

**BOARD OF TRUSTEES REGULAR MEETING**  
**ICC Administration Building**  
**October 17, 2013-5:30 p.m.**

**MINUTES**

**Members Present**

Norman Chambers  
Hoite Caston  
David Wallis  
Val DeFever  
Jay Jones joined the meeting at 6:32 p.m.

**Others Present**

Daniel Barwick, President  
Sara Harris, Vice-President for Academic Affairs  
Keli Tuschman, Human Resources Coordinator  
Jan Fischer, Vice-President for Financial and Employee Services  
Tammie Geldenhuys, Vice-President for Student Affairs and Athletics  
Beverly Harris, Executive Assistant/Board Clerk  
John Eubanks, Professor of Business/Accounting  
Isaias McCaffery, Professor of History/Geography  
Ben Seel, Professor of Political Science  
Steve Carson, Head Football Coach  
Melissa Ashford, Director of On-line Education

**Guests**

Greg Lower, Reporter  
Lisa Wilson, Community Member  
Liz Moore, Community Member  
Frank Crebase, Community Member  
Matthew, Rhonda, and Rebecca Plute, Cheery Cherokee 4-H Club  
Carl and Nancy Hamilton, Cheery Cherokee 4-H Club  
Tammy and Ryan Garretson, Cheery Cherokee 4-H Club  
Carson and Colten Reel, Cheery Cherokee 4-H Club

- I. ROUTINE
- A. Call to Order – Norman Chambers called the regular monthly meeting for October to order at 5:30 p.m.
  - B. Approval of Amended Agenda – Val DeFever moved to approve the amended agenda. Hoite Caston seconded the motion and the motion carried 4-0.
  - C. Pledge of Allegiance – Members of the Cheery Cherokee 4-H Club led the group in recitation of the Pledge of Allegiance.
  - D. Welcome Guests – Norman Chambers welcomed the guests and announced the options for public comment on items pertaining to the agenda.
  - E. Mission Statement – Val DeFever read the College Mission Statement.
  - F. Vision Statement – Val DeFever read the College Vision Statement.
  - G. Approval of Minutes – David Wallis moved to approve the minutes of the September 19, 2013 meeting. Val DeFever seconded the motion. Hoite Caston stated that he was reviewing the September 19, 2013 meeting recording and requested the opportunity to insert pertinent information at a later date. The motion to approve the minutes carried 4-0.
- II. INSTITUTIONAL OPERATIONS
- A. On-line Education – Melissa Ashford presented an overview of changes to on-line education courses to meet the Higher Learning Commission's new definition of on-line delivery. Fourteen on-line courses are being developed for consistency and quality; the courses will launch during the Spring Semester. David Wallis moved to amend the agenda to approve application to the Higher Learning Commission for approval of ICC's on-line courses. Hoite Caston seconded the motion and the motion carried 4-0. David Wallis moved to allow application to the Higher Learning Commission for approval of the on-line program. Norman Chambers seconded the motion and the motion carried 4-0.
  - B. AQIP Systems Portfolio and Feedback Report – Dan Barwick provided an overview of the AQIP Feedback Report, the nine criteria of accreditation, and information associated with the upcoming submission of the Systems Portfolio.

- C. Allow Payables – Norman Chambers moved to allow payables. David Wallis seconded the motion and the motion carried 4-0. Val DeFever requested a chart of accounts; Jan Fischer will provide this information.
- D. Additions to Personnel – The Personnel Report included employment of Kari Barrera in the position of Reading/English Specialist for the Student Support Services Program at an annualized salary of \$27,500 plus College support for employee participation in ICC’s group health insurance plan. An early retirement request from Professor Jon Sidoli was e-mailed to the Trustees prior to the meeting.
- E. President’s Report – Daniel Barwick informed the group of good progress made during reopened negotiations meetings regarding XIX Grievance Procedure. Following three meetings to discuss revisions, the Faculty Association will meet to consider approval of the revisions and the Board of Trustees will consider approval during the November Board of Trustees meeting. Dr. Barwick also shared the outcome of the Strategic Plan Review Committee meeting which convened to consider options for addressing enrollment challenges. Dr. Barwick will meet with faculty members and staff during separate meetings to gather input and potential solutions. The Strategic Plan Review Committee will meet following the two separate meetings and revise the Strategic Plan enrollment and recruitment sections accordingly. The revised sections will be presented to the Board of Trustees for approval of revisions to the Strategic Plan enrollment and recruitment goals and strategies. Dr. Barwick suggested a special meeting to address the Strategic Plan revisions, as well as determining how to proceed with residence hall space and maintenance issues. Dr. Barwick presented detailed highlights of the 2011-2012 Economic Impact Study results.
- F. First Reading of Revisions to Board Policy PSL-713 – Dr. Barwick stated that the revision to PSL-713 was based upon legal advice, as it was incompatible with the Negotiated Agreement which is a legal document, and as such, supersedes Board policy. Trustee DeFever began the discussion by noting that the early retirement policy had been in place for fourteen years and the possibility of discontinuing the policy would seem very punitive to those employees who might be dependent upon its availability following many years of service to ICC. Trustee DeFever stated her preference of altering the early retirement policy to be more palatable to the Board of Trustees rather than doing away with the policy entirely and stated that she would not vote for changing the policy in this manner. Trustee Caston questioned the origin of the language utilized in the proposed revisions and added that he agreed with Trustee DeFever; Trustee Caston stated that, prior to making such changes, dialogue should take place, so that everybody has input. Dr. Barwick reminded the group that no one was advocating for an end to the early retirement incentive, and that the only issue before the Board was the technical legal issue of bringing the Board policies in line with the faculty Negotiated Agreement. Having submitted a request to address the Board regarding Revisions to Board Policy PSL-713, Ben Seel stated that the Early Retirement benefit was a valuable management tool and asked that the Board’s hands not be tied to discussing continuance of the benefit one year at a time. Dr. Barwick noted a point of order and stated that such technical issues should be continued during the next scheduled Faculty Negotiations. Norman Chambers read the first reading of revisions to Board Policy PSL-713. The second reading will take place during the regularly scheduled Board of Trustees meeting in November.
- G. New Course Approvals – Sara Harris shared that the Board of Trustees must approve any new courses prior to requesting Kansas Board of Regents’ approval to present such courses. Val DeFever moved to allow Academics to seek Kansas Board of Regents’ approval of the proposed seven new courses. Jay Jones seconded the motion and the motion carried 5-0.

III. CONSENT AGENDA – Hoite Caston moved to approve the consent agenda which included: receipt of the financial and personnel reports; the early retirement request submitted by Jim Riedle; and revisions/deletions to the Faculty/Staff Handbook. Jay Jones seconded the motion and the motion carried 5-0.

IV. EXECUTIVE SESSION – Norman Chambers moved that the Board enter into Executive Session, to include Dan Barwick, Sara Harris, Jan Fischer, and Keli Tuschman, for fifteen minutes following a three-minute break for the purpose of discussing negotiations to protect the Board’s right to confidentiality of its negotiating position and the public interest and that the Board return to Open Session at 7:30 p.m. in the Board Room. Jay Jones seconded the motion and the motion carried 5-0. The Board entered Executive Session at 7:15 p.m. The Board returned to Open Session at 7:30 p.m. Jay Jones moved that the Board enter into Executive Session, to include Dan Barwick, Sara Harris, Jan Fischer, and Keli Tuschman, for an additional five minutes for the purpose of discussing negotiations to protect the Board’s right to confidentiality of its negotiating position and the public interest and that the Board return to Open Session at 7:36 p.m. in the Board Room. David Wallis seconded the motion and the motion carried 5-0. The Board entered Executive Session at 7:31 p.m. The Board returned to Open Session at 7:36 p.m.

David Wallis moved that the President enter into limited negotiations with the Faculty Association regarding waiver of Early Retirement provisions of the Negotiated Agreement and empower the President to commit the College to the outcome of those negotiations. Val DeFever seconded the motion and the motion carried 5-0.

Norman Chambers moved that the Board enter into Executive Session, to include Dan Barwick, Tammie Geldenhuys, Steve Carson, and Keli Tuschman for twenty minutes to discuss non-elected personnel in order to protect the privacy interests of the individuals to be discussed and that the Board return to Open Session at 7:59 p.m. in the Board Room. David Wallis seconded the motion and the motion carried 5-0. The Board entered Executive Session at 7:39 p.m. The Board returned to Open Session at 7:59 p.m.

No action was taken following Executive Session.

Norman Chambers moved that the Board enter into Executive Session, to include Dan Barwick, for ten minutes after a two-minute break to discuss non-elected personnel in order to protect the privacy interests of the individuals to be discussed and that the Board return to Open Session at 8:14 p.m. in the Board Room. Hoite Caston seconded the motion and the motion carried 5-0. The Board entered Executive Session at 8:04 p.m. The Board returned to Open Session at 8:14 p.m.

V. ADJOURN

Val DeFever moved to adjourn. The motion was seconded by Hoite Caston and carried 5-0. The meeting adjourned at 8:16 p.m.

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Beverly Harris  
Board Clerk

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