of the grant: smooth, omnidirectional transfer between UNO and MCC; institutionalization of the work; and improvement of student transfer rates.

Uhe wondered if requiring students to create a four-year plan was too aggressive. Swanson said it can be, but students who know where they're aiming tend to hit their mark, so the best practice would be for them to put pen to paper and see how viable their plan is. Uhe asked how the grant will be funded. Swanson said the funding comes from an anonymous, private donor. Wright asked for the percentage of students who transfer from MCC. Swanson did not have that information on hand, but he admitted it's not as high as MCC wants it to be. Bruckner questioned the use of the capital "FER" in the branding for the grant. Swanson responded that there are dollars earmarked for a rebranding effort.

#### **Agenda 4e — Regular Monthly Reports**

No questions were asked. No comments were made.

#### **Agenda 4f — Coordinating Commission for Postsecondary Education (CCPE) Program Review Overview**

Tom McDonnell, Vice President for Academic Affairs, explained to the Board that he was presenting one of the annual updates the College must submit to the Coordinating Commission for Postsecondary Education (CCPE), and Agenda Item 7e was the related resolution that needed Board approval. Eight programs are up for the CCPE's review this year: Design, Interactivity, and Media Arts (DIMA), Early Childhood Education (ECED), Fashion Design (FASH), Heating, Ventilation, and Air Conditioning (HVAC), Interior Design (INTD), Photography (PHOT), Respiratory Therapy (RESP), and Video/Audio Communication Arts (VACA). The CCPE is looking for two things: (1) an average of 450 student quarter credit hours (SCH) produced per year, per program full-time equivalent (FTE) faculty over a five-year period; and (2) an average of 10 program completers (degrees and/or certificates) per year over a five-year period. McDonnell noted that this is one of those years when the metric doesn't capture the full picture. ECED meets both thresholds, FASH meets the threshold for credit hours, and the remaining six programs easily meet the threshold for completers, but not for credit hours. The number of students taking courses in health professions, the trades, and the arts is kept low due to limits on space and in the number of workstations available. When programs fail to meet the thresholds, additional rationale must be provided to keep them. In all of these cases, the job outlook is good for these high wage, high skill, high demand careers, and these programs are fulfilling a need in the area. Bruckner

noticed the low numbers of degrees and certificates being awarded in a particular program area. McDonnell attributed this to students earning more MCC certificates via noncredit programs in the same career field.

#### **Agenda 4g — Metropolitan Community College Capital Improvement Program Proposal for Roads and Infrastructure for Sarpy County Campus**

Stan Horrell, Director of Campus Planning & Sustainability, appeared before the Board to present a program statement regarding roads and infrastructure for the Sarpy County Campus. The CCPE requested the statement due to the capital expenditure involved. First, however, Horrell displayed photos of signage that has been put up at the site: one located near the entrance off Highway 370, one located on a high point along Highway 50, and one located near the entrance to Gold Coast Road on Highway 50.

Horrell requested the Board's approval of the program statement so the College can submit it to the CCPE and keep moving forward on the project. He noted that several items will still require the Board's approval, so he expects to return multiple times over the summer to present them.

Klein asked if the roads would be dedicated roads. Horrell said yes, Papillion will be responsible for road maintenance, including snow removal, and its law enforcement will have jurisdiction to enforce applicable laws on those roads. A groundbreaking ceremony is set for Thursday, June 26 at 10:00 AM. Formal invites will be sent at a later date.

#### **Agenda Item 5 — Consent Agenda Items**

Items remaining on the consent agenda are 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 7i.

#### **Agenda Item 6 — Items Removed from Consent Agenda (if any)**

No agenda items were moved from the consent agenda.

#### **Agenda Item 7 — Action Agenda**

##### **Agenda Item 7a — Consideration of Minutes of April 22, 2025 Board of Governors Meeting, Board Doc. 8107**

##### **Agenda Item 7b — Consideration of Resolution Approving Personnel Appointments, Board Doc. 8108**

*WHEREAS, per Board Policy 60205, the Board of Governors shall have final approval of all full-time contracts for administrative, support and faculty personnel.*

***NOW THEREFORE BE IT RESOLVED** that the following appointments and employment contracts be approved and/or ratified by the Board of Governors:*

Position	Name	Start Date	Annual Salary
Academic Advisor	Nancy Contreras	05/31/2025	\$55,736.00

**Academic Advisor** – The Academic Advisor engages students in discussions regarding career and academic interests toward developing a plan to realize their educational, career, and life goals. This position facilitates student understanding of degree and certificate requirements for academic transfer, vocational, and technical programs. The advisor is responsible for understanding and interpreting College policies, providing accurate information throughout the advising process, and for helping to facilitate student success. (Nancy Contreras)

### **Agenda Item 7c — Consideration of Resolution Approving Program Review Reports for 2024-25, Board Doc. 8109**

**BE IT RESOLVED**, that the Board of Governors of the Metropolitan Community College Area hereby approves the program review reports for the following programs:

- Design, Interactivity, and Media Arts (DIMA)
- Early Childhood Education (ECED)
- Fashion Design (FASH)
- Heating, Ventilation, and Air Conditioning (HVAC)
- Interior Design (INTD)
- Photography (PHOT)
- Respiratory Therapy (RESP)
- Video/Audio Communication Arts (VACA)

The program reviews are described in the document entitled “Metropolitan Community College, May 27, 2025, Program Review Overview,” which document is identified as Board Document No. 8109a.

### **Agenda Item 7d — Consideration of Resolution Approving Program Proposal for Sarpy County Campus Roads and Infrastructure Package, Board Doc. 8110**

**WHEREAS**, on October 24, 2023, the Metropolitan Community College Board of Governors approved by resolution the creation of a fourth College campus and authorized the College President to take such steps as may be necessary and prudent to develop the fourth campus, to be in Sarpy County, while periodically seeking the approval of this Board when required by law or Board policy; and,

**WHEREAS**, this campus location was then recognized and approved by the Coordinating Commission for Postsecondary Education (CCPE) on October 11, 2024; and,

**WHEREAS**, since that time the Board has approved the design and grading of the site for future development, and as the grading is being worked on, the College has worked

*to program and budget for the needed roadbeds and infrastructure to support site and building construction.*

***NOW, THEREFORE, BE IT RESOLVED***, that this Board hereby approves the Capital Program for Roads and Infrastructure for the Sarpy Campus and authorizes the College President to take such steps as may be necessary and prudent to fulfill this phase of the campus development while periodically seeking the approval of this Board when required by law or Board Policy.

**Agenda Item 7e — Consideration of Resolution Approving Lease and Interlocal Agreement Relating to Dog Park at Sarpy Center, Board Doc. 8111**

***WHEREAS***, the College and the City of La Vista (City) each own an undivided one-half interest as a tenant in common in Lot 2, Metro La Vista Addition to the City of La Vista, Sarpy County, Nebraska (Sarpy Center Property); and,

***WHEREAS***, the City has established and operates a public dog park located on unimproved land in the northerly portion of the Sarpy Center Property; and,

***WHEREAS***, in order to facilitate the City's continuing operation of the public dog park, the parties propose to renew the Lease and Interlocal Agreement to set forth the terms and conditions of the dog park arrangement for a term of five years, running from June 1, 2025, through May 31, 2030; and,

***WHEREAS***, pursuant to state law (Neb. Rev. Stat. §85-1511(14)) and Board Policy 80505, the conveyance or lease of real property owned by the College shall be effective only when authorized by an affirmative vote of at least two-thirds of all members of the Board. Since this resolution includes a lease of an interest in real property owned by the College to the City of LaVista, approval will require the affirmative vote of at least eight Board members.

***NOW THEREFORE BE IT RESOLVED***, that this Board hereby authorizes the President to renew the Lease and Interlocal Agreement providing for the dog park at the College's Sarpy Center, Board Document No. 8111a, under such terms and conditions as the President, in consultation with College legal counsel, may deem appropriate and in the best interests of the College, and authorizes the President to take such action and execute such documents as may be necessary or appropriate to effectuate said renewal.

**Agenda Item 7f — Consideration of Approving the Health and Dental Insurance Plans and the Maximum College Premium Contribution for Full-Time Regular Non-Bargaining Unit Employees and Those Bargaining Unit Employees Covered Under the College's Designated Health and Dental Plans for the 2025-26 Plan Year, Board Doc. 8112**

**BE IT RESOLVED**, that for the 2025-26 insurance plan year, the Board of Governors approves the continuation of Educator's Health Alliance (EHA) Blue Cross/Blue Shield of Nebraska as the College's designated health plan. As a result of the EHA premium rates increasing by 5.49% for the 2025-26 plan year, the Board sets the College's designated health and dental plan maximum contribution at 100% of the premium cost for employee only coverage, and 80% of the premium cost for the other multi-party plans for full-time employees enrolled in the plan.

- **Health**
  - \$ 10,628.16 (or 100%) of the premium cost – employee only
  - \$ 15,729.96 (or 80%) of the premium cost – employee plus child(ren)
  - \$ 17,855.64 (or 80%) of the premium cost – employee plus spouse
  - \$ 23,975.40 (or 80%) of the premium cost – employee, spouse, & child(ren)
  
- **Dental**
  - \$ 381.36 (or 100%) of the premium cost – employee only
  - \$ 564.12 (or 80%) of the premium cost – employee plus child(ren)
  - \$ 640.32 (or 80%) of the premium cost – employee plus spouse
  - \$ 860.28 (or 80%) of the premium cost – employee, spouse, & child(ren)

**BE IT FURTHER RESOLVED**, that the College President is hereby authorized and directed to extend the College's designated health and dental plans, with the terms described above, to the collective bargaining groups that are currently covered by the designated College plan.

**BE IT FURTHER RESOLVED**, that the College health and dental contributions herein approved will be implemented September 1, 2025, the beginning of the Blue Cross/Blue Shield of Nebraska plan year.

**Agenda Item 7g — Consideration of Resolution Conditionally Approving 2024-27 Collective Bargaining Agreement Between the College and the International Brotherhood of Electrical Workers Local #763, AFL-CIO, Covering the College Facilities Maintenance Supervisors, Board Doc. 8113**

**WHEREAS**, the most recent Collective Bargaining Agreement (CBA) between the College and the International Brotherhood of Electrical Workers (IBEW) Local #763, AFL-CIO, covering the College Facilities Maintenance Supervisors Bargaining Unit, expired on June 30, 2024; and,

**WHEREAS**, the College and the Union have tentatively agreed, contingent upon approval by a vote of the union membership, to terms and conditions of a renewal of said CBA to run from July 1, 2024, through June 30, 2027; and,

**WHEREAS**, College administration believes that conditional approval of the CBA, contingent upon approval by the union membership, is in the best interest of the College

*and recommends that this Board conditionally approve renewal of said Agreement. If the union membership fails or refuses to approve the Agreement with substantially the same terms as the attached proposed Agreement, the Board's conditional approval will be void and the parties will continue negotiation.*

***NOW, THEREFORE, BE IT RESOLVED***, that this Board hereby conditionally approves, contingent upon approval by a vote of the union membership, the proposed Collective Bargaining Agreement between the College and the International Brotherhood of Electrical Workers (IBEW) Local #763, AFL-CIO, covering the College Facilities Maintenance Supervisors, Board Document No. 8113a, and authorizes the President to execute said Agreement, with such modifications, changes, and amendments as the President, in consultation with College legal counsel, may deem appropriate and in the best interests of the College.

**Agenda Item 7h — Consideration of Resolution Approving 2025-26 Collective Bargaining Agreement with the Metro Community College Educators Union (MCCEU) – Academic Advisors, Counselors, and Faculty, Board Doc. 8114**

***WHEREAS***, the most recent Collective Bargaining Agreement (CBA) between the College and the Metro Community College Educators Union (MCCEU) - Academic Advisors, Counselors, and Faculty will expire at the end of the fiscal year, June 30, 2025, with the academic year ending August 15, 2025; and,

***WHEREAS***, the College and the Union have agreed to terms and conditions of a renewal of said CBA effective for the fiscal years July 1, 2025, through June 30, 2026, and the associated academic year; and,

***WHEREAS***, the College administration believes that approval of the CBA is in the best interest of the College and recommends that this Board approve renewal of said Agreement.

***NOW, THEREFORE, BE IT RESOLVED*** that this Board hereby approves the proposed Collective Bargaining Agreement, Board Document No. 7964a, and authorizes the President to execute said Agreement, with such modifications, changes, and amendments as the President, in consultation with College legal counsel, may deem appropriate and in the best interests of the College.

**Agenda Item 7i — Consideration of Resolution Accepting the Bid for Elkhorn Valley Campus Biotech Lab Renovation, Board Doc. 8115**

***BE IT RESOLVED***, that the Board of Governors of the Metropolitan Community College Area hereby accepts the bid for the Elkhorn Valley Campus Biotech Lab Renovation and authorizes the President to negotiate, sign, and implement such agreement with Rogge General Contractors in an amount not to exceed \$2,258,300 plus associated fees as the President, in consultation with College legal counsel, may deem appropriate and in the best interests of the College.

**MOTION:** Uhe moved to approve the consent agenda; Gotschall seconded the motion.

Kristen DuPree – yes  
Adam Gotschall – yes  
Phillip Klein – yes  
Theresa Love-Hug – yes  
Linda McDermitt – yes  
Maureen Monahan – yes  
Jessica Powell – yes  
Zach Reinhardt – yes  
Fred Uhe – yes  
Tammy Wright – yes  
Martha Bruckner – yes

Motion carried.

## **Agenda Item 8 — Adjournment**

**MOTION:** Gotschall moved to adjourn the meeting; Bruckner seconded the motion.

Roll Call vote on Adjournment:

Adam Gotschall – yes  
Phillip Klein – yes  
Theresa Love-Hug – yes  
Linda McDermitt – yes  
Maureen Monahan – yes  
Jessica Powell – yes  
Zach Reinhardt – yes  
Fred Uhe – yes  
Tammy Wright – yes  
Martha Bruckner – yes  
Kristen DuPree – yes

Motion carried. The meeting was adjourned at 7:29 PM.

---

Maureen Monahan, Secretary, Board of Governors

Date





**AFFIDAVIT**

State of Florida, County of Broward, ss:

I, Ankit Sachdeva, being of lawful age, being duly sworn upon oath, hereby depose and say that I am agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Omaha World Herald, a legal daily newspaper printed and published in the counties of Douglas and Cass and State of Nebraska, and of general circulation in the Counties of Douglas, and Sarpy and State of Nebraska, and that the attached printed notice was published in said newspaper on the dates stated below and that said newspaper is a legal newspaper under the statutes of the State of Nebraska.

**PUBLICATION DATES:**  
May. 16, 2025

**NOTICE NAME:** 05 27 25 MCC BOG Meeting OWH Notice

**PUBLICATION FEE:** \$39.00

*Ankit Sachdeva*

(Signed) \_\_\_\_\_



**VERIFICATION**

State of Florida  
County of Broward

Subscribed in my presence and sworn to before me on this: 05/20/2025

*S. Smith*  
\_\_\_\_\_  
Notary Public

Notarized remotely online using communication technology via Proof.

**NOTICE OF MEETING**

Notice is hereby given that the Board of Governors of the Metropolitan Community College Area will meet on Tuesday, May 27, 2025, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32nd & Sorensen Parkway, in the Mule Barn, Building 21, Room 112, Omaha, Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continually current, is readily available for public inspection at the principal office of said Board of Governors, 30th & Fort Streets, Building 30, Omaha, Nebraska, during normal business hours.

Zach Reinhardt  
Chair, Board of Governors  
2025, (5) 16 - Fridays, ZNEZ