A meeting of the Board of Governors of the Metropolitan Community College Area was called to order at 6:30 p.m., in Building #21, the Mule Barn, Fort Omaha Campus, 32nd Street and Sorensen Parkway, Omaha, Douglas County, Nebraska.

**MEMBERS PRESENT**
Roger Garcia  
Steve Grabowski, Treasurer  
Ron Hug  
Phillip Klein  
Linda McDermitt, Secretary  
Maureen Monahan, Chair  
Angela Monegain  
Dave Pantos, Vice Chair  
Gloria Chavez, Ex Officio Student

**MEMBERS ABSENT**
Erin Feichtinger, Assistant Secretary  
Fred Uhe  
Michael Young  
Joy Schulz, Ex Officio Faculty

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

**MOTION:**  Grabowski moved to excuse, Feichtinger, Uhe and Young; Pantos seconded the motion.

Garcia, yes  
Grabowski, yes  
Hug, yes  
Klein, yes  
McDermitt, yes  
Monahan, yes  
Monegain, yes  
Pantos, yes

**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. A copy was made available for public inspection.
Agenda Item 1e—Approval of Notice of Public Meeting

The Chair then reported on the Notice of Public Meeting and presented 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 February 14, 2020; and

2. Affidavit of College employee Rita Eyerly, 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, during normal business hours. 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

Jennifer Glazer, a volunteer with the Citizens Climate Lobby, shared information about the nonpartisan grassroots climate organization, which is about 180,000 strong across the country. The group is working to endorse and change H.R. 763, Energy Innovation and Carbon Dividend Act of 2019, which has been introduced to the U.S. House of Representatives. She stated that the group is reaching out to MCC, asking for an endorsement, a resolution, or another way of support. She referenced a handout that lists colleges that have endorsed the Citizens Climate Lobby’s support of H.R. 763.

Kay Carne, also a volunteer with Citizens Climate Lobby, explained that if the bill were passed, the legislation would assess fees for coal, oil, and natural gas emissions, encouraging a move toward cleaner energy sources. The bill also provides for dividend payments back to the American people in order to encourage a switch to new energy sources.

Pantos asked how the colleges listed on the handout had offered their support to the group. Carne offered to find samples of resolutions from those colleges and universities. She further noted that organizations and individuals in support are listed on a website.

Monahan thanked the speakers for their information and input.

Agenda Item 3—Action Agenda

Agenda Item 3a—Consideration of Resolution Approving the Appointment of the Board of Governors’ 2020 Metropolitan Planning Agenda Representative, Board Doc. 7621

BE IT RESOLVED BY THIS BOARD OF GOVERNORS that it hereby appoints Ron Hug to serve as its representative on the Metropolitan Area Planning Agency (MAPA), to serve in such position for a
Chair Monahan stated that Ron Hug agreed to be appointed as the MAPA representative for the year.

**MOTION:** Grabowski moved to appoint Ron Hug as the 2020 MAPA representative; McDermitt seconded the motion.

Grabowski, yes
Hug, yes
Klein, yes
McDermitt, yes
Monahan, yes
Monegain, yes
Pantos, yes
Garcia, yes

Motion carried.

**Agenda Item 4—Report Agenda**

**Agenda Item 4a—Ex Officio Board Members’ Reports**

- **Student Ex Officio Report**
  
  Chavez noted she had no report this month.

- **Faculty Ex Officio Report**
  
  Dr. Tom McDonnell introduced Gary Sparks, Information Technology Instructor, to review the Cybersecurity Center program at MCC.

  Sparks stated he is the Program Director for the Cybersecurity Center at the College and gave an overview of the workforce vacancies in this field. He noted the International Information Systems Certification Consortium estimates 3.1 million openings by 2021. Last year at MCC there were 159 students enrolled in the cybersecurity program with 15 graduates.

  He shared an overview of articulated transfer pathways for MCC students into Center of Academic Excellence (CAE) 4-year schools, including Bellevue University and noted the option of moving onto master degree programs.

  Sparks highlighted several local employers who have hired graduated students from MCC. He also shared career pathways for IT students pursuing cybersecurity credentials, including law enforcement, security intelligence, and financial risk analysis. He further outlined areas of the MCC lab: 1) SCADA (Supervisory Control...
and Data Acquisition), 2) IoT (Internet of Things), and 3) Forensics, and gave examples of how learning and using these tools assist in training students for work in the real world.

McDermitt asked about current enrollment. Sparks noted that enrollments are growing. MCC instructors often have real-world experience at large strategic operations in the greater Omaha area. In Nebraska there are over 3,000 related job openings, primarily in Lincoln and Omaha. MCC was the first community college in Nebraska to gain the national designation in cybersecurity. Northeast Community College has added the designation and is bringing in the agricultural aspects of the field. Other MCC programs, like automotive technology, are incorporating cybersecurity into their programs.

Pantos asked about potential security issues with MCC students having access to sophisticated technologies as part of the program. Sparks replied that every student has to complete an assurance agreement every quarter. If they violate any aspects of the ethical requirements of the agreement, they are expelled from the program.

McDermitt briefly discussed how the cybersecurity program might apply to the insurance field. Sparks noted there are non-technical roles in the cybersecurity field, including graphic design or social engineering experts. The MCC Cybersecurity Center also provides training for local businesses and promotes public awareness.

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

- **2020 Metropolitan Community College Foundation Board of Directors Ex Officio Representative**

  Monahan stated she will serve as the Board of Governors ex officio to the MCC Foundation Board and McDermitt will substitute for her if she is unable to attend a meeting.

- **Don Wagner Award Overview**

  Monahan reviewed the purpose of the Wagner Award, to recognize leadership and service to the community in memory of Don Wagner's long history of outstanding contributions to the College. She referenced the materials in the Board packet, including the 2019 resolution and list of past awardees. She noted she has asked the Recording Secretary to request nominations and encourage Board members to nominate individuals.

  Then the Board Executive Committee will select a nominee to bring to the March Board meeting for approval by resolution.

  Monahan reported that she and Pantos attended the Association of Community Colleges of Trustees National Legislative Summit (ACCT) and asked Pantos to report.
Agenda Item 4c—Board Members’ Reports

Pantos reported on the ACCT Summit noting the opportunity to see U.S. Senators engaged in Higher Education policy including Senators Lamar Alexander, Bob Casey, Jr., and Patty Murray. Alexander is focused on FAFSA simplification. Murray spoke about food and housing insecurity for community college students. Casey spoke about re-entry and corrections education.

Agenda Item 4d—President’s Report

- Sabbatical Report – Erin Joy, English Instructor

Schmailzl noted that MCC faculty are required to report to the Board, following their time on sabbatical leave. He asked Joy to report on her immersive-writing project, which examined the experiences of participants, faculty, and staff in MCC’s Re-entry program.

Joy shared that her sabbatical was spent focusing on the MCC Re-entry program. She shared personal touchpoints and her belief that education helps people rise above ignorance and our circumstances. She feels that writing stories of our own lives is about owning our experiences, which makes us stronger.

She noted that the community is largely unaware of the transformative work that is happening within the MCC Re-entry program. During her sabbatical, she observed and interviewed students, writing their stories. She shared the story of one student that featured a strong relationship with a human relations instructor, who is a former prison administrator. The student expressed that he felt welcome at MCC due in part to the relationships with instructors. The six other profiles Joy wrote, featured both men and women of various ages and races, both currently incarcerated and formerly incarcerated. Four of the students currently work the 180 RAP program.

Joy also shared that an unexpected outcome of her sabbatical was the opportunity to offer the first MCC English class to women incarcerated in the Community Corrections Center in Lincoln.

Grabowski thanked Joy for her work and asked about specific challenges this population faces upon re-entry. Joy noted that finding employment presents serious challenges, due in part to background checks which come back with felonies or even misdemeanors. Joy also expressed her belief that the required accountability in the MCC Re-entry program plays a big part in the eventual success of the students.

Monegain complimented Joy on her techniques and her work as an instructor.

Agenda Item 4e—Regular Reports – Randy Schmailzl
Schmailzl noted he welcomed questions on the reports anytime.

**Agenda Item 4f—Legislative Update**

Schmailzl referenced the following four bills of interest on the legislative update.

LB 894 – Appropriate funds for community college aid. This is the dual enrollment bill and the goal is to keep some of these funds in the state budget.

LB 920 – Change provisions for the distribution of lottery funds used for education, transfer powers and duties, and create new funds. This bill would cut some GAP funding but a process is in place to get some reserve funds for GAP.

LB 974 – Change taxation and school funding provisions. This is the property tax bill that would reduce property tax valuations within the K-12 funding formula. One of the question marks in the bill relates to the percent of increase for political subdivisions annually, which can now increase up to 2.5%. Schmailzl noted that MCC’s increase can also go up corresponding with enrollment increases. MCC also plans carry-over authority each year, providing budget authority resources should they be needed for unexpected budgeting situations.

LB 1076 – Change provisions relating to eligible programs for the Community College Assistance Program Act. Schmailzl noted that LB 1076 would allow tribal colleges to access GAP funding.

**Agenda Item 4g—Budget Calendar Review – Dave Koebel, Vice President for Administrative Services & Gordon Jensen, Coordinator for Budget Projects**

Jensen explained the annual budget calendar and the process used to develop the College’s annual budget. He noted that MCC is a bottom-up budget request system. On March 30, the budget system will open for input. In May, requests are reviewed and prioritized against strategic initiatives. In July, the budget is presented to the Board for approval. Then the required public hearings are held in August and September, just prior to the Board meetings. The final budget is adopted by the Board in September and subsequently filed with the State and Counties.

Monahan asked about the impact of current legislation on the MCC budget. Jensen noted that the second year of the biennium should bring a 2% increase over prior years, with other possible revenue. The state aid is finalized in August, as is the property tax valuation. Final revenue numbers are necessary for adoption of the final budget.

**Agenda Item 5—Consent Agenda Items**

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

**Agenda Item 6—Items Removed from Consent Agenda (If Any)**
No items were removed from the Consent Agenda.

**Agenda Item 7—Action Agenda**

Agenda Item 7a—Consideration of Approval of Minutes of January 28, 2020 Board of Governors’ Meeting, Board Doc. 7622

Agenda Item 7b—Consideration of Resolution Approving Personnel Appointments and Separations, Board Doc. 7623

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 by the Board of Governors:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Contract Period</th>
<th>Contract Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Neena Nizar</td>
<td>Coordinator of Training and Assessment</td>
<td>03/02/20-06/30/20</td>
<td>$18,263.04</td>
</tr>
<tr>
<td>Sheila Schoessler</td>
<td>Executive Director, Career and Academic Skills Center</td>
<td>03/02/20-06/30/20</td>
<td>$24,406.11</td>
</tr>
<tr>
<td>Tyler Renner</td>
<td>Network Engineer</td>
<td>03/16/20-06/30/20</td>
<td>$18,808.79</td>
</tr>
<tr>
<td>Nathaniel Baum</td>
<td>Veterans Certifying Official</td>
<td>03/02/20-06/30/20</td>
<td>$15,108.42</td>
</tr>
</tbody>
</table>

BE IT FURTHER RESOLVED that the following separations be acknowledged and accepted by the Board of Governors:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Debra Eppenbaugh</td>
<td>Associate Dean of Applied Technology</td>
<td>05/01/20</td>
</tr>
<tr>
<td>Rita McManigal</td>
<td>Associate Director of Financial Aid Systems &amp; Processing</td>
<td>04/30/20</td>
</tr>
<tr>
<td>Victoria Novak</td>
<td>Director of Workforce Innovation Division–Corporate Training</td>
<td>04/30/20</td>
</tr>
<tr>
<td>Jennifer Valentine</td>
<td>Enrollment Supervisor</td>
<td>02/11/20</td>
</tr>
</tbody>
</table>

Agenda Item 7c—Consideration of Resolution Approving Sabbatical Leave Requests for 2020-21, Board Doc. 7624

BE IT RESOLVED that the Board of Governors approves a sabbatical leave for Sheryl Jouvenat for winter quarter 2020-21 (December 1, 2020 to February 28, 2021).

BE IT RESOLVED that the Board of Governors approves a sabbatical leave for Guillermo Rosas for winter 2020-21, (December 1, 2020 to February 28, 2021).

BE IT RESOLVED that the Board of Governors approves a sabbatical leave for Steve Lovett for spring quarter 2020-21, (March 8, 2021 to May 27, 2021).

BE IT RESOLVED that the Board of Governors approves a sabbatical leave for Joy Schulz for fall quarter 2020-21, (August 31, 2020 to November 25, 2020).

BE IT RESOLVED that the Board of Governors approves a sabbatical leave for Sheila Talbitzer for spring quarter 2020-21, (March 8, 2021 to May 27, 2021).
BE IT FURTHER RESOLVED that the Board's approval is contingent upon Sheryl Jouvenat, Guillermo Rosas, Steve Lovett, Joy Schulz, and Sheila Talbitzer fulfilling the administrative requirements as prescribed by Board Policy #60309.

Agenda Item 7d—Consideration of Resolution Approving Memorandum of Understanding with Community Investment Opportunities, LLC (CIO) by Which the College Grants a License to CIO Allowing its Employees, Tenants, and Guests to Park on College Property, and Utilize Certain College Property for Ingress and Egress Access to its Own Property, Pursuant to the Terms of the MOU, Board Doc. 7625

WHEREAS, the College is in the process of purchasing part of the property currently owned by Community Investments Opportunities, LLC (CIO), to be used for parking at the South Omaha Campus; and,

WHEREAS, as a condition of the sale the College promised to allow CIO staff and guests to park in the College parking lot, provide access for ingress and egress over College property for eastern access to its retained property, to construct a fence, and to negotiate for a permanent easement in favor of CIO for parking and ingress and egress on and over College property for the same purposes as the License; and,

WHEREAS, after construction of the Automotive Training Center and associated parking lots are complete administration will return to this Board for approval of an easement in favor of CIO over College property for parking, ingress, and egress.

NOW, THEREFORE BE IT RESOLVED that this Board of Governors approves the MOU with CIO, Board Document No. 7625a, granting a License allowing its staff and guests to park in the College parking lot, provide access for ingress and egress over College property for eastern access to its retained property, to construct a fence, and to negotiate for a permanent easement in favor of CIO for parking and ingress and egress on and over College property after construction is complete; and,

BE IT FURTHER RESOLVED that the College President is authorized to execute the MOU with CIO, 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 7e—Consideration of Resolution Approving the Renewal Purchase of Email Anti-Spam Software, Board Doc. 7626

BE IT RESOLVED, that the Board of Governors of the Metropolitan Community College Area hereby approves the renewal purchase of email anti-spam software from Connection, Inc., for a period of one year, for an estimated cost of $172,776.80 utilizing consortium contract pricing with such modifications changes, and amendments, as the President in consultation with the College legal counsel, may deem appropriate and in the best interests of the College.

Agenda Item 7f—Consideration of Resolution Approving 2019-20 Collective Bargaining Agreement Between the College and the International Union of Operating Engineers Local #571, AFL-CIO, Covering the College Custodial Employees, Board Doc. 7627

WHEREAS, the most recent Collective Bargaining Agreement (CBA) between the College and the International Union of Operating Engineers Local #571, AFL-CIO, covering the Custodial Workers Bargaining Unit, expired on June 30, 2019; and,
WHEREAS, the College and the Union have agreed to terms and conditions of a renewal of said CBA to run from July 1, 2019, through June 30, 2020; and,

WHEREAS, 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. 7627a, 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 7g— Consideration of Resolution Approving 2019-20 Collective Bargaining Agreement Between the College and the International Union of Operating Engineers Local #571, AFL-CIO, Covering the College Information Technology Employees, Board Doc. 7628

WHEREAS, the most recent Collective Bargaining Agreement (CBA) between the College and the International Union of Operating Engineers Local #571, AFL-CIO, covering the Information Technology Workers Bargaining Unit, expired on June 30, 2019; and,

WHEREAS, the College and the Union have agreed to terms and conditions of a renewal of said CBA to run from July 1, 2019, through June 30, 2020; and,

WHEREAS, 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. 7628a, 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 2019-20 Collective Bargaining Agreement Between the College and the International Union of Operating Engineers Local #571, AFL-CIO, Covering the College Maintenance Employees, Board Doc. 7630

WHEREAS, the most recent Collective Bargaining Agreement (CBA) between the College and the International Union of Operating Engineers Local #571, AFL-CIO, covering the Facilities Maintenance Workers Bargaining Unit, expired on June 30, 2019; and,

WHEREAS, the College and the Union have agreed to terms and conditions of a renewal of said CBA to run from July 1, 2019, through June 30, 2020; and,

WHEREAS, 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. 7630a, 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.

MOTION: Hug moved to approve the Consent Agenda; Pantos seconded the motion.
Hug, yes
Klein, yes
McDermitt, yes
Monahan, yes
Monegain, yes
Pantos, yes
Garcia, yes
Grabowski, yes

Motion carried.

**Agenda Item 8—Adjournment**

**MOTION:** Grabowski moved to adjourn the meeting; Hug seconded the motion.

Klein, yes
McDermitt, yes
Monahan, yes
Monegain, yes
Pantos, yes
Garcia, yes
Grabowski, yes
Hug, yes

Motion carried. The meeting was adjourned at 7:26 p.m.
AFFIDAVIT OF TRANSMISSION OF NOTICE OF MEETING OF BOARD OF GOVERNORS OF METROPOLITAN COMMUNITY COLLEGE AREA

STATE OF NEBRASKA )
 ) SS
COUNTY OF DOUGLAS )

Pauline Laughlin, being first duly sworn upon oath deposes and states as follows:

1. That pursuant to direction received from the Chair of the Board of Governors of the Metropolitan Community College Area, I caused the following Notice to wit:

NOTICE OF MEETING

Notice is hereby given that the Board of Governors of the Metropolitan Community College Area will meet on Tuesday, February 25, 2020, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32nd & Sorensen Parkway, in the Mule Barn, Building #21, Board Room #112, Omaha, Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continually current, is available for public inspection at the principal office of said Board of Governors, 30th & Fort Streets, Building #30, Omaha, Nebraska, during normal business hours.

Maureen Monahan
Chair, Board of Governors

to be published in Omaha World-Herald on February 14, 2020; and that the order to said newspaper was made by electronic transmission on February 12, 2020.

1. That on February 12, a copy of such Notice was addressed and sent by e-mail or, if so requested, by personal delivery to each member of the Board of Governors.

Further affiant sayeth not.

SUBSCRIBED AND SWORN TO before me this 12th day of February, 2020

[Signature]

Notary Public

[Notary Seal]
Omaha World-Herald

Affidavit of Publication

METROPOLITAN COMMUNITY COLLEGE
ACCOUNTS PAYABLE
PO BOX 3777
OMAHA, NE 68103-0777

Date: February 14, 2020

NOTICE OF MEETING
Notice is hereby given that the Board of Governors of the Metropolitan Community College Area
District will hold a public meeting on February 25, 2020, commencing at 6:30 p.m. at the Fort Omaha
Campus, 32nd & Sorensen Parkway, in the Mule Barn, Building #21, Board Room #112, Omaha,
Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting,
kept continually current, is available for public inspection at the Omaha Campus, 32nd & Sorensen
Parkway, Board Room #112, Omaha, Nebraska, during normal business hours.

Maureen Monahan
Chair, Board of Governors

Publisher of the World Herald

I, (the undersigned) an authorized representative of the World Herald, a daily newspaper published in Omaha, Douglas
County, Nebraska; do certify that the annexed notice NOTICE
OF MEETING Notice was published in said newspapers on the following dates:

02/14/2020

The First insertion being given ...

02/14/2020

Newspaper reference: 0000117821

Billing Representative

Sworn to and subscribed before me this Friday, February 14, 2020

Notary Public

Kimberly H. Harris
NOTARY PUBLIC
Commonwealth of Virginia
Notary Registration Number 359755
Commission Expires January 31, 2021

State of Virginia
City of Richmond
My Commission expires

THIS IS NOT A BILL. PLEASE PAY FROM INVOICE. THANK YOU