A large, stylized fish logo in shades of green and white, positioned on the left side of the page. The fish is facing right and has a circular eye. The logo is partially obscured by a white text box.

Regular Meeting

March 18, 2020

CHEMEKETA COMMUNITY COLLEGE
4000 Lancaster Drive NE
Salem, Oregon

BOARD OF EDUCATION

6.	Crop Health Certificate of Completion Jim Eustrom, Vice President—Instruction and Student Services/ Campus President, Yamhill Valley		30–31
I. Standard Reports			
1.	Personnel Report David Hallett, Vice President—Governance and Administration		32
2.	Budget Status Report Miriam Scharer, Vice President/Chief Financial Officer		33–36
3.	Capital Projects Report Miriam Scharer, Vice President/Chief Financial Officer		37
4.	Recognition Report Jessica Howard, President/Chief Executive Officer		38–40
J. Separate Action			
1.	Approval of Retirement Resolutions No. 19-20-21, Elaine M. Kevorkian and No. 19-20-22, John M. Goodyear David Hallett, Vice President—Governance and Administration	[19-20-142]	11–13
2.	Resolution No. 19-20-23, Approval of Appointment of Budget Committee Member for Zone 6 David Hallett, Vice President—Governance and Administration	[19-20-143]	41–42
3.	Approval of Resolution No. 19-20-24, Chemeketa Community College Board of Education Declaring Emergency Conditions Exist at Chemeketa Community College and Granting Authority to Take Any and All Necessary Actions to Prepare and Respond Effectively to the Novel Coronavirus (COVID-19) Jessica Howard, President/Chief Executive Officer	[19-20-150]	42a–c
K. Action			
Consent Calendar Process (Items will be approved by the consent calendar process unless withdrawn at the request of a member of the board. Item or items requested to be removed by a member of the board will be removed from the consent calendar by the chairperson for discussion. A separate motion will then be required to take action on the item in question.)			
1.	Approval of College Policy <u>#5030—Academic Standing</u> Jim Eustrom, Vice President—Instruction and Student Services/ Campus President, Yamhill Valley	[19-20-144]	43–44
2.	Approval of College Policies <u>#4015—Class List and Registration Policy</u> and <u>#4050—Course Offerings for Secondary Schools</u> Jim Eustrom, Vice President—Instruction and Student Services/ Campus President, Yamhill Valley	[19-20-145]	45–47
3.	Approval of Suspension of Juvenile Corrections Statewide Certificate of Completion Jim Eustrom, Vice President—Instruction and Student Services/ Campus President, Yamhill Valley	[19-20-146]	48

4. Approval of Suspension of Dental Assisting Certificate of Completion Jim Eustrom, Vice President—Instruction and Student Services/ Campus President, Yamhill Valley	[19-20-147]	49
5. Approval of Dental Assisting Certificate of Completion Jim Eustrom, Vice President—Instruction and Student Services/ Campus President, Yamhill Valley	[19-20-148]	50–51
6. Approval of Interior and Exterior Building Signage Contract Award Miriam Scharer, Vice President/Chief Financial Officer	[19-20-149]	52
L. Appendices		
1. Mission – Vision – Values – Core Themes		53
2. Campus Map		54–55
3. District Map		56
M. Future Agenda Items		
N. Board Operations		
O. Adjournment		

Chemeketa Community College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, protected veteran status, age, gender, gender identity, sexual orientation, pregnancy, whistleblowing, victim of domestic violence, genetic information, or any other status protected by federal, state, or local law in any area, activity or operation of the college. The college also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under federal, state, or local laws.

Under college policies, equal opportunity for employment, admission, and participation in the college's programs, services, and activities will be extended to all persons, and the college will promote equal opportunity and treatment through application of its policies and other college efforts designated for that purpose.

Persons having questions or concerns about Title IX, which includes gender-based discrimination, sexual harassment, sexual violence, interpersonal violence, and stalking, contact the Title IX coordinator at 503.365.4723, 4000 Lancaster Dr NE, Salem, OR 97305, or <http://go.chemeketa.edu/titleix>. Individuals may also contact the U.S. Department of Education, Office for Civil Rights (OCR), 810 3rd Avenue #750, Seattle, WA 98104, 206.607.1600.

Equal Employment Opportunity or Affirmative Action should contact the Affirmative Action Officer at 503.399.2537, 4000 Lancaster Dr. NE, Salem, Oregon 97305.

To request this publication in an alternative format, please call 503.399.5192.

Minutes
March 18, 2020

APPROVAL OF BOARD MINUTES

Prepared by

Jeannie Odle, Executive Coordinator/Board Secretary
Jessica Howard, President/Chief Executive Officer

Minutes of the board meeting of February 26, 2020, are submitted for review by the board.

It is recommended that the College Board of Education officially approve the minutes of the above-referenced meetings as submitted.

Minutes
March 18, 2020

CHEMEKETA COMMUNITY COLLEGE

**BOARD OF EDUCATION
MEETING MINUTES**

February 26, 2020

I. WORKSHOP

Diane Watson, Chair, called the workshop to order at 4:35 pm. The workshop was held in the Board Room, Building 2, Room 170, at the Salem Campus.

Members in Attendance: Ed Dodson, Vice Chair; Jackie Franke; Ken Hector; Neva Hutchinson; Ron Pittman; and Diane Watson, Chair. Absent: Betsy Earls.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; David Hallett, Vice President, Governance and Administration; Jim Eustrom, Vice President, Instruction and Student Services/Campus President, Yamhill Valley Campus; Miriam Scharer, Vice President/Chief Financial Officer, College Support Services

A. Introduction of Student Athletes

Jim Eustrom reported all student athletes and student leaders are listed in the printed board report along with their year, high school they attended, and the degree they are seeking. There was one representative from each sport and student leadership team who introduced themselves, the program or degree they are seeking or, career goal, and what they liked about Chemeketa.

Jim introduced Cassie Belmodis, dean of Health, Human Performance and Athletics. Cassie noted two sports will not be represented tonight because they have games. The women's basketball team is playing Clackamas at 5:30 pm; and the baseball team is playing Linfield. The men's basketball team will be playing later tonight and hope to upset Clackamas, which is currently No. 1 in the league.

The six athletes who were in attendance were Zac Schmerber, men's basketball; Jose Ochoa-Delgado, men's soccer; Kelli Temple, volleyball; Hannah Caldwell, cross country; Ally Wessel, softball; and Lesley Bermuez-Herrera, women's soccer.

Cassie said this is just six of the 137 student athletes. She is most proud that 56 of the student athletes this past fall had GPAs of over 3.0. Student athletes are expected to do a lot of other activities instead of just being a student or an athlete. Most are in training ten months out of the year and are asked to support their program through fund raising; to give back and participate in community service; maintain a 2.0 or higher GPA; and to be student leaders in the community and in the classroom. 94 percent persisted from fall term to winter term; 16 percent did not meet the standards of completing ten or more credits or are below 2.0 GPA. However, staff are working closely with these students to get them caught up.

Community service work has included the women's basketball helped Early Childhood Education (ECE) remodel, reset and clean the ECE center; women's soccer volunteered at Friends of Felines; softball team put on a youth clinic for softball players; and student athletes have assisted in activities for the Boys and Girls Club and Family Building Blocks.

Minutes
March 18, 2020

Meeting Minutes
College Board of Education
February 26, 2020
Page 2

B. Introduction of Student Leaders

Mike Evans, dean of Student Retention and College Life, used a PowerPoint to share some background on the Student Leadership Program which included purpose, program overview, accomplishments and photos of the leadership teams. He had the supervisors in attendance stand to be recognized and thanked them for working with the various student teams.

The eight student leaders introduced themselves and spoke briefly about their team and their experience serving on the team: Linda Ochoa Delgado, College Access Programs Tutor; Meriby Salgado Ydrac, International Programs; David Salas Perez, Student Computer Center; Jarret Whitenack, Advising Peer Assistant; Samantha Brenna (for Israel Cortez Ramirez), Associated Students of Chemeketa (ASC); Jennifer Rojas, Retention Hub Mentor; Courtney Myatt, Yamhill Valley Campus; and Cesar Chavez, Student Parent Resource Center.

A. EXECUTIVE SESSION

Executive Session called to order at 5:30 pm in Building 2, Room 172, on the Salem Campus. Executive Session was held in accordance with ORS 192.660(2)(d) negotiations.

Members in Attendance: Ed Dodson, Vice Chair; Jackie Franke; Ken Hector; Neva Hutchinson; Ron Pittman; and Diane Watson, Chair. Absent: Betsy Earls.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; David Hallett, Vice President, Governance and Administration; Jim Eustrom, Vice President, Instruction and Student Services/Campus President, Yamhill Valley Campus; Miriam Scharer, Vice President/Chief Financial Officer, College Support Services.

An update was shared on faculty negotiations.

Executive Session ended at 5:37 pm.

B. ADMINISTRATION UPDATES

The meeting reconvened at 5:38 pm in Building 2, Room 172, on the Salem Campus.

The following updates were shared or discussed with the board: Association of Community College Trustees (ACCT) National Legislative Summit (NLS); June 24 board meeting moved to June 17; board calendar preview; Aspen Fellowship; staffing; legislative updates; student-initiated fee; Governor Brown to speak at commencement; program updates; diesel program; advisory committee reception on May 21; board agenda preview, including two green sheets.

A recess was taken at 6:52 pm.

II. REGULAR SESSION

A. CALL TO ORDER

Diane Watson, Board Chair, reconvened the board meeting at 7:04 pm. The meeting was held in the Board Room, Building 2, Room 170, at the Salem Campus.

Minutes
March 18, 2020

Meeting Minutes
College Board of Education
February 26, 2020
Page 3

C. ROLL CALL

Members in Attendance: Ed Dodson, Vice Chair; Jackie Franke; Ken Hector; Neva Hutchinson; Ron Pittman; and Diane Watson, Chair. Absent: Betsy Earls (excused).

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; David Hallett, Vice President, Governance and Administration; Jim Eustrom, Vice President, Instruction and Student Services/Campus President, Yamhill Valley; and Miriam Scharer, Vice President/Chief Financial Officer, College Support Services.

Board Representatives in Attendance: Riley Dunagan, Associated Students of Chemeketa (ASC); Terry Rohse, Chemeketa Classified Association; Justus Ballard, Chemeketa Faculty Association; and Adam Mennig, Chemeketa Exempt Association.

Ken Hector made a motion, and Neva Hutchinson seconded, to move up Separate Action No. 1, Approval of Retirement Resolutions, due to the number of members of the audience who signed up to speak.

The motion CARRIED.

D. AUDIENCE INTRODUCTIONS

Audience introductions were skipped.

G. SEPARATE ACTION

Approval of Retirement Resolutions No. 19-20-18, Janice A. Haight; and No. 19-20-19, Gail M. Williams Picket

Ron Pittman read the retirement resolution for Janice A. Haight for her 24-years, five months of service.

Ken Hector read the retirement resolution for Gail M. Williams Picket for her 28 years, six months of service. Gail was in the audience and was presented with her framed retirement resolution. Terry Rohse thanked Gail for her guidance and appreciated her dedication over the past 28 years.

E. COMMENTS FROM THE AUDIENCE

There were 17 individuals signed up to speak on behalf of the STEPS (Services to Expecting and Parenting Students) program; one letter was read. A copy of the sign-up sheet is in the official file.

F. APPROVAL OF MINUTES

Ken Hector moved and Jackie Franke seconded a motion to approve the minutes of the board meeting on January 15, and the board work session and budget committee orientation meeting on January 22, 2020.

The motion CARRIED.

Minutes
March 18, 2020

Meeting Minutes
College Board of Education
February 26, 2020
Page 4

H. Reports from the Associations

Riley Dunagan, ASC coordinator; Justus Ballard, Chemeketa Faculty Association, and Adam Mennig, Chemeketa Exempt Association, said their reports stand as written.

Terry Rohse, Chemeketa Classified Association, said his report stands as written. He referred to a handout in the board folder about Connie Riecke who is retiring after 24 years.

Reports from the College Board of Education

Ron Pittman attended the Salem Chamber Agri-business banquet; annual Council of Government (COG) awards and dinner meeting in Keizer; and the Association of Community College Trustees (ACCT) National Legislative Summit (NLS) in Washington, D.C.

Ken Hector attended the Salem Chamber Agri-business banquet; a Foundation board meeting; Paramedic graduation; Woodburn Chamber Greeters at the Woodburn Center; a campaign kick-off for Danielle Bethell; Ag Complex meeting; CTE day at the Capitol; SEDCOR forum luncheon; and the ACCT/NLS Conference.

Neva Hutchinson attended the Salem Chamber Agri-business banquet; Silverton First Citizen's Awards dinner; COG annual awards dinner and meeting; and CTE day at the Capitol.

Jackie Franke attended the Agri-business banquet; Keizer Chamber First Citizen's Awards; Representative Kurt Schrader's community leader's town hall; the COG annual awards dinner and annual meeting; and the Stayton-Sublimity community awards luncheon.

Ed Dodson attended the Salem Chamber Agri-business banquet; Keizer Chamber First Citizen's awards dinner; Silverton Chamber First Citizens awards; Stayton-Sublimity Community awards lunch; the Mid-Willamette Valley Council of Governments (COG) awards and business meeting; Paramedic graduation; the winter art show, Representative Kurt Schader Town Hall that was held at the Chemeketa Center for Business and Industry (CCBI); SEDCOR Ag Business breakfast in Mt. Angel; CTE day at the Capitol; OCCA board forum and meeting; MWEC Executive Council meeting; Martin Luther King celebration; a drug and alcohol presentation; the student tuition forum; and International Night.

Diane Watson attended the Salem Chamber Agri-business dinner; Keizer Chamber First Citizen's Awards; ACCT/NLS conference, including a Diversity, Inclusion, and Equity Committee meeting; and the COG annual awards dinner and annual meeting. Diane acknowledged Jackie Franke who is the incoming president of the COG Executive Committee this year.

Reports from the Administration

Jim Eustrom recognized the many student athletes and student leaders who presented at the workshop earlier and the staff who work with these students on a daily basis. Jim thanked the staff and students for the annual International Night on February 21. Lastly, Jim reported the Northwest Athletics Commission (NWAC) conducted a one-day institutional program review and site visit and commended the program for its excellence in athletics and academics.

Meeting Minutes
College Board of Education
February 26, 2020
Page 5

I. INFORMATION

College Policy #5030, Academic Standing

Melissa Frey, registrar and dean of Enrollment Services, reported this is a new policy, which formalizes a previous guideline. It outlines the expectations for students to maintain satisfactory academic progress. Procedures are being developed with specific intervention points to provide support for students who struggle to maintain satisfactory progress (2.0 GPA), including academic warning, academic probation, academic suspension, and how students can re-enter.

College Policies #4015, Class List and Registration Policy and #4050, Course Offerings for Secondary Schools

Kris Powers, psychology faculty and chair of the Academic Standards Advisory Council, presented a new policy. This policy replaces the No-Show-Drop guideline that has been in place but not consistently followed. The policy will maintain the expectation that all faculty must confirm their class list the first week of the term and to ensure students who are not attending class are dropped before they incur financial debt.

College Policy #4050, Course Offerings for Secondary Schools

This policy mainly pertains to College Credit Now. It was reviewed by the Academic Standards Council, and there were no changes. All four policies will be brought back in March for board approval.

Suspension of Juvenile Corrections Statewide Certificate of Completion

Johnny Mack, dean of Career and Technical Education, reported this program suspension is the result of a consortium of colleges that formed this certification which has disbanded. The college still offers a two-year associate's degree in Juvenile Corrections.

Suspension of Dental Assisting Certificate of Completion

Dental Assisting Certificate of Completion

The prerequisites have been rolled into the new proposed certificate and a few courses were deleted and added increasing the total credits from 57 to 67. Because there were significant changes, the old Dental Assisting Certificate is being suspended and the new certificate is proposed. This is the result of faculty and the advisory committee developing a new certificate to meet industry needs and providing a clearer path for completion. Board action will be requested on all three of these program changes at the March board meeting.

J. STANDARD REPORTS

Personnel Report

David Hallett said the report stands as written. David acknowledged the Human Resources (HR) department and Heather McDaniel, director of HR, who was in the audience for their hard work handling the many aspects of HR.

Budget Status Report

Miriam Scharer referred to the Statement of Resources and Expenditures and noted four of the five state payments have been received, and there is strong growth in interest revenue. There is a slight variance in comparison to last year but this may be due to the timing of payments.

Minutes
March 18, 2020

Meeting Minutes
College Board of Education
February 26, 2020
Page 6

The Status of Investments reflects four new investments that were made as a few investments matured. There was no change in interest rates in the Oregon Short-term Fund.

Purchasing Report

Miriam reported on the two items—the Diesel Mechanic Program Tenant Improvements for Leased Property in Brooks and Interior and Exterior Building Signage. A ramp will need to be constructed for the leased property in Brooks. The college takes possession on April 1; however, the college is still waiting for approval of zoning from Marion County before an Invitation for Bid can go out. A contract award will hopefully be made by May.

Miriam drew attention to the two green sheets in the board folder for the two contract awards for printing of class schedules and college catalog (inside pages) and binding of the catalog; and printing of marketing and communication collateral.

Capital Projects Report

Rory Alvarez said the report stands as written. Rory expressed thanks for everyone's patience on Building 5. Work continues and the classrooms should be ready for use by April.

Chemeketa Cooperative Regional Library Service (CCRLS) Report

Jim Eustrom reported this is the last quarterly report by John Goodyear because he will be retiring at the end of March. John reported continued efforts are being made with Grand Ronde to finalize their contract due to unique needs to satisfy tribal requirements. Once signed, the CCRLS team will start migrating their information to the CCRLS system and they will be a member. John thanked the board and the college for their support of CCRLS. The board thanked John for his diligent work and leadership.

Ron Pittman asked John for an update on the Willamina library. John said the Willamina library has been closed for the last month while it undergoes the second phase of the remodel. It used to be the fire station, and the current librarian has been doing the majority of the refurbishing and remodel work.

Jim Eustrom reported the Salem Library has chosen *Piecing Me Together*, by Renee Watson as their Salem Reads book; the story is set in Portland. Also, McMinnville Reads had authors Nicholas Kristoff and Sheryl WuDunn speak on their book *Tightrope: Americans Reaching for Hope*, about homelessness.

Student Success Data Points

Fauzi Naas, director of Institutional Research, used a PowerPoint to guide a presentation on course pass rates and completion in high-enrolled courses. Fauzi reviewed the top 10 high-enrolled classes college-wide, lower division transfer, developmental education, and career and technical. A pie chart was included with each showing the percentage of pass rate by course. There was also a table with one high-enrolled course (BI231, CIS101 and MTH070) from each category with total number of students and pass rates, and a breakdown by the class characteristics of gender, age, race/ethnicity, and socio-economic status.

Minutes
March 18, 2020

Meeting Minutes
College Board of Education
February 26, 2020
Page 7

Recognition Report

Jessica Howard acknowledged all the employees in the written report.

K. SEPARATE ACTION (continued)

Approval of Proposed Student Tuition for 2020–2021

Miriam Scharer reported last month the initial proposal was made for an increase in the 2020–2021 tuition and universal fee rates as follows:

- A total per credit increase of \$11 to \$126 per credit. This would be an increase of \$495 a year (or \$165 per term) based on 45 credits.
- Tuition increase of \$4 per credit for a total of \$95 per credit
- Universal fee increase of \$7 per credit for a total of \$31 per credit
- Out-of-State and international tuition increase of \$4 for a total of \$259 per credit
- No universal fee increase for non-credit courses
- No differential fee increase, however, will be implementing into some second year CTE courses

Miriam said raising tuition is a difficult decision and is not taken lightly. However, the college remains committed to offering excellent academic programs and services and ensuring facilities are maintained and provide a positive learning environment. It also maintains committed to reducing cost of attendance such as the textbook affordability initiatives including the Chemeketa Press, digital course access, the lending library; the Guided Pathways initiative; and realigning CTE program credits. The proposed increase is a necessary measure to ensure fiscal sustainability of the college in light of reduced funding due to enrollment and increased costs.

On February 12, a student forum was held to share the proposed tuition and fee increase. Jim Eustrom, Ryan West, and Miriam were on the panel; approximately 25 students, college staff and Ed Dodson were in attendance. Students asked thoughtful questions and shared comments about the proposal. Riley Dunagan reported that students are never excited about a tuition increase. Their main concern was how the increased cost would affect their ability to stay on track and graduate on time. Overall, students were understanding and just wanted to make sure the extra money is going toward student resources and their education. One concern raised was the student forum was only offered once and it was suggested to offer the forum on a Tuesday and Wednesday to catch more students. Ken Hector suggested the forum be recorded so students can view the session.

Board members expressed regret in raising the tuition and fees and recognize the impact this has on students. However, in order to maintain operations, provide quality programs and services, and to continue to be an institution of excellence, a tuition increase is necessary.

Ron Pittman moved and Ken Hector seconded a motion to approve the proposed student tuition and fees as presented effective summer term 2020.

The motion CARRIED unanimously.

Minutes
March 18, 2020

Meeting Minutes
College Board of Education
February 26, 2020
Page 8

Approval of Resolution No. 19-20-20, Adopting the Supplemental Budget and Making Appropriations

Miriam Scharer reported local budget law requires a resolution when an occurrence or condition was not ascertained when preparing the original budget and requires a change in financial planning. A PERS Employer Incentive Fund was approved in the 2018 legislative session. As a result, in December 2019, the college applied for and was approved for a \$5 million investment in this fund matched by \$1.25 million from that Employer Incentive Fund. The \$6.25 million will go to a separate side account and will reduce ongoing PERS rates charged for employees. After consulting with the college auditor, the payment to PERS for the \$5 million needs to come out of the general fund which was not built into the general fund budget. In order to accomplish this, the college needs to increase the expenditure budget and increase the resources because funds will be transferred from the debt service fund. Miriam referred to the worksheets showing the transfers and payments.

Ken Hector moved and Jackie Franke seconded a motion to approve Resolution No. 19-20-20 to adopt and appropriate a supplemental budget of \$5,000,000 for the General Fund for the fiscal year 2019–2020 bringing the total budget to \$95,550,000 plus the unappropriated ending fund balance of \$1,500,000 for a total General Fund budget of \$97,160,000, and the adjusted appropriation for the Debt Service fund.

The motion CARRIED.

L. ACTION

Neva Hutchinson moved and Jackie Franke seconded a motion to approve action item Nos. 1–5:

1. Approval of 2020–2021 Proposed Budget Calendar [19-20-137]
2. Approval of College Policies #2340, Emergency Messages to Students and Employees; #2350, Emergency Management; and #2420, Traffic Code and Parking [19-20-138]
3. Approval of Printing of Class Schedules and College Catalog (Inside Pages) and Binding of Entire College Contract Award [19-20-139]
4. Approval of Contract Award for Printing of Marketing and Communication Collateral [19-20-140]
5. Approval of Budget Development and Financial Forecasting Software Contract Award [19-20-141]

The motion CARRIED.

M. APPENDICES

College mission, vision, core themes, and values; campus and district maps.

N. FUTURE AGENDA ITEMS

None were heard.

O. BOARD OPERATIONS

None were heard.

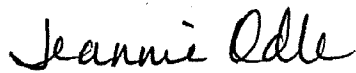
Minutes
March 18, 2020

Meeting Minutes
College Board of Education
February 26, 2020
Page 9

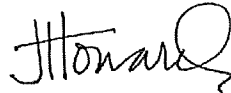
N. ADJOURNMENT

The meeting adjourned at 9:05 pm.

Respectfully submitted,

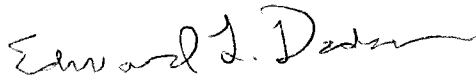


Board Secretary



President/Chief Executive Officer

Board Chair



Date 3/18/2020

Separate Action-1
March 18, 2020

**APPROVAL OF RETIREMENT RESOLUTIONS
NO. 19-20-21, ELAINE M. KEVORKIAN AND NO. 19-20-22, JOHN M. GOODYEAR
[19-20-142]**

Prepared by

David Hallett, Vice President—Governance and Administration

The College Board of Education honors employees who retire after years of service to the college. Attached are resolutions honoring Elaine M. Kevorkian who retires effective March 31, 2020, and John M. Goodyear who retires effective March 31, 2020.

It is recommended that the College Board of Education adopt Retirement Resolutions No. 19-20-21, Elaine M. Kevorkian and No. 19-20-22, John M. Goodyear.

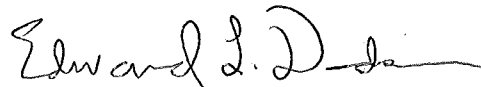
Separate Action-1
March 18, 2020

**RETIREMENT RESOLUTION
NO. 19-20-21, ELAINE M. KEVORKIAN**

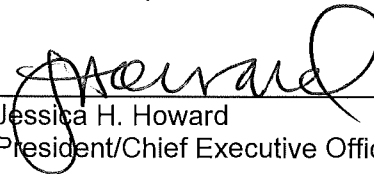
WHEREAS, Elaine M. Kevorkian began her 37-year, 1-month association, as a salaried employee, with Chemeketa Community College in February, 1983; and

WHEREAS, Elaine M. Kevorkian gave dedicated service to Chemeketa Community College currently as Department Technician I-10 months, Instruction and Student Services Division; therefore,

BE IT RESOLVED, that upon her retirement date of March 31, 2020, the College Board of Education hereby honors and commends Elaine M. Kevorkian for her loyalty, dedication and personal commitment to Chemeketa Community College.



Diane Watson
Board Chairperson



Jessica H. Howard
President/Chief Executive Officer

**RETIREMENT RESOLUTION NO. 19-20-22
JOHN M. GOODYEAR**


WHEREAS, John M. Goodyear began his 11-year association, as a salaried employee, with Chemeketa Community College in April, 2009; and

WHEREAS, John M. Goodyear gave dedicated service to Chemeketa Community College currently as Executive Director-Chemeketa Cooperative Regional Library Service of Student Development and Learning Services Division; therefore,

BE IT RESOLVED, that upon his retirement date of March 31, 2020, the College Board of Education hereby honors and commends John M. Goodyear for his loyalty, dedication and personal commitment to Chemeketa Community College.



Diane Watson
Board Chairperson



Jessica H. Howard
President/Chief Executive Officer

ASSOCIATED STUDENTS OF CHEMEKETA (ASC)

Prepared by

Riley Dunagan, ASC Executive Coordinator

ASC PAST EVENTS

Night Strike

- Night Strike is coordinated by Israel Cortez (Community Engagement Coordinator) and Jerry Clark. Those who signed up to volunteer met at 5 pm on February 27, in Building 2, Room 178. Food was provided to all the volunteers before leaving for Portland to help serve the needs of the community's homeless under the Burnside Bridge.

Japanese Rice Ball Feed

- The Japanese Rice Ball Feed was coordinated by Yoshinobu Enomoto (International Student Representative) and occurred on February 18, 11 am–1 pm, in the Student Center. 100 students and staff gathered to enjoy Japanese rice balls, refreshments, and participate in a friendly karaoke competition.

Get Yourself Tested (GYT) Event

- The GYT event occurred on February 27, 10 am–4 pm, in Building 2, Room 177A. 50 students and staff had the opportunity to learn about the current STD situation in Marion County, get tested, and help improve outreach efforts from the Marion County Health Department. This event was coordinated by ASC in conjunction with Multicultural Student Services.

ASC CURRENT EVENTS

Men's Wellness Group

- The Men's Wellness Group is facilitated by Joel Gisbert (Civic Engagement Coordinator) and meets weekly on Wednesdays from 5–6:30 pm, in Building 2, Room 176. The group is focused on providing students with a more positive outlook on life while creating a strengthened support system among their male college peers.

ASC FUTURE EVENTS

Night Strike

- Night Strike is coordinated by Israel Cortez (Community Engagement Coordinator) and Jerry Clark. Those who sign up to volunteer will meet at 5 pm on March 19, in Building 2, Room 178. Food will be provided to all the volunteers before leaving for Portland to help serve the needs of the community's homeless under the Burnside Bridge.

CHEMEKETA COMMUNITY COLLEGE FACULTY ASSOCIATION (CFA)

Prepared by

Justus Ballard, President—Chemeketa Faculty Association

HOUSE BILL 4146

On February 5, Sarah Chivers, a part-time faculty instructor of Sociology at Chemeketa Community College and Portland State University, testified on behalf of HB 4146, a bill that would create an insurance pool for part-time faculty who meet PERS eligibility requirements.

Sarah also shared a written version of her story with the Oregon Education Association and the CFA, and it is reprinted here:

"My name is Sarah Chivers and I'm an adjunct instructor currently teaching at Chemeketa Community College and Portland State University, although some quarters I have juggled adjunct teaching at up to four regional institutions between Oregon and Washington. I have a PhD with 15 years of experience teaching and conducting sociology research. I work full-time hours, and I receive no benefits at any of the colleges I am employed at. I've been purchasing my own health insurance through the exchange since December of 2018. Before that, I was not insured.

Late one evening last August, I was washing dishes and accidentally sliced my hand open on a glass. It required seven stitches and a tetanus shot. At that time, I had my two young children with me so I went to the nearest clinic that was open to minimize the expense (and trauma) of taking my kids to the emergency room. That visit cost me \$500 and took me awhile to pay off. I am so fortunate that my injury was not more severe. If it had been, I would have experienced being homeless.

A month after I sliced my hand open, my landlord notified me she would be increasing my rent \$150 a month (which was \$1800 a month). This increase almost exceeds what I bring home in pay for my rent, utilities, transportation, and food for my family.

Adjuncts do the same work that full-time faculty do, for much, much less. In a good quarter, my take-home pay while teaching full time is about \$2500 a month. I am rarely offered summer classes, or regular teaching opportunities, but I still find ways to secure full-time teaching appointments. No matter how glowing my teaching evaluations, or how hard I work engaging students in learning outcomes, none of my employers have offered me teaching positions that offer long term job stability.

It is heart-breaking to put in so much and receive so little back. I feel like I am barely making it. My household is in survival mode."

Unfortunately, HB 4146 (along with many other pieces of legislation) did not pass during the short session, but thanks to the efforts of faculty like Sarah, support in the legislature has grown, and this will be revisited in next year's full session.

CHEMEKETA COMMUNITY COLLEGE CLASSIFIED EMPLOYEES ASSOCIATION (CCA)

Prepared by

Tim King, Director of Public Relations—Chemeketa Community College
Classified Employees Association

Mary Schroeder, External Vice-President—Chemeketa Community College
Classified Employees Association

Terry Rohse, President—Chemeketa Community College Classified Employees Association

WELCOME NEW CLASSIFIED EMPLOYEES AND NEW POSITIONS

- On February 24, 2020, Jeremy (JD) Shinn was hired as Instructional Coordinator/Analyst II (CCBI). Last year JD was an adjunct instructor at the Dallas Center for one term. JD has served the Mid-Willamette Valley in a variety of capacities the past five years through the Chamber of Commerce industry, most recently as CEO of the Dallas Area Chamber of Commerce and Visitors Center. JD also taught Introduction to Hospitality Industry at the Chemeketa Polk Center. Shinn “loves to find solutions for businesses, organizations and individuals.”
- On March 9, 2020, Jesus Sanchez was hired as Department Technician I in the Student Retention and College Life department.
- On March 2, 2020, David Horton was promoted from Lead Custodian (A3) to Maintenance Trades/Assistant (A4) in the Capital Projects and Facilities department. Congratulations, David!
- On March 7, 2020, Shaunah Steele was promoted from Department Specialist (B3) to an exempt position as Coordinator-Health Sciences in the Health Sciences department. Congratulations Shaunah!

CHEMEKETA COMMUNITY COLLEGE EXEMPT ASSOCIATION

Prepared by

Lynn Irvin, Vice President—Chemeketa Community College Exempt Association
Adam Mennig, President—Chemeketa Community College Exempt Association

WINTER 2020 EXEMPT ASSOCIATION MEETING

- The exempt association met on March 4, before the Admin Team meeting. Breakfast was served and members were encouraged to network and strengthen relationships. Marie Hulett talked about the Chemeketa Gala coming up on June 6. Exempt members were encouraged to submit silent auction items for the gala. A drive for the Chemeketa Food Pantry was held and a box full of food was delivered to the pantry. In addition, cash was collected for exempt scholarships.

EXEMPT ASSOCIATION EXECUTIVE BOARD MEETING

- The next exempt association executive board meeting will be scheduled in spring term 2020. The board will discuss student scholarships and the yearly election of board members.

Information-1
March 18, 2020

OREGON COMMUNITY COLLEGE ASSOCIATION (OCCA) UPDATE

Prepared by

Cam Preus, Executive Director—Oregon Community College Association
Jessica Howard, President/Chief Executive Officer

Cam Preus, Executive Director for the Oregon Community College Association, will be making a presentation to the board about the state of the state of community colleges.

**COLLEGE POLICIES #2430—OCCUPATIONAL HEALTH & SAFETY ~~AND~~
ENVIRONMENTAL PROTECTION; #2450—LOST AND FOUND;
AND #2460—KEYS AND ACCESS CARDS**

Prepared by

Rebecca Hillyer, General Counsel
David Hallett, Vice President—Governance and Administration
Jessica Howard, President/Chief Executive Officer

**OCCUPATIONAL HEALTH & SAFETY AND ENVIRONMENTAL PROTECTION—POLICY
#2430**

This policy was last reviewed by the board in September, 2016. There is only one minor change in the second paragraph and that is switching the words from safety and health to health and safety to be consistent with the policy title.

LOST AND FOUND—POLICY #2450

This policy was last reviewed by the board in December, 2016. The one edit is adding a comma for proper grammar.

KEYS AND ACCESS CARDS—POLICY #2460

This policy was last reviewed by the board in January, 2017. There are several edits recommended in the second paragraph. The last sentence is edited for better clarity.

For the above noted policies, the new language is underlined and the former language has been stricken with lines through the text. These policies were reviewed by the President's Advisory Council and will be recommended for approval by the College Board of Education at the April board meeting.

Administrative Series—2000

OCCUPATIONAL HEALTH & SAFETY/ AND ENVIRONMENTAL PROTECTION

Chemeketa Community College is committed to protecting the environment, and protecting the health and safety of our employees, students, visitors, and the community we serve.

The college will maintain an environmental health and safety program that meets or exceeds the requirements of local, state, and federal governing authorities relating to occupational ~~safety~~ health and health safety, and environmental protection.¹ The college will advocate for the development of procedures and practices within all areas to promote safe and healthy working and learning environments.

July 17, 1985

Adopted College Board of Education

March 15, 2006; January 16, 2008; June 30, 2010;
September 18, 2013; September 21, 2016

Revised College Board of Education

¹ <http://www.osha.gov/dcsp/osp/stateprogs/oregon.html> and <http://www.oregon.gov/DEQ/pages/index.aspx>

Administrative Series—2000

LOST AND FOUND

The Chemeketa Community College administration shall develop procedures consistent with applicable statutes to appropriately handle property of unknown origin found on college-owned and/or controlled property, including college vehicles.¹

March 17, 1999

Adopted College Board of Education

March 15, 2006; June 30, 2010; September 18, 2013;
December 20, 2016

Revised College Board of Education

¹ ORS 98.005-98.025, 133.623, 164.065, Chapter 142

Administrative Series—2000

KEYS AND ACCESS CARDS

To protect assets of Chemeketa Community College, buildings and interior spaces must be secured at an appropriate level, depending on the contents of the space. The college issues keys and electronic access cards through the Public Safety Office to authorized persons to provide access to specific areas of the college.

The Public Safety Office has overall responsibility for ensuring college facilities are secure. However, all employees (salaried, part-time faculty, part-time hourly, and student workers) have a responsibility to assist in ensuring unsupervised facilities on college-owned and/or controlled property are secure. Any open rooms need to be under the control of a college employee or a designated representative. ~~Thus, w~~When a room is vacated, the last employee ~~relinquishing~~ vacating control of the room shall ensure the room is locked.

March 15, 2006

Adopted College Board of Education

June 30, 2010; December 18, 2013;

January 18, 2017

Revised College Board of Education

COLLEGE POLICY #5135—MANDATORY STUDENT-INITIATED FEE

Prepared by

Mike Evans, Dean—Student Retention and College Life
Manuel Guerra, Chair—Student Success and Completion Advisory Council
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

The following policy has been reviewed and approved by the Student Success and Completion Advisory Council on February 28, 2020.

MANDATORY STUDENT-INITIATED FEE—POLICY #5135

The Student-Initiated Fee Policy is required in order for the college to be in compliance with House Bill 2666, which gives a community college recognized student government body the authority to establish processes for and the allocation of student-initiated fees. The revisions include added language as a result of the 2019 legislative session.

The College Board of Education will be asked to approve Policy 5135 at the April meeting.

Student Services Series—5000

~~MANDATORY~~ STUDENT-INITIATED FEE¹

The student government at Chemeketa Community College may form a student fee committee to recommend a ~~mandatory~~ student-initiated fee for the purpose of cultural or physical development of students. Members on the committee shall be drawn by the Associated Students of Chemeketa (hereinafter ASC) from student leadership teams and/or student organizations so as to represent all Chemeketa students' interests. The purpose, use and allocation of the revenues earned and expended from this fee will be determined by the committee in accordance with college policies.

Annually, in accordance with timelines set by the college president/chief executive officer in the procedure, the committee will submit a detailed fee proposal to the college president/chief executive officer for approval. The proposal will include the amount of the fee, purpose and description of the fee, assessment method proposed (e.g. per term, per student, flat fee or per course fee, etc.), and a detailed budget for the expenditures. The ASC or a member of the ASC “while acting as a member, may not use mandatory student-initiated fees, mandatory enrollment fees, mandatory incidental fees or any public moneys to promote or oppose any political committee or promote or oppose the nomination or election of a candidate, the gathering of signatures on an initiative, referendum or recall petition, the adoption of a measure or the recall of a public office holder.”²

A request for a ~~mandatory~~ student-initiated fee, use of the fee, or decision to modify an existing fee, may be refused by the president/chief executive officer if the president/chief executive officer determines that:

- a) The recognized student fee committee assessed or allocated the ~~mandatory~~ student-initiated fee in violation of applicable local, state, or federal law and/or college policies;
- b) The allocation conflicts with a preexisting contractual financial commitment;
- c) The total ~~mandatory~~ student-initiated fees budget would increase by a percentage that is greater than the percentage increase in tuition and other fees approved by the College Board of Education for the upcoming academic year; or
- d) The fee request is not advantageous to the cultural or physical development of students.

The recognized student fee committee and the president/chief executive officer shall seek to reach agreement on any dispute involving ~~mandatory~~ student-initiated fees, if necessary with the aid of a process established by the College Board of Education. If an agreement is not reached, the decision of the president/chief executive officer may be appealed to the College Board of Education, which will render a final decision prior to the adoption, use or modification of a ~~mandatory~~ student-initiated fee.

¹ ORS 341.470

² SB 731

Student Services Series—5000

~~MANDATORY~~ STUDENT-INITIATED FEE (Continued)

If the request is for a new or increased ~~mandatory~~ student-initiated fee the College Board of Education may require a campus referendum in which the student body votes on whether to approve the fee. If a ~~mandatory~~ student-initiated fee is rejected by the student body in a referendum, the recognized student government may not request another ~~mandatory~~ student-initiated fee for the remainder of the academic year.

If approved by the college president/chief executive officer, the fee proposal shall be forwarded to the College Board of Education for review. The College Board of Education will render a final decision prior to the adoption, use or modification of a ~~mandatory~~ student-initiated fee.

The assessment and collection of approved fees will be handled through the standard college tuition and fee policies and assessment and collection processes. The revenue will be allocated per the fee proposal submitted to, and approved by, the president/chief executive officer. All revenues and expenditures resulting from the approved fee shall be accounted for separately and an annual report shall be submitted to the president/chief executive officer and College Board of Education at the end of each fiscal year.

Definitions

~~Mandatory~~ Student-Initiated Fee—means a fee that:

- a) Is initiated by the recognized student fee committee at Chemeketa Community College;
- b) Students are required to pay in addition to the College Board of Education approved tuition and other fees;
- c) Is collected by the College Board of Education (through the standard college tuition and fee policies and assessment and collection processes); and
- d) Is allocated by the recognized student fee committee of the college.

October 17, 2018

Adopted College Board of Education

Revised

2020–2021 FACULTY SABBATICAL LEAVE REQUESTS

Prepared by

Theresa Yancey and Peter Hoelter, Sabbatical Review Committee Co-Chairs
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

In accordance with the collective bargaining agreement between the college and the faculty association, sabbatical leaves are granted to employees for the purpose of professional development. The proposed activities must have value to the applicant, the department, and the college. The bargaining agreement limits sabbatical leaves to four percent of total faculty; a total of 25 terms of faculty sabbatical leave are available for the 2020–2021 academic year.

The Sabbatical Review Committee reviews submitted application requests. The committee is comprised of six members, three faculty members appointed by the faculty association and three staff members selected by the college administration. The committee reviews requests for leave following criteria and guidelines developed jointly by the faculty association and the college as a part of its selection and recommendation process.

In the application and request cycle for 2020–2021 sabbatical leaves, nine (9) faculty members, requesting nineteen (19) terms of leave, submitted proposals to the Sabbatical Review Committee. The Sabbatical Review Committee recommends the nine (9) requests for a total of nineteen (19) terms of leave. Instruction and Student Services concur with the determination of the committee. Six (6) terms remain available for faculty application for one-term spring 2021 sabbatical leaves.

The College Board of Education will be asked to approve the recommended faculty sabbatical leave requests for the 2020–2021 academic year at the April 2020 meeting. The requests are outlined below.

Justus Ballard—English, 3 terms

Proposes to build his Spanish proficiency by taking a year-long series of Spanish classes. He also proposes researching and connecting with Chemeketa's ESOL program to find best practices for working with second language students in writing classes. He will bring the best practices back to the English Program and share with them.

Sheeny Behmard—Math, 1 term (winter)

Proposes to continue work on the writing and implementation of a Chemeketa Press textbook for MTH 243, Probability and Statistics I. Chapter 1 through chapter 3 were completed in a previous sabbatical. This sabbatical will be the next step to finish Chapter 4 through Chapter 6 of the textbook during this second one term sabbatical leave.

Karen Bledsoe—Life Science, 1 term (fall)

Proposes to develop a collection of active learning activities specific to Biology 103 that can be used as-is by other instructors with minimal preparation and increase the knowledge base of best practices in active learning to apply these techniques in the classroom.

Information-4
March 18, 2020

Kim Colantino—English/Liberal Arts, 1 term (fall)

Proposes to incorporate composition and technical writing courses with empathy enrichment by conducting research and exploration of ways to foster empathy in the classrooms and to promote these techniques amongst faculty.

Ben Frankamp—Physical Science, 3 terms

Proposes using virtual reality and augmented reality related technology to provide a platform where students can interact with the nanoscale world of chemistry to promote these techniques with faculty and apply in the classroom.

Alissa Hattman—Academic Development, 3 terms

Proposes research, discuss collaborate and deliver a presentation on current equity-based pedagogy specific to culturally responsive teaching theory and proactive; group facilitation techniques for diverse learner; labor-based grading contracts; creating an equity-based syllabus; universal redesign; and inclusion and economic mobility in Guided Pathways reform.

Mandy Reininger—Computer Information Systems, 3 terms

Proposes partnering with Chemeketa's Information Technology (IT) department and interviewing cybersecurity industry partners, identifying where there is strong alignment and/or gaps between the classroom curricula and current industry practice and standards of cybersecurity, obtaining industry standard certifications from CompTIA and Microsoft and proposing curriculum changes based upon findings.

Dr. Jan VanStavern—English, 1 term (spring)

Proposes to learn more about the challenges for students who have diverse abilities and limitations with communication of writing, visual and auditory modes and create an action plan or set of support slides/links/videos for faculty, in order to better support and teach-and learn from Chemeketa students of differing abilities.

Patrick Williams—Philosophy/Religion, 3 terms

Proposes to improve writing assignments, enrich understanding of philosophical topics, understand dynamics of controversial topics and facilitate discussion of them to apply these techniques in the classroom.

9 applicants

19 terms

(25 terms available)

EMERGENCY MEDICAL TECHNICIAN CERTIFICATE OF COMPLETION

Prepared by

Marshall Roache, Dean—Emergency Services
Johnny Mack, Executive Dean—Career and Technical Education
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

Chemeketa continues to listen to community and employer feedback on what graduates will need to enter the workplace. This one-term certificate is designed so that students can quickly enter the workforce as an Emergency Medical Technician (EMT).

The Emergency Medical Technician certificate of completion will provide students a way to complete a certificate and then return to Chemeketa for an associate of applied science (AAS) degree in Paramedicine, if there is a need to go to the workplace. The certificate will allow the college to track those students as completions.

Based on a survey of advisory committee members, the average salary for EMTs is approximately \$41,000 per year, with a starting wage of approximately \$22,000 per year. The advisory committee predicts that job growth should be similar to other career areas and that the Mid-Valley area should be able to create 50 annual job openings per year.

The above recommendation was approved by the Emergency Medical Technician Advisory Committee on February 6, 2020, and the college's Curriculum Committee on February 26, 2020.

The College Board of Education will be asked to approve the Emergency Medical Technician Certificate of Completion at the April 2020 board meeting.

EMERGENCY MEDICAL TECHNICIAN CERTIFICATE OF COMPLETION

Course No.	Course Title	Credit Hours
Term 1		
EMT151	EMT, Part 1	6
	and	
EMT152	EMT, Part 2	6
	or	
EMT153	EMT One Term	12
	Term 1 Total	12
	TOTAL PROGRAM HOURS	12

CROP HEALTH CERTIFICATE OF COMPLETION

Prepared by

Joleen Schilling, Program Chair—Horticulture
Holly Nelson, Executive Dean—Regional Education and Academic Development
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

Chemeketa continues to listen to community and employer feedback on what graduates will need to enter the workplace. This one-year certificate in crop health will provide education and training in disease, pest, and weed management; biological control; plant fertility; and water quality issues so that students can find employment in crop health, or in Integrated Pest Management.

The certificate will provide students the ability to obtain their pesticide applicators license. It will also prepare students for direct entry into the workforce and allow them to continue in the Horticulture Associate of Applied Science program.

Based on wage data from the State of Oregon Employment Department, the starting wage in the Mid-Valley region for students entering this field is approximately \$57,470 per year with the average wage of \$75,025 per year, and it is projected that this occupation is expected to grow at a much higher rate than the regional average growth rate for all occupations through 2027. It is predicted that 39 total annual openings per year will be created in crop health according to qualityinfo.org.

The above recommendation was approved by the Horticulture Advisory Committee on June 15, 2018, and the college's Curriculum Committee on February 26, 2020.

The College Board of Education will be asked to approve the Crop Health Certificate of Completion at the April 2020, board meeting.

CROP HEALTH CERTIFICATE OF COMPLETION

Course No.	Course Title	Credit Hours
Year 1		
HOR112	Pesticides and Safety	2
HOR125	Biological Control Agents	2
HOR215	Developing an IPM Program	2
HOR236	Integrated Pest Management: Weeds	3
HOR237	Integrated Pest Management: Insects and Diseases	4
HOR238	Plant Problem Diagnosis	2
HOR265	Integrated Pest Management: Scouting and Monitoring	2
HOR275	Innovative Strategies for Water Management in Nurseries	2
HOR280F	Cooperative Work Experience	6
SOIL205	Soil Science	4
SOIL206	Plant Nutrition	2
	Year 1 Total	31
	TOTAL PROGRAM HOURS	31

PERSONNEL REPORT

Prepared by

Alice M. Sprague, Associate Vice President—Human Resources
David J. Hallett, Vice President—Governance and Administration

NEW HIRES AND NEW POSITIONS

Ryan M. Goehring, Maintenance/Trade Coordinator—Capital Project and Facilities, College Support Services Division, replacement, 100 percent, 12-month assignment, Range C-1, Step 9.

Jeremy D. Shinn, Instructional Coordinator/Analyst II—Chemeketa Center for Business and Industry, Career and Technical Education Division, replacement, 100 percent, 12-month assignment, Range C-2, Step 2.

POSITION CHANGES

David J. Horton, Maintenance/Trades Assistant—Capital Projects and Facilities, College Support Services Division, replacement, 100 percent, Range A-4, Step 10, from Custodian II—Capital Projects and Facilities, College Support Services Division.

Timothy J. “Tim” Richardson, Public Safety Officer II—Public Safety, College Support Services Division, replacement, 100 percent, Range B-3, Step 2, from Public Safety Officer I—Public Safety, College Support Services Division.

Shaunah R. Steele, Coordinator-Health Sciences—Health Sciences, Career and Technical Education Division, replacement, 100 percent, Range C-3, Step 1, from Department Specialist—Health Sciences, Career and Technical Education Division.

RETIREMENTS

John M. Goodyear, Executive Director-Cooperative Regional Library Services—Student Development and Learning Resources Division, effective March 31, 2020.

Elaine M. Kevorkian, Department Technician I-10 months—Instruction and Student Services Division, effective March 31, 2020.

SEPARATIONS

Bonni C. Booth, Student Services Specialist-11 months—College Support Services Division, effective March 6, 2020.

Elaina Martushev, Department Technician II—College Support Services Division, effective March 6, 2020.

Jessica “Jess” Stahl, Dean-Curriculum, Instruction and Accreditation—Instruction and Student Services Division, effective February 29, 2020.

BUDGET STATUS REPORT

Prepared by

Katie Bunch, Manager—Accounting and Audit
Rich McDonald, Director—Budget and Finance
Miriam Scharer, Vice President/Chief Financial Officer
Jessica Howard, President/Chief Executive Officer

The financial reports of the general fund and investments for February 28, 2020, are attached.

The following items are included in the report:

- General Fund Revenue and Expense Statement
- General Fund Budget Status Report
- Status of Investments as of February 28, 2020

Chemeketa Community College
Statement of Resources and Expenditures
As of February 29, 2020

Standard Report-2
 March 18, 2020

Fund 100000 - General Fund Unrestricted

	<u>ADJUSTED BUDGET</u>	<u>YEAR-TO-DATE ACTUAL</u>	<u>% OF BUDGET</u>	<u>VARIANCE TO BUDGET</u>
Resources:				
Property Taxes	22,320,000	21,888,475	98.07%	(431,525)
Tuition and Fees	23,290,000	16,884,209	72.50%	(6,405,791)
State Appropriations - Current	33,800,000	34,076,048	100.82%	276,048
Indirect Recovery	1,900,000	1,103,711	58.09%	(796,289)
Interest	1,200,000	951,430	79.29%	(248,570)
Miscellaneous Revenue	450,000	388,861	86.41%	(61,139)
Transfers In	200,000	-	0.00%	(200,000)
Fund Balance	9,000,000	9,772,897	108.59%	772,897
Total Resources	92,160,000	85,065,631	92.30%	(7,094,369)
Expenditures:				
Instruction	36,212,831	20,540,943	56.72%	15,671,888
Instructional Support	12,362,612	7,857,658	63.56%	4,504,954
Student Services	8,048,693	5,174,521	64.29%	2,874,172
College Support Services	16,805,281	10,237,889	60.92%	6,567,392
Plant Operation and Maintenance	6,930,583	4,103,442	59.21%	2,827,141
Transfers and Contingency	10,300,000	3,145,636	30.54%	7,154,364
Total Expenditures	90,660,000	51,060,089	56.32%	39,599,911
Unappropriated Ending Fund Balance	1,500,000			

Chemeketa Community College
Budget Status Report
As of February 29, 2020

Fund 100000 - General Fund Unrestricted

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance
6110	Exempt Salaries	8,348,184.00	5,300,901.87	2,528,601.40	518,680.73
6120	Classified Salaries	12,355,767.00	7,724,389.98	3,832,586.52	798,790.50
6124	Part-Time Hourly & Student Wages	1,447,065.00	873,471.91	-	573,593.09
6130	Faculty Salaries	17,004,757.00	10,826,259.04	5,438,548.36	739,949.60
6132	Part-Time Faculty	7,000,000.00	2,864,766.75	353,899.44	3,781,333.81
6510	Fixed Fringe Benefits	9,486,460.00	5,938,990.08	-	3,547,469.92
6511	Variable Fringe Benefits	14,856,389.00	8,453,086.14	-	6,403,302.86
6512	Other Fringe Benefits	380,000.00	210,552.00	-	169,448.00
	Subtotal Personnel Services	70,878,622.00	42,192,417.77	12,153,635.72	16,532,568.51

59.53%

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance
710	Materials & Services	1,746,421.00	770,660.19	-	975,760.81
720	Equipment \$500-\$4,999	285,530.00	103,809.90	-	181,720.10
7300	Legal Services	106,176.00	62,898.48	-	43,277.52
7310	Insurance	619,162.00	508,043.09	-	111,118.91
7320	Maintenance	445,720.00	230,886.80	5,226.21	209,606.99
7330	Communications	873,853.00	543,832.14	-	330,020.86
7340	Space Costs	1,887,134.00	918,562.39	21,239.36	947,332.25
7350	Staff Development	128,991.00	94,441.20	-	34,549.80
7360	Travel	373,140.00	180,554.62	-	192,585.38
7370	Other Services	2,853,381.00	2,229,236.83	556,775.64	67,368.53
7550	Capital Outlay	161,870.00	79,109.39	8,504.63	74,255.98
8150	Transfers Out	5,300,000.00	3,145,635.81	-	2,154,364.19
8500	Contingency	5,000,000.00	-	-	5,000,000.00
	Subtotal Non-Personnel Services	19,781,378.00	8,867,670.84	591,745.84	10,321,961.32
	Report Totals	90,660,000.00	51,060,088.61	12,745,381.56	26,854,529.83

56.32%

STATUS OF INVESTMENTS AS OF FEBRUARY 29, 2020

<u>Oregon State Treasurer Investments</u>	<u>Investment Ending Date</u>	<u>Maturity Date</u>	<u>Amount Invested</u>	<u>Rate as of 2-29-2020</u>
Oregon Short-Term Fund - General	2-29-2020	On demand	\$33,189,096.00	2.25%
Oregon Short-Term Fund - Capital	2-29-2020	On demand	\$10,197,040.14	2.25%
<u>Other Investments</u>	<u>Investment Date</u>	<u>Maturity Date</u>	<u>Amount Invested</u>	<u>Yield</u>
Discount Note – Federal Farm Credit Bank	09-14-2018	03-05-2020	\$2,953,665.00	2.600%
Corporate Note – Bank of America	11-20-2018	04-21-2020	\$2,968,206.76	3.150%
Corporate Note – Westpac Banking Corp.	11-26-2018	05-26-2020	\$2,962,740.00	3.154%
Corporate Note – JP Morgan Chase	01-11-2019	06-23-2020	\$1,991,610.00	3.145%
Corporate Note – Bank of Nova Scotia	02-08-2019	07-14-2020	\$2,974,840.00	2.853%
Corporate Note – Australia & New Zealand Bank Group	03-22-2019	08-19-2020	\$1,989,177.78	2.655%
Corporate Note – Toronto Dominion Bank	04-24-2019	09-17-2020	\$2,022,035.00	2.578%
Corporate Note – JP Morgan Chase	02-08-2019	10-15-2020	\$2,069,732.57	2.930%
Treasury Note – United States Treasury	11-18-2019	11-30-2020	\$2,027,908.52	1.548%
Corporate Note – Wells Fargo Bank	11-19-2019	12-07-2020	\$2,038,530.00	1.797%
Corporate Note – Westpac Banking Corp.	12-09-2019	01-25-2021	\$2,037,447.78	1.851%
Corporate Note – US Bank	12-09-2019	02-04-2021	\$2,047,433.33	1.828%
Treasury Note – United States Treasury	12-11-2019	03-31-2021	\$1,995,898.03	1.601%
Corporate Note – Royal Bank of Canada	12-09-2019	04-30-2021	\$2,045,933.33	1.774%
Corporate Note – Lloyds Bank	12-09-2019	05-07-2021	\$2,045,486.67	1.870%
Corporate Note – Walmart Inc.	12-20-2019	06-23-2021	\$2,074,589.17	1.647%
Corporate Note – Toyota Motor Credit Corp.	12-20-2019	07-20-2021	\$2,071,165.00	1.735%
Corporate Note – Microsoft Corp.	01-21-2020	08-08-2021	\$2,015,356.11	1.507%
Corporate Note – Shell International	01-21-2020	09-12-2021	\$2,016,661.67	1.622%
Treasury Note – United States Treasury	01-17-2020	10-31-2021	\$2,007,448.57	1.471%
Treasury Note – United States Treasury	01-17-2020	11-15-2021	\$2,060,271.92	1.473%

13 week Treasuries 1.25% as of 2/28/2020

Oregon Short-Term Fund is managed by the Oregon State Treasurer - also known as LGIP (Local Government Investment Pool).

CAPITAL PROJECTS REPORT

Prepared by

Rory Alvarez, Director—Facilities and Operations
Miriam Scharer, Vice President/Chief Financial Officer

PLANNING AND PRE-PLANNING CAPITAL PROJECTS

- **Agricultural Complex**
Both the construction management contractor and consultants are currently working to evaluate the costs of the project with Swinerton, a commercial construction company, who is receiving quotes from subcontractors for the project. The intent is to have final construction costs confirmed for budget purposes. The anticipated start date for site work is the first week of April, weather dependent.
- **Building 9 Boilers**
The college is working with Energy Trust of Oregon and PAE, an engineering consultant. A base of design has been created. New boilers have been ordered and should arrive on site during the last week of March.
- **Woodburn Department of Human Services (DHS) Tenant Improvements**
Plans have been issued and a contract awarded to Clarity Construction. Pre-construction meetings are being scheduled now. The college is working with DHS (tenant) on the project schedule.
- **Diesel Program at Brooks Center**
A lease has been signed for a facility in Brooks at the Red Steer Building. The college takes possession of the property on April 1, and has filed a request for rezoning the property to allow use for an educational purpose. Needs of the program are being identified and the goal is to have fully designed plans by the end of April for summer construction dates.

CURRENT AND COMPLETED CAPITAL PROJECTS

- **Building 5 Heating, Ventilation, Air Conditioning (HVAC)**
The whole construction team and the college are pushing the project to have all classrooms up and running no later than March 30, 2020, the first day of spring term. The main roof top units are being shipped from Kentucky on March 3, 2020, with the hope they will be at the site on March 10, for the final push to finish. Work will continue to finish the office spaces in the building for occupancy by late April.

See Appendix–2; Campus Map pages 54–55.

RECOGNITION REPORT

Prepared by

Jessica Howard, President/Chief Executive Officer

I would like to recognize the following for recent contributions to Chemeketa and to their professions.

Counseling and Career Services presented several workshops during the month of February. Counselor KAREN STEVENS was the facilitator for a Math Anxiety Workshop on February 4 and 19. These workshops featured techniques for students, faculty and staff to help identify math anxiety. Participants learned how anxiety impacts learning and memory, techniques to reduce anxiety such as triangle breathing and grounding, and how to identify and correct negative thinking errors to improve their performance in math. Counselor KIM MARTIN was the facilitator for a Healthy Relationships Workshop on February 11. This workshop focused on healthy relationships and how to protect participants from developing unhealthy relationships. This event was held in the Student Parent Resource Center and was open to all students. *(Core Themes: Academic Quality—Quality programs, instruction, and support services are provided to students; Student Success—Students' progress and complete their educational goals.)*

Student Retention and College Life and the Diversity and Equity/Title IX department hosted a number of multicultural events in February–March. Big thanks to LINDA RINGO-REYNA for organizing these events. On February 8, Immigration Action Day included guest speakers educating the community on current immigration policies and resources (over 250 community members attended); February 20, United Nations Association had guest speaker Dr. Stan Vargas, Adj. Professor/Willamette University who spoke on the topic of “World Peace and the Impact of World Religion” (42 students and community members attended); February 20, Salem Library Foundation/Salem Reads Honoring Black History had guest speaker Dr. Julius McGee from PSU who spoke on Oregon’s early history of hostility toward African-Americans and the policies and decisions that continues to impact Oregon today (42 students and community members attended); and March 8, the Thompson/Patch Scholarship Awards ceremony was held on campus where 24 scholarships were awarded to Salem high school students and Chemawa Indian School students receiving a total of \$20,000 in scholarships. *(Core Theme: Access—A broad range of educational opportunities and workforce training is provided to students in pursuit of their goals. Community Collaborations—Instruction, training and workforce development are provided through collaboration with education partners, businesses, and community groups. Core Theme: Student Success—Students' progress and complete their educational goals.)*

As part of the college 50-year anniversary celebration, the Gretchen Schuette Art Gallery held the first-ever Cabinet of Curiosities show. Many people from Chemeketa submitted interesting objects and items of historical, scientific, or personal significance to them. DEANNE BEAUSOLEIL and KAY BUNNENBERG BOEHMER curated the show. Contributors were JUSTUS BALLARD, DEANNE BEAUSOLEIL, NANCY ESPINOSA, KIM FINK, HEIDI GREW, CYNTHIA HERRON, REBECCA HILLYER, TRACI HODGSON, DIANA INCH, LYNN IRVIN, GARY KUHN, GAIL WILLIAMS PICKETT, APRIL RITCHIE, TERRY ROHSE, KEITH

Standard Report-4
March 18, 2020

RUSSELL, JEREMY TRABUE, JILL WARD, and JOSIE WOOD, in collaboration with JENNIFER JOHNS, Life and Physical Sciences, who provided the natural history specimens. *(Core Theme: Community Collaborations—Instruction, training and workforce development are provided through collaboration with education partners, businesses, and community groups.)*

The 10th Annual International Night was held on February 21. This year's theme, A World of Heroes, gave the volunteer cast and crew the opportunity to explore what it means to be a "hero" in our everyday lives. The 84 performers represented 24 distinct cultures/countries from refugee, immigrant, international and citizen perspectives. The talented cast, many of whom are first-time performers in front of a live audience, provided contemporary and traditional insights into the many cultures in our district. In between the performances, the staff and volunteer crew explored the theme through skits and demonstrated how each member of the Chemeketa community can build understanding and greater intercultural belonging in our community. Special thanks go out to the 22 volunteers behind the scenes, students MERIBY SALGADO YDRACY and KUNNEARATH SOK, emcees; TERRY ROHSE and SEAN WARNER for auditorium management, and ANNA ALEXANDER, PACO HADLEY, LOURDES FERNANDEZ MULLINS, TETER KAPAN, and WILLIAM VELEZ for organizing the event. This was an excellent applied learning opportunity that helps students experience an intercultural team, make connections across cohorts, and share positive views of the world with our community. *(Core Theme: Access—A broad range of educational opportunities and workforce training is provided to students in pursuit of their goals. Values: Collaboration, Diversity, Equity.)*

Approximately 40 people attended the annual American Association of University Women (AAUW) Speech Trek competition on Saturday, February 22. Chemeketa hosted and LYNN IRVIN, administrator coordinator in College Support Services, coordinated the event for the local AAUW chapter. Seven high schools competed including Cascade, Silvies River Charter School from Harney County, McKay, Sprague, Early College High School, Silverton and West Salem. The winner was Jasmin Carlin from Silverton High School. Radio station KMUZ recorded the speeches and will broadcast them in March. *(Core Theme: Community Collaborations—Instruction, training and workforce development are provided through collaboration with education partners, businesses, and community groups)*

Chemeketa's American Association of Women in Community Colleges (AAWCC) chapter sponsored a Remarkable Woman lunch speaker on Monday, February 24. B.J. Andersen, executive director of the Willamette Humane Society, gave encouraging statistics about the more than 3,000 life-changing human/animal connections they make each year. Attendees generously donated \$132 in cash and several bags and boxes of pet supplies. *(Core Theme: Community Collaborations—Instruction, training and workforce development are provided through collaboration with education partners, businesses, and community groups.)*

Thanks to VIVI CALEFFI PRICHARD and LINDA RINGO REYNA for hosting and organizing the two-day Government-to-Government meeting that was held at the college on March 5–6. On March 6, a special flag-raising ceremony was held honoring Oregon's Nine Tribes of Burns Paiute; Confederated Tribes of Warm Springs; Confederated Tribes of Siletz; Cow Creek Band of Umpqua Indians; Confederated Tribes of Grand Ronde; Klamath Tribes; Coquille Indian Tribe; the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians; and the Confederated Tribes of Umatilla. *(Core Theme: Community Collaborations—Instruction, training and workforce development are provided through collaboration with education partners, businesses, and community groups. Values: Diversity, Equity.)*

Standard Report-4
March 18, 2020

Thanks to JON TERAZZAS, veterans coordinator, for organizing the Keizer Chamber of Commerce Greeters event that was held on March 10 in the Building 2 Student Center. Over 50 Keizer Chamber members and guests gathered to network and to hear a brief presentation about Chemeketa. *(Core Theme: Community Collaborations—Instruction, training and workforce development are provided through collaboration with education partners, businesses, and community groups.)*

CELIA NUNEZ, director of the Small Business Development Center, presented at the Woodburn Rotary on March 19 at the Woodburn Legacy Health Center. The Woodburn Rotary is made up of 35 attendees that include police and fire chiefs, ambulance director, Woodburn city manager, school superintendent and others from the business, medical and non-profit organizations. *(Core Theme: Community Collaborations—Instruction, training and workforce development are provided through collaboration with education partners, businesses, and community groups.)*

Thanks to the tremendous effort of many employees who have contributed in the response to the COVID-19 outbreak. JOHN McILVAIN, manager of Emergency and Risk Management, for shepherding the college through a full-scale emergency response protocol; FACILITIES and CUSTODIAL crews for their quick response to order and distribute cleaning and disinfecting supplies and ramping up cleaning protocols to ensure public and instructional spaces are the priority; STAFF and FACULTY for identifying critical services and instructional modalities to maintain our college community; and the COVID-19 Incident Response Team (CVIRT) of GRISHA ALPERNAS, RORY ALVAREZ, JAMES BERNDT, DON BRASE, BOB DENHERDER, JIM EUSTROM, MANUEL GUERRA, DAVID HALLETT, JESSICA HOWARD, MARIE HULETT, LYNN IRVIN, SHEILA LORANCE, JOHNNY MACK, JOHN McILVAIN, HOLLY NELSON, MIRIAM SCHARER, and ALICE SPRAGUE who have daily check-in meetings to hear/share current situation updates and to determine and implement action steps.

Separate Action-2
March 18, 2020

**APPROVAL OF RESOLUTION NO. 19-20-23,
APPOINTMENT OF BUDGET COMMITTEE
MEMBER FOR ZONE 6
[19-20-143]**

Prepared by

David Hallett, Vice President—Governance and Administration

The budget committee position for Zone 6 was vacated when the incumbent moved out of the district zone.

In compliance with Board Policy Number 1170, the College Board of Education will appoint a replacement to fill the remainder of the term, which expires June 30, 2022. Jenne Marquez, Zone 6, has indicated a willingness to serve for the remainder of that term and submitted all required documentation.

It is recommended that the College Board of Education appoint Jenne Marquez to complete the remainder of the vacant three-year term as the representative to the budget committee for Zone 6.


Separate Action-2
March 18, 2020

**RESOLUTION NO. 19-20-23
APPOINTMENT OF BUDGET COMMITTEE MEMBER FOR ZONE 6**

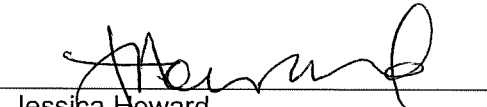
WHEREAS, an appointed member for Zone 6 moved outside the college district during their appointed term and have resigned prior to the completion of their three-year term. Jenne Marquez, Zone 6, has indicated a willingness to serve for the remainder of that term.

WHEREAS, the budget committee position for Zone 6 is vacant. In compliance with Chemeketa Community College Policy Number 1170, the College Board of Education approves appointments of members to a three-year term.

BE IT RESOLVED, that the Board of Education appoints Jenne Marquez from Zone 6 to the Chemeketa Community College Budget Committee to fulfill a remaining three-year term that expires June 30, 2022.



Diane Watson
Chairperson



Jessica Howard
President/Chief Executive Officer

3/18/2020

Date

Separate Action-3
March 18, 2020

**APPROVAL OF RESOLUTION NO. 19-20-24, CHEMEKETA COMMUNITY COLLEGE
BOARD OF EDUCATION DECLARING EMERGENCY CONDITIONS EXIST AT
CHEMEKETA COMMUNITY COLLEGE AND GRANTING AUTHORITY TO TAKE ANY
AND ALL NECESSARY ACTIONS TO PREPARE AND RESPOND EFFECTIVELY
TO THE NOVEL CORONAVIRUS (COVID-19)
[19-20-150]**

Prepared by

David Hallett, Vice President—Governance and Administration
Jessica Howard, President/Chief Executive Officer

Attached is Resolution No. 19-20-24 that calls on Chemeketa Community College Board of Education declaring emergency conditions exist at Chemeketa Community College and granting authority for Executive Team to take any and all necessary actions to prepare and respond effectively to the Novel Coronavirus (COVID-19).

It is recommended that the College Board of Education approve Resolution No. 19-20-24, as submitted.

Separate Action-3
March 18, 2020

**RESOLUTION NO. 19-20-24, CHEMEKETA COMMUNITY COLLEGE
BOARD OF EDUCATION DECLARING EMERGENCY CONDITIONS EXIST
AT CHEMEKETA COMMUNITY COLLEGE AND GRANTING AUTHORITY TO
TAKE ANY AND ALL NECESSARY ACTIONS TO PREPARE AND RESPOND
EFFECTIVELY TO THE NOVEL CORONAVIRUS (COVID-19)**

WHEREAS, on March 8, 2020, Governor of Oregon Kate Brown declared a State of Emergency due to the outbreak and spread of a Novel Coronavirus (COVID-19); and

WHEREAS, on March 12, 2020, Governor Brown issued an Executive Order prohibiting large gatherings of more than 250 people include but are not limited to community, civic, public, leisure, faith-based, or sporting events, concerts, conventions, fundraisers, and any similar events or activities, if a distance of at least three (3) feet between individuals cannot be maintained, and encouraged individuals in high risk populations (those over 60 years of age, or those with an underlying health condition) to avoid gatherings of more than ten (10) people for four weeks until April 8, 2020; and

WHEREAS, as of March 17, 2020, there are 47 reported cases of COVID-19 in Oregon, one (1) case in Yamhill County, four (4) cases in Marion County, one (1) case in Polk County, and fifteen (15) cases in Linn county, and public health officials expect the number of cases to increase; and

WHEREAS, ORS 341.290 gives the Board of Education authority to set rules regarding the government of Chemeketa Community College and strict compliance with various existing college policies and administrative procedures/regulations, would prevent, hinder or delay appropriate actions to prevent and mitigate the effects of COVID-19; and

WHEREAS, it is imperative to prepare for and implement measures to respond to the potential spread of COVID-19; and

WHEREAS, it is imperative to have the tools to ensure the health and safety of students, employees, and visitors on Chemeketa Community College's campus(es) and centers; and

WHEREAS, it is imperative to have the tools to ensure student learning continues if student education needs to be conducted from alternate locations or virtual learning environments; and

WHEREAS, the foregoing circumstances require a response beyond that which occurs routinely; and

WHEREAS, the foregoing circumstances are anticipated to remain in effect for at least 30 days;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Chemeketa Community College District:

- (1) Determines that the circumstances described in this Resolution constitute an emergency condition; and
- (2) Authorizes the President or her designee to take any and all actions necessary to ensure the continuation of public education, and the health and safety of students and employees at all Chemeketa locations, including but not limited to the relocation of

Separate Action-3
March 18, 2020

- students and employees, provision of alternative education program options, provision of leave of absence to employees with pay due to quarantine, returning from level 3 countries or sick from COVID-19, illnesses with similar symptoms (cough, fever, shortness of breath), or compromised immune systems, or co-habitants of any individuals without any impact to their leave balances, and/or make needed alterations, repairs or improvements to college property; and
- (3) Declares that emergency procurements of goods and services are authorized pursuant to ORS 279A.010(1)(f), 279B.080, 279C.320, 279C.335(6), Community College Rules of Procurement CCR 207, and all other applicable rules, and delegates to the President or her designee the authority to approve and execute such emergency contracts in any dollar amount.

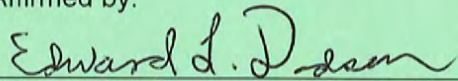
EFFECTIVE DATE

This Resolution is effective immediately upon adoption and shall remain in effect until August 31, 2020, unless extended.

ADOPTED by the Board of Education of Chemeketa Community College, located in Marion, Linn, Polk, and Yamhill Counties, Oregon, this 18th day of March, 2020.

**CHEMEKETA COMMUNITY COLLEGE
MARION, LINN, POLK AND YAMHILL COUNTIES,
OREGON**

Affirmed by:



Diane Watson, Chair *by Ed Dodson*

ATTEST:

By:



Jessica Howard, President/Chief Executive Officer

Action-1
March 18, 2020

APPROVAL OF COLLEGE POLICY #5030—ACADEMIC STANDING
[19-20-144]

Prepared by

Eme Smith, Coordinator—Enrollment Services
Melissa Frey, Dean—Student Recruitment, Enrollment and Graduation Services
Manuel Guerra, Chair—Student Success and Completion Advisory Council
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

ACADEMIC STANDING—POLICY #5030

The Academic Standing Policy addresses the importance of students' commitment to academic excellence and outlines the criteria for remaining in good standing academically at Chemeketa. This new policy was previously a guideline that prescribes the college's Academic Progress Review program including specific intervention points when a student's grade point average (GPA) drops below a 2.0 GPA. Updating these practices to a college-wide policy and procedure will help to ensure students are maintaining satisfactory academic progress while enrolled at Chemeketa.

For the above noted policy, the entire policy is underlined as it is an entirely new policy. This new policy was reviewed and approved by the Student Success and Completion Advisory Council on January 31, 2020.

It is recommended that the College Board of Education approve new college policy #5030—Academic Standing to become effective immediately.

Student Services Series—5000

ACADEMIC STANDING

The college requires credit-seeking students to maintain satisfactory academic progress. Students who are not meeting academic standards may not be eligible for continued enrollment, per Procedure 5030. Financial aid recipients must ensure they meet the financial aid Satisfactory Academic Progress (SAP) policy, which may have separate standards in order for students to maintain financial aid eligibility.

Adopted College Board of Education

Revised College Board of Education

**APPROVAL OF COLLEGE POLICIES #4015—CLASS LIST AND REGISTRATION POLICY
AND #4050—COURSE OFFERINGS FOR SECONDARY SCHOOLS
[19-20-145]**

Prepared by

Kris Powers, Chair—Academic Standards Advisory Council
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

CLASS LIST AND REGISTRATION POLICY—POLICY #4015

This new policy was reviewed and approved by the Academic Standards Advisory Council in January, 2020.

The college has had in place a “No Show Drop” guideline that has not been consistently followed. Converting the guideline into a new college policy will strengthen the expectation that an accurate class list is maintained by dropping students not in attendance. This policy also stresses the importance of and clarifies the expectation for students in attendance that they are officially registered in the college system.

Federal financial aid regulations for Title IV grant and loan funds specify requirements for the treatment of recipients if they do not begin attendance at the institution. The most effective way to manage this is to no show drop students that have not attended the class by the specified deadline. If not followed, the college could be penalized financially and could lose eligibility to administer federal financial aid to students. Additionally, allowing students who do not attend to remain enrolled in a class can have negative consequences for the students, such as receiving an “F” grade, being sent to collections for non-payment, etc. These consequences have resulted in numerous petitions for exception to college policy.

COURSE OFFERINGS FOR SECONDARY SCHOOLS—POLICY #4050

This policy was reviewed by the Academic Standards Advisory Council in January 2020. There were no changes to the policy.

For policy #4015, the entire policy is underlined as it is completely a new policy. These policies were reviewed by the Academic Standards Advisory Council and are recommended for approval.

It is recommended that the College Board of Education approve college policies #4015—Class List and Registration Policy and #4050—Course Offerings for Secondary Schools to become effective immediately.

Educational Program Series—4000

CLASS LIST AND REGISTRATION POLICY

Students must be officially registered through the college's registration system by established deadlines. Instructors must ensure the accuracy of the class list for any courses for which they are the primary instructor of record. Students who do not attend class or make contact with the instructor by the established deadlines must be dropped from the course by the instructor.¹

Adopted College Board of Education

Revised College Board of Education

¹ 134 CFR 668.21

Educational Program Series—4000

COURSE OFFERINGS FOR SECONDARY SCHOOLS

College Credit Now

Chemeketa

Chemeketa Community College may offer appropriate courses to secondary school students.

Secondary School Students

Secondary school students wishing to enroll in credit classes shall follow procedure #4050.

Chemeketa Department Deans

Courses must meet the college's and academic programs' standards (as determined by the appropriate department dean) regarding courses offered, instructor qualifications,¹ course content, outcomes, placement, and (in some cases) facilities.

July 17, 1985

Adopted College Board of Education

May 17, 2006

Reviewed College Board of Education

April 18, 2001; July 16, 2014; May 18, 2016

Revised College Board of Education

¹ OAR 589-008-0100: The master's degree requirement may be waived by the college's president or substituted according to the community college's personnel policy.

Action-3
March 18, 2020

**APPROVAL OF SUSPENSION OF JUVENILE CORRECTIONS
STATEWIDE CERTIFICATE OF COMPLETION
[19-20-146]**

Prepared by

Marshall Roache, Dean—Emergency Services
Johnny Mack, Executive Dean—Career and Technical Education
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

The Criminal Justice program currently offers a Juvenile Corrections Statewide Certificate of Completion. The consortium that oversaw the certificate disbanded, which requires the suspension of the current certificate. Since the college continues to offer a Juvenile Justice Associate of Applied Science degree, a new certificate is not needed at this time.

It is recommended that the College Board of Education approve the suspension of the Juvenile Corrections Certificate of Completion.

Action-4
March 18, 2020

**APPROVAL OF SUSPENSION OF DENTAL ASSISTING CERTIFICATE OF COMPLETION
[19-20-147]**

Prepared by

Sandi Kellogg, Dean—Health Sciences
Johnny Mack, Executive Dean—Career and Technical Education
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

The Dental Assisting program currently offers a Dental Assisting Certificate of Completion. The program Advisory Committee has voted to roll into the certificate program prerequisites. Adding the prerequisites into the certificate moves it into a new category with the Higher Education Coordinating Commission, which will require suspension of the current certificate, and approval of the new certificate.

It is recommended that the College Board of Education approve the suspension of the Dental Assisting Certificate of Completion.

**APPROVAL OF DENTAL ASSISTING CERTIFICATE OF COMPLETION
[19-20-148]**

Prepared by

Sandi Kellogg, Dean—Health Sciences
Johnny Mack, Executive Dean—Career and Technical Education
Jim Eustrom, Vice President—Instruction and Student Services/
Campus President, Yamhill Valley

Chemeketa continues to listen to community and employer feedback on what graduates will need to enter the workplace, including entrance requirements to enter the program. In reviewing the entrance requirements, it was recommended to include the requirements into the total credits of the certificate so that students will have a clearer expectation of the amount of time needed to complete the certificate.

The new Dental Assisting Certificate of Completion will include all the credits needed to graduate and provides a clearer path for student completion. While the program will remove three general education courses from the application process, including the prerequisites, the total credits for the certificate will increase from 57 to 67.

According to the State of Oregon Employment Department (qualityinfo.org), it is projected that jobs will grow 15.1 percent statewide and 17.9 percent within the Mid-Valley region of Oregon between 2017–2029 with 734 statewide and 108 Mid-Valley projected job openings per year. Average wages (2017) in the Mid-Valley region was \$43,286/year. Statewide there were approximately 179 openings on January 23, 2020. The state predicts that job growth will be at a somewhat faster rate than the statewide average for the foreseeable future.

The above recommendation was approved by the Dental Assisting Advisory Committee on October 24, 2019, and the college's Curriculum Committee on January 27, 2020.

It is recommended that the College Board of Education approve the Dental Assisting Certificate of Completion.

DENTAL ASSISTING CERTIFICATE OF COMPLETION

Course No.	Course Title	Credit Hours
Program Prerequisite Courses		
BI060	Basic Science for Dental Assistants	3
CIS101	Computing Concepts	3
COMM111	Fundamentals of Oral Communication (or higher)	4
MTH060	Introductory Algebra (or higher)	4
PSY101	Psychology of Human Relations	4
WR121	Academic Composition (or higher)	4
	Program Prerequisite Total	22
Term 1		
DEN150	Dental Sciences	3
DEN151	Introductory Concepts in Dental Assisting	3
DEN153	Dental Materials 1	3
DEN156	Dental Anatomy	4
DEN165	Dental Office Emergency Management	2
	Term 1 Total	15
Term 2		
DEN160	Dental Specialties	3
DEN161	Dental Assisting Practicum 1	3
DEN162	Intermediate Clinical Skills	2
DEN163	Dental Materials 2	3
DEN164	Dental Radiology 1	3
DEN170	Dental Office Management	2
	Term 2 Total	16
Term 3		
DEN171	Dental Assisting Practicum 2	9
DEN172	Expanded Functions	3
DEN174	Dental Radiology	2
	Term 3 Totals	14
	TOTAL PROGRAM HOURS	67

**APPROVAL OF INTERIOR AND EXTERIOR BUILDING SIGNAGE CONTRACT AWARD
[19-20-149]**

Prepared by

Mariah Dooley, Procurement Analyst
Miriam Scharer, Vice President/Chief Financial Officer

INTERIOR AND EXTERIOR BUILDING SIGNAGE

An Invitation to Bid for Interior and Exterior Building Signage was advertised on February 6, 2020, on the college's Procurement Services Website and the State of Oregon Procurement Information Network (ORPIN). Bids were opened immediately following bid closing at 2 pm on February 26, 2020. Bids were received from the following contractors:

Center Pointe Signs, Beaverton, OR
Fastsigns Salem, Salem, OR
Ramsay Signs, Inc., Portland, OR
United Signs, LLC., Norcross, Georgia

As the solicitation afforded for multiple contract awards, and all bidders were deemed responsive and responsible, it is recommended that the College Board of Education approve the award of four contracts as follows:

Interior and Exterior Building Signage to:
Ramsay Signs, Inc., Portland, Oregon
United Signs, LLC., Norcross, Georgia

Interior Building Signage to:
Center Pointe Sigs, Beaverton, Oregon
Fastsigns Salem, Salem, Oregon

Contract awards would be for a period not to exceed five years, with an estimated combined contract value of \$300,000.

MISSION • VISION • CORE THEMES • VALUES

MISSION *(Our purpose)*

Chemeketa provides opportunities for students to explore, learn, and succeed through quality educational experiences and workforce training.

VISION *(What is accomplished by carrying out our mission)*

Chemeketa will be a catalyst for individuals, businesses, and communities to excel in diverse and changing environments.

CORE THEMES *(Manifests essential elements of the mission and collectively encompass the mission)*

Academic Quality – Quality programs, instruction, and support services are provided to students.

Access – A broad range of educational opportunities and workforce training is provided to students in pursuit of their goals.

Community Collaborations – Instruction, training, and workforce development are provided through collaboration with education partners, businesses, and community groups.

Student Success – Students progress and complete their educational goals.

VALUES *(How we carry out our work; desired culture; our beliefs)*

Collaboration – We collaborate to ensure purposeful, effective programs and services that support all students. We welcome diverse perspectives and encourage the free exchange of ideas.

Diversity – We are a college community enriched by the diversity of our students, staff, and community members. Each individual and group has the potential to contribute in our learning environment. Each has dignity. To diminish the dignity of one is to diminish the dignity of us all.

Equity – We promote a just and inclusive environment in which all individuals receive equitable support to reach their full potential. We do this through fair treatment, access, opportunity, and advancement for all, aiming to identify and eliminate barriers that have prevented the full participation of some groups.

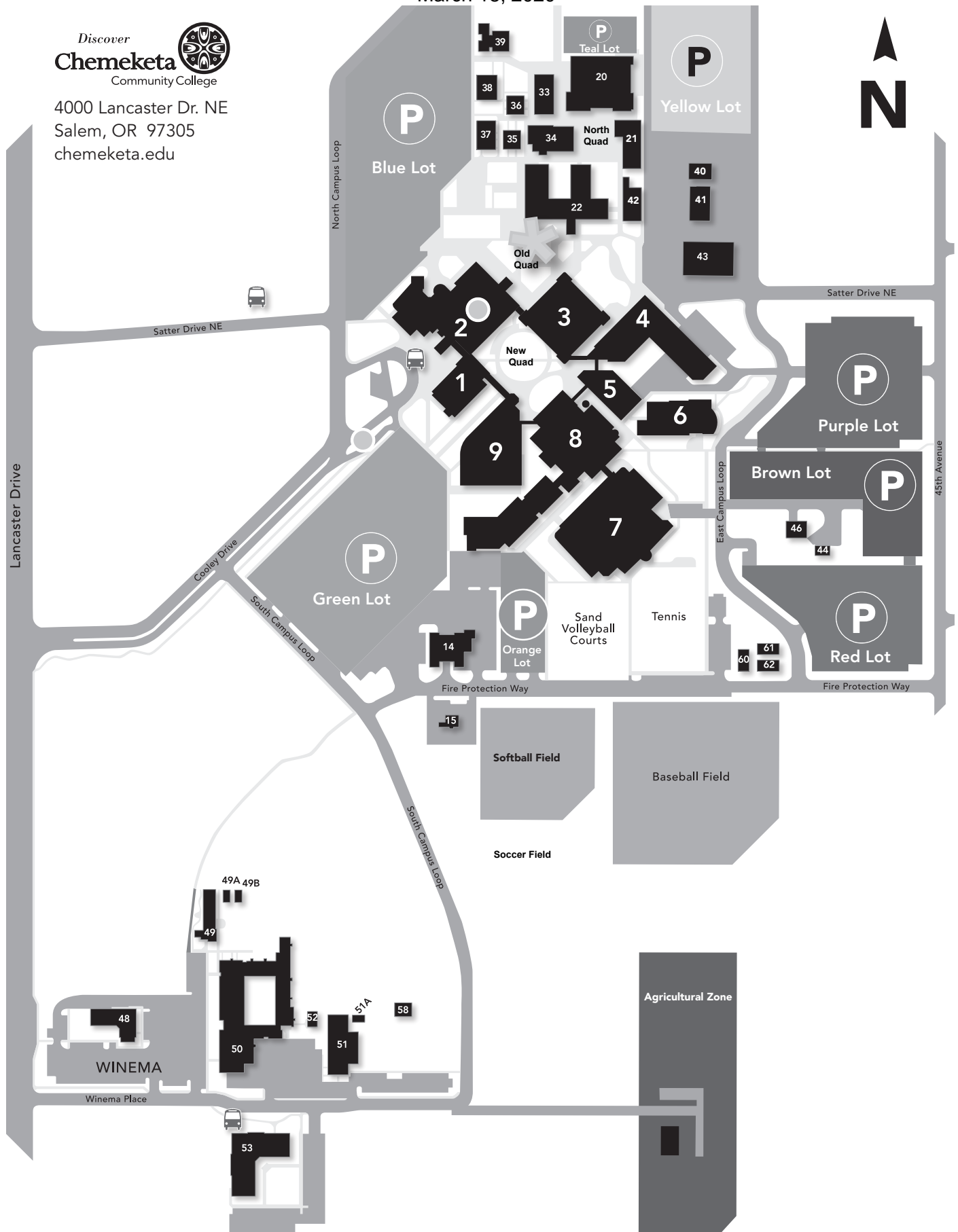
Innovation – We innovate through reflection, analysis, and creativity. We design quality instruction, programs, and services to prepare students to meet the changing needs of our communities in a global society.

Stewardship – We act with personal and institutional accountability for the responsible use of environmental, financial, and human resources to meet the needs of current students without compromising the needs of future generations of students.

Appendix-2
March 18, 2020



4000 Lancaster Dr. NE
Salem, OR 97305
chemeketa.edu



Building directory on reverse side

Appendix-2
March 18, 2020

Building and Primary Function(s)

- 001 1st Floor: Bookstore,
- 001 2nd Floor: Faculty Offices
- 002 1st Floor: Advising & Counseling;
Career Center; Convenience Store;
Student Accessibility Services;
Food Court; Information Center;
Multicultural Center; Planetarium;
Public Safety; Student Recruitment;
Student Retention & College Life;
Student Support Services; Testing
Services
- 002 2nd Floor: Business Services; CAMP;
Chemeketa Completion Program;
Enrollment Center; Graduation
Services; Financial Aid; Foundation
& Marketing; TRiO; Talent Search;
Upward Bound; Tutoring Services;
Veteran's Services; College Support
Service's; Human Resources; Presidents
Office; Public Information.
- 003 1st Floor: Gretchen Schuette Art
Gallery; Classrooms;
- 003 2nd Floor: Classrooms; Math Learning
Center; Instruction and Student
Services, Placement Testing
- 004 1st Floor: Automotive Program;
Electronics Program
- 004 2nd Floor: Visual Communications;
Robotics; Eletronics & Networking
Programs
- 005 1st Floor: Art Classrooms;
- 005 2nd Floor: Classrooms
- 006 1st Floor: Auditorium; Classrooms
- 006 2nd Floor: Classrooms; Employee
Development
- 007 Gymnasium; Physical Education
Classrooms
- 008 1st Floor: Dental Clinic; Health &
Science Classrooms;
- 008 2nd Floor: Health & Science
Classrooms
- 009 1st Floor: Classrooms; The Center
for Academic Innovation; **Academic
Effectiveness**; Television Studio;
Online Programs
- 009 2nd Floor: Library; Writing Center;
Computer Lab; Study Rooms
- 014 Public Safety
- 015 Burn Tower
- 020 Drafting; Engineering; Machining
Program
- 021 Welding Program
- 022 Academic Development; HEP;
Information Technology
- 033 Apprenticeship Program
- 034 Conference Rooms; SOAR
- 037 Faculty Offices
- 038 Faculty Offices; Occupational Skills
Training; Cooperative Work Experience
- 039 Child Development
- 040 Facilities & Operations
- 041 Facilities & Operations
- 042 Catering Kitchen; Northwest

- Innovations
- 043 Copy Center; Mail Room; Recycling
- 044 Horticulture Potting Shed
- 045 Activity Field
- 046 Greenhouse
- 048 Conference Rooms; MaPS Credit
Union; Winema Market & Deli
- 049 Mid-Willamette Education Consortium,
Youth GED Options
- 050 High School Partnerships
- 051 Winema High School; Robotics; Lab
- 052 Classrooms
- 053 Department of Human Services
- 058 Facilities & Operations Annex
- 060 Agriculture Sciences
- 061 Classrooms
- 062 Classrooms

Area or Service—Building/Room

- General Information
(Welcome Center)—2/110
- Public Safety—2/173—503.399.5023
- Academic Development—22/100
- Instructional & Student Services—3/272
- Admissions—2/200
- Advising—2/110
- Art Gallery—3/122
- Auditorium—6/115
- Boardroom—2/170
- Bookstore—1/First Floor
- Business Services—2/202
- Chemeketa Cooperative Regional Library
Service—9/136
- Computer Labs, Library—9/Second Floor
- Convenience Store—2/180
- Cooperative Work Experience—38
- Dental Clinic—8/101
- Executive Dean of Students—3/272
- Employee Development Center—6/218b
- English for Speakers of Other
Languages—22/100
- Enrollment Center—2/200
- Extended Learning—3/252
- Financial Aid—2/200
- First Aid—2/173
- Food Service—2/First Floor, 8, & 48
- GED—22/100
- Gymnasium—7
- Human Resources—2/214
- International Programs and Study
Abroad—2/174
- IT Help Desk—9/128
- Career Center—2/115
- Library—9/Second Floor
- Lost & Found—2/173
- Mail Room—43
- Multicultural Center—2/177A

- Northwest Innovations—42
- Online Courses—9/106
- Parking Permits—2/173
- Planetarium—2/171
- Posting Notices on Campus—2/176
- President's Office—2/216
- Public Information—2/208
- Registration—2/200
- Student Accessibility Services—2/174
- Student Center—2/179
- Student Clubs—2/176
- Student Identification Cards—1/First Floor
- Study Skills—2/210
- Television Studio—9/162
- Testing Center—2/101 (Testing
Annex—3/267)
- Transcripts—2/200
- Transfer Information—2/110
- Tutoring Center—2/210
- Vending Machine Refunds—Bookstore
- Veterans' Services—2/200
- Writing Center—9/210

Instructional Department Offices

- Dental Programs—8/109
- eLearning & Academic Technology—9/106
- Emergency Services—19
- Health, & Human Performance—7/103
- Health Sciences—8/114
- Humanities & Communications—1/204
- Applied Technologies—20/203
- Math, Science—9/105
- Agricultural Sciences—60
- Nursing—8/113
- Pharmacy Technology—8/113
- Social Science, Business and Human
Services—1/204
- Tech Hub—9/106

Restrooms

SINGLE OCCUPANCY

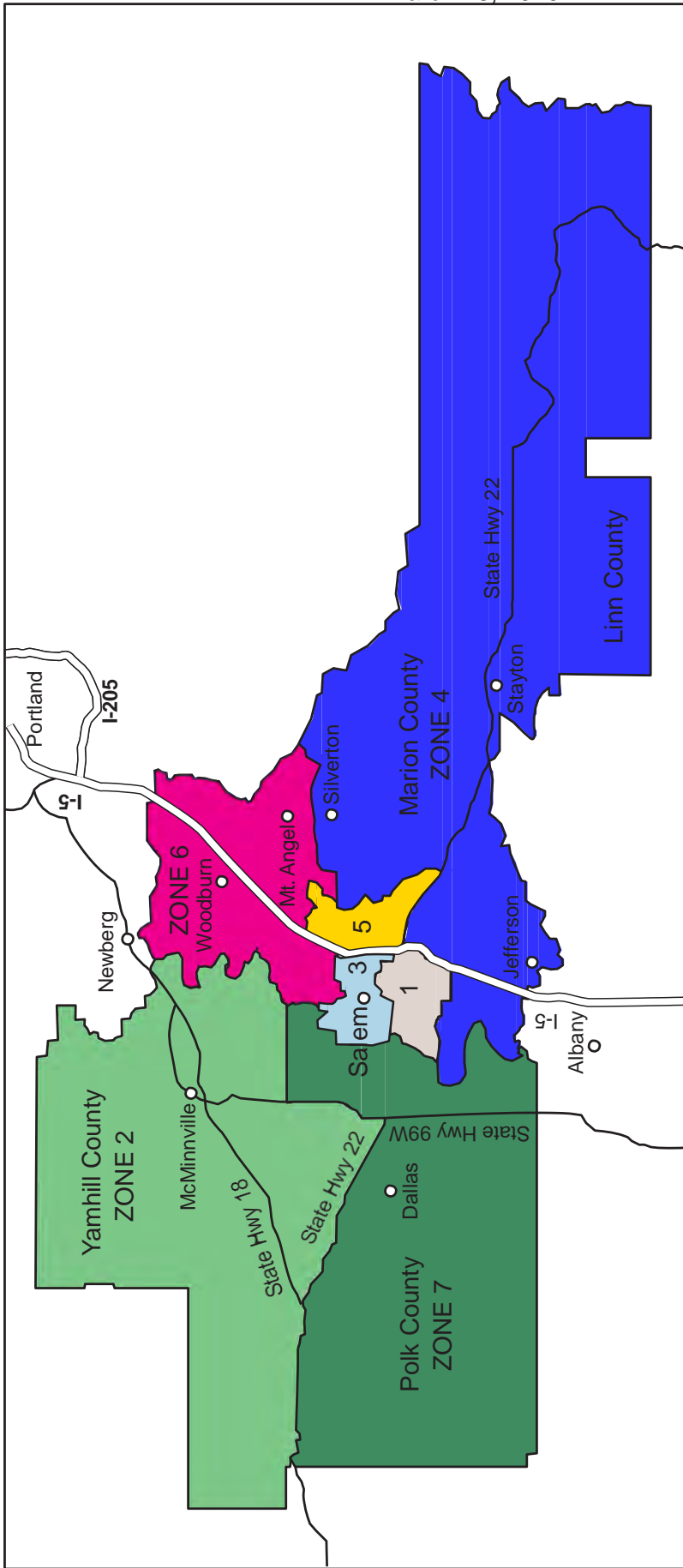
- Building 2—First floor
- Building 4—Second floor
- Building 5—Second floor
- Building 6—First floor
- Building 8—First floor
- Building 20—First floor
- Building 36—First floor
- Building 37—First floor
- Building 38—First floor
- Building 40—Second floor
- Building 50—First floor
- Building 51—First floor

MOTHER'S ROOM

- Building 2—First floor
- Building 8—First floor
- Building 20—Second floor
- Building 40—Second floor



Chemeketa Community College
District Boundary and Board Zones



Board Members

ZONE 1	Ed Dodson, Vice Chairperson 2019–2020
ZONE 2	Ron Pittman
ZONE 3	Neva Hutchinson
ZONE 4	Ken Hector
ZONE 5	Jackie Franke
ZONE 6	Diane Watson, Chairperson 2019–2020
ZONE 7	Betsy Earls

Handouts
March 18, 2020



Creating economic prosperity for individuals, businesses and the community

By the numbers 2018-2019

12,441

Number of associate degrees awarded

7,702

Number of career certificates awarded

6,181

Number of students who transferred to universities

Growing Oregon's Workforce

- Career & technical education (CTE)
- University transfer
- Apprenticeships/work-based training
- Industry-recognized credentials
- GED preparation
- College credit in high school
- English language learning
- Workplace skills
- Continuing education
- Corrections education

Growing Oregon's businesses

During 2018, Oregon's community college Small Business Development Centers:

- Advised 5,539 clients
- Created 1,026 new jobs
- Helped start 353 new businesses
- Generated \$40,912,688 in capital

2018 business ownership

1,686
Women-owned businesses

1,093
Minority-owned businesses

302
Veteran-owned businesses

Oregon's Community Colleges

Driving affordable and accessible workforce education in the state

DECEMBER 2019



¹ America's Divided Pastors, Georgetown Center on Education and the Workforce, 2016. <https://www.gpcw.org/newsroom/education-report/america-divided-economy>



© Clatsop Community College



© Umpqua Community College



© Blue Mountain Community College



© Clatsop Community College

Oregon's community colleges offer affordable and accessible education across the state, educating Oregonians so they can join the workforce and obtain living-wage jobs. Here are a few examples of our innovations, partnerships and successes.

Blue Mountain Community College

Former farm worker Andries was unsure of employment opportunities due to limited English skills. Enrollment in BMCC's English for Careers program led to success in the college's welding program. Assistance from the Student Success Center and continued instruction in welding and English has kept Andries on track to earn his welding certification and a great job!

Central Oregon Community College

Robert, a student in COCC's Construction Care Training, never liked school and was sure he'd never go to college. Hands-on, practical training in a Central Oregon Community College construction course helped him become a valuable entry-level employee and provided the foundation he needed to explore all the options in the industry. The construction trades in Oregon are in desperate need of new employees with a projection of almost 59,000 vacant positions in the next three years. COCC's Continuing Education department launched construction training in partnership with more than 30 construction employers and East Cascade Works workforce board. To further meet the needs of this industry, COCC is also working with local high schools to provide a pathway to family-wage jobs and careers.

Chemeketa Community College

Firefighting partnerships strengthen education/community. Chemeketa's 50-year partnership with the city of Salem, Keizer Fire District and Marion County Fire District #1 provides students with top-notch education and training in one of the most modern facilities on the West Coast. Students work alongside career firefighters, providing essential real-life training while sharing space and bolstering community fire services.

Clackamas Community College

Students are more competitive for employment when they train on high-tech, cutting-edge, machine tool technology. COC's partnership with CNC machine distributor Googier allows the company to use the college as a showroom in exchange for letting students train on its \$250,000 machines.

Clatsop Community College

Clatsop is Oregon's Maritime Training College, providing vital workforce development and customized coursework for the industry. Customized training ranges from safety education to small boat handling and serves critical efforts involving entities such as Tidewater Barge Lines, Columbia River Pilots, Oregon's Department of Fish and Wildlife and NOAA. Training occurs at the Clatsop MERTS Campus and at other U.S. Coast Guard-approved training sites.

Columbia Gorge Community College

CGCC partners with K-12 districts and industry to meet regional workforce demand through its Electro-Mechanical Technology, Healthcare Occupations and Computer Science programs. Students gain skills in nursing, renewable energy, manufacturing, welding, accounting, business management, unmanned aerial systems and more. If their academic paths lead to a four-year degree, they've secured the first two years at a fraction of the cost. New opportunities begin in 2021 with construction of a skills center and campus housing.

Klamath Community College

Students enrolled in KCC's auto-related programs are getting real-world, hands-on experience thanks to partnerships with Lithia Motors and Aiding Truck Academy. Students enrolled in KCC's automotive program will have an opportunity to intern at Lithia dealerships in Klamath Falls, and the Aiding partnership brought the truck academy to the KCC campus. Partnerships such as these set students up for success in rural Oregon.

Linn-Benton Community College

Brandon manages a large and diverse vehicle fleet as an ASE master-certified technician for the city of Eugene. Through LBC's non-credit Advanced Fleet Technician Training Program, he receives affordable education across a broad range of diagnostic, maintenance and repair skills for cars, trucks and heavy equipment.

Oregon Coast Community College

Cheyenne was 19 and had a history of poverty and legal issues when she enrolled at OCC. With the help of advisors and caring faculty, she discovered the Medical Assisting Program. Her performance in clinical settings distinguished her to prospective employers. Upon completion of her certificate, she immediately found a job paying \$17/hour with full benefits.

Portland Community College

With Vigor Industrial, PCC created a Maritime Welding Program—a 22-week, 30-credit experience that includes two career pathway certificates and six industry-recognized, non-credit credentials—all components of an AAS degree in welding. Within a week of program completion, 30 percent of graduates had full-time, benefited positions as welders earning \$18-26/hour.

Rogue Community College

A homeless, disabled Vietnam veteran utilized the Commercial Motor Vehicle Operator Safety Training Grant to enroll in Rogue's Commercial Truck Driving program. He obtained his commercial driver's license and works for a private contractor in Afghanistan, supporting the troops. He sent the college a photo of his initial paycheck, the first he had earned in 10 years.

Southwestern Oregon Community College

Formerly homeless addict Crystal entered SWOCC's Adult Basic Skills program and completed a GED within two terms. She then graduated as a veterinarian with her associate of arts Oregon transfer degree. She is completing a Bachelor of science degree in social work in the honors program at Portland State University and plans to "play it back" by sharing her story and working with homeless adults. Crystal says, "The staff at SWOCC helped me see the potential I had, giving me the confidence to further my education."

Tillamook Bay Community College

After completing a term of Cooperative Work Experience with a local employer, a student in the Manufacturing and Industrial Technology program was hired by the employer to work on their continuous improvement team after graduation.

Treasure Valley Community College

TVCC met the training needs of local processing plant Simplot Food Group by developing career pathway certificates and a cutting-edge Industrial Manufacturing and Control Systems AAS degree. TVCC schedules courses to accommodate shift work, and Simplot employees are rapidly earning high-tech credentials and degrees relevant to their employment.

Umpqua Community College

When Jessica moved to Douglas County six years ago, it was a struggle just to put food on her family's table. While she worked odd jobs, her husband would stand on a corner with a "Looking for work" sign. Their lives took a U-turn after Jessica discovered UCC's Truck Driving School. Thanks to a grant, she completed the training, hit the road, and is now Umpqua Dairy's first woman truck driver. She and her husband, who also became a truck driver, proudly earn a combined six-figure income.



OREGON'S 17 COMMUNITY COLLEGES

Mt. Hood Community College

Designated as a National Center of Academic Excellence in Cyber Defense Education by the National Security Agency and the US Department of Homeland Security, MHCC boasts a robust Cyber Security and Networking program. As one of just two colleges in Oregon with this designation, MHCC's program prepares students for careers in the rapidly evolving cyber security industry so graduates are ready for the job opportunities of today and tomorrow.

Lane Community College

Lane's partnerships with health providers allow the college to expand opportunities for students and address health professional regional needs. Lane's partnership with PeabodyHealth provides a clinical setting to train nursing students and contributes more than \$250,000 a year toward nursing faculty salaries to accommodate more students.

Crop Health Certificate of Completion

Presenter – Joleen Schilling
Horticulture Faculty

Term-by-Term Explanation

Crop Health Certificate			
Fall	Winter	Spring	Summer
SOIL205 Soil Science (4 credits)	SOIL206 Plant Nutrition (2 credits)	Scouting & Monitoring (2 credits)	Internship/CWE (6 credits)
HOR236 IPM: Insects & Diseases (4 credits)	HOR112 Pesticides & Safety (2 credits)	HOR237 IPM: Weeds (3 credits)	
HOR275 Innovative Strategies for Water Management (2 credits)	Biological Control Agents (2 credits)	HOR238 Plant Problem Diagnosis (2 credits)	
	Developing an IPM Program (2 credits)		
Total credits fall term: 10	Total credits winter term: 8	Total credits spring term: 7	Total credits summer term: 6

Jobs Data – State of Oregon Employment Department

- Overall, employment of agricultural and food scientists is projected to grow seven percent from 2018 to 2028
- Statewide Employment Projections 2019–2027:
 - Statewide % change: 16.5%
 - Annual Growth Openings: 12
 - Annual Replacement Openings: 78
 - Total Annual Openings: 90
 - Mid-Valley % change: 27%
 - Annual Growth Openings: 8
 - Annual Replacement Openings: 31
 - Total Annual Openings: 39

Jobs Data – Bureau of Labor Statistics Information

- Statewide employment: 550
- Location quotient: 3.05 (Oregon ranks among states with the highest concentration of jobs and location quotients in this occupation)
- Annual mean wage: \$67,050
- Employment in area: Salem, OR
- Employment: 80
- Location quotient: 5.10*
- Annual mean wage: \$70,910

Potential Lattice Steps

- Completion of Crop Health Management Certificate > Obtain Oregon Pesticide Applicators License> Careers: parks and groundskeeper, integrated pest management (IPM) specialists for a nursery, greenhouse, or farm, crop scout, or plant health technician

Questions?