

SPECIAL MEETING
GRAYS HARBOR COLLEGE BOARD OF TRUSTEES

April 15, 2020 – 4:00 p.m.
Zoom Link

Members Present: Dr. Paula Akerlund, Ms. Astrid Aveledo, Mr. Art Blauvelt, Dr. Harry Carthum, Ms. Denise Portmann

Members Absent: None

Others: Dr. Jennifer Alt, Mr. Kwabena Boakye, Ms. Laura Brener, Mr. Andrew Glass, Mr. Darin Jones, Dr. Jim Minkler, Mr. Shiloh Winsor, Ms. Sandy Zelasko

I. Call to Order/Roll Call

Roll was called and all members were present.

II. Public Comments

None

III. Action Items

1. Consideration and Action on Spring 2020 – COVID-19 – Memorandum of Understanding between Grays Harbor College and Grays Harbor College Confederation of Teachers, AFT Local 4984

- a. Presentation by Dr. Jim Minkler, GHC President – Dr. Minkler said we need to have a special Memorandum of Understanding because of additional responsibilities for faculty due to converting classes to remote delivery. Because of collective bargaining language, stipends have always been paid to faculty for converting on ground classes to remote delivery. This MOU is an agreement that these working conditions and compensation in support of that is for Spring Quarter only.

Dr. Minkler asked Mr. Jones to report on the action process. Mr. Jones stated they met on a number of occasions to work through different issues. A mediation service was used to assist in reaching agreement. There was lot of discussion about definitions of what is in the collective bargaining agreement and work load to carry out the new modality. The MOU presented today was agreed upon by both sides. He noted that the management side is the Grays Harbor College Board of Trustees. The labor side is the faculty.

Mr. Winsor stated the collective bargaining agreement has built in stipends for on-line conversion and the college could not afford it at this time.

- b. Discussion by Board of Trustees - Mr. Blauvelt asked if all Board members had reviewed the agreement. Ms. Portmann asked if the additional compensation for the faculty is something additional to what is currently in place. Mr. Jones responded that since 2001 the collective bargaining agreement indicates that faculty will be paid \$1,500 for the first time they convert a class to on-line, \$1,000 for the second class and \$500.00 for subsequent conversions. After a review of faculty who have been compensated over the history of the agreement it is a relatively limited number. Last year the protocol for teaching on-line was changed to include training. Ms. Portmann asked if we know what the impact has been on enrollment as a result of moving to all on-line? Dr. Minkler said enrollment numbers for Spring Quarter are above this time last year but we have not yet removed students for non-

payment. He added that we expect \$600,000 from the federal government to assist students affected by the virus. These funds could be used to help many of those students.

Ms. Portmann asked if we have the resources to address the MOU. Mr. Boakye responded that because of having funding to assist students who are not able to pay because of COVID-19 related issues, and Running Start enrollment being higher than expected we have the necessary revenue to cover the additional expenses. Ms. Portmann asked what the dollar amount of the MOU totals. Mr. Jones responded \$86,540.00.

Ms. Aveledo asked if we have enough detail about the CARES program and what it will look like for the college. Dr. Alt said half of the allotment is for students. Applications for emergency funding are available for students today. Ms. Aveledo asked if we have students who have never taken an on-line course do we have support to help them. Dr. Alt said students are being contacted to inform them of resources available to them. The same information is also available on the college website.

Dr. Carthum asked if we have any idea how many of our students do not have internet access. Dr. Alt said she does not have an accurate count. Chrome books are available for students that addresses the hardware issue but not all students have access to wi-fi. We are offering cell phone cards to enable them to increase their data plan. There will also be wi-fi available in the Schermer parking lot. Dr. Carthum asked if any faculty have a need for internet access. Mr. Winsor said some faculty only have internet on their cell phone. They are hoping to be able to come to campus and use their office for internet needs.

Ms. Portmann stated she appreciates we have an existing contract in place that precedes additional compensation. Additional compensation in other industries is hazard pay for first responders. She said it doesn't set well with her that we are giving a raise to teach with a different modality. Mr. Winsor responded that this is not hazard pay. It is in response to a significant increase in workload. Instructors that are converting their classes have been working through Spring break. If we were to come anywhere close to paying on a per hour basis it would financially break the college.

Mr. Blauvelt asked if instructors have access to masks and gloves. Mr. Winsor said we don't know if the stay at home directive will be lifted and if that will be an issue.

Ms. Aveledo asked if the strategic enrollment committee is meeting to discuss how to market Spring Quarter. Dr. Minkler responded we have a sub-committee that addresses marketing. They are identifying top priorities for messaging for Spring Quarter and registering for Summer and Fall. Messaging will include information about the Washington College Grant, CARES, and program information.

Dr. Carthum said the only dollar amount he has heard is \$86,540.00. He asked Mr. Boakye if he is comfortable with the impact on the budget. Mr. Boakye responded "yes."

Ms. Portmann stated she does not know anyone who is determined to be an essential employee that isn't working harder than ever and they are not asking for additional compensation. Mr. Winsor responded that hourly wage earners are getting additional hours, and it wasn't faculty that put the budget in the position that we don't have an emergency fund to cover this emergency.

Ms. Aveledo said that she could help identify key communicators in the Latino community with whom we could collaborate to get our message out to Spanish speaking households.

c. Action by Board of Trustees

It was moved and seconded to authorize the Board Chair to execute the Memorandum of Understanding made between Grays Harbor College and the Grays Harbor College Federation of Teachers, AFT Local 4984. Motion carried.

IV. Adjournment

The meeting was adjourned at 4:38 p.m.

Dr. Jim Minkler, Secretary

Mr. Art Blauvelt, Chair