

**South Puget Sound Community College
BOARD OF TRUSTEES
REGULAR MEETING
Tuesday, June 9, 2026
Building 22-Room 195
South Puget Sound Community College
2011 Mottman Road, S.W.
Olympia, WA 98512-6292**

CALL TO ORDER

Board Chair Judy Hartmann called the meeting to order at 11:00 a.m.

ROLL CALL

Trustee Judy Hartmann, Trustee Steven Drew, Trustee Rozanne Garman, Trustee Doug Mah were present. Trustee Mark Brown attended the meeting remotely. Sharon English, Assistant Attorney General in the Education Division, was present on behalf of Justin Kjolseth, AAG.

EXECUTIVE SESSION

At 11:00 a.m. Board Chair Hartmann announced that the Board was going into Executive Session until approximately 11:30 a.m. to review the performance of public employees and to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party. No action would be taken by the Board during the Executive Session.

BREAK – 11:30-11:45 A.M.**RECONVENE REGULAR MEETING**

The regular meeting reconvened at 11:45 a.m. The Board was in Executive Session and there was no action taken by the Board.

Chair Hartmann introduced the next agenda item as a reduction in force hearing required under Article 10 of the agreement between the Board of Trustees of South Puget Sound Community College and the South Puget Sound Federation of Teachers (Local Number 4603, AFT/AFL-CIO). She explained that the hearing is part of a formal process in which the president makes a recommendation to the board, and the board then hears from both the administration and affected faculty regarding the decision to implement the reduction. Each presenter would have 15 minutes, and board members may ask clarifying questions to ensure a fair and consistent process before beginning with the administration's presentation.

REDUCTION IN FORCE (RIF) HEARING – 11:45 A.M.-12:45 P.M.

Administration (Dr. Michelle Andreas, Vice President for Instruction):

Dr. Andreas reviewed her PowerPoint presentation, *Program Closures and Reduction in Force: Baking and Pastry Arts, Culinary Arts, and Paralegal*. The presentation included Background on Budget Shortfall, Program Viability Data Review, Administration's Contract Authority for Programs, Layoffs, and RIFs, Authority of the Board of Trustees, Contract Process for Faculty RIFs, Article 10, Timeline: Baking and Pastry Arts, Data Highlights: Baking and Pastry Arts, Timeline: Culinary Arts, and Data Highlights: Culinary Arts.

Some of the points included:

- The college's significant budget shortfall was severe enough that staff reductions alone would not meet the required savings, so program closures had to be considered. The college acted as soon as the depth of the budget and cash-flow problem became clear.
- Professional-technical programs were reviewed using long-established viability criteria that have been in place since 2014 and have been used previously to close programs.
- Included data review: enrollments, completions, student wages, and student employment after graduation of all professional-technical programs; based on those data points, the investigation was narrowed to include employment projections and wages for the Thurston County region, as well as entry-level education requirements.
- Faculty were informed, invited to provide additional information and that employer feedback, job postings, and program review materials were reviewed. Although faculty shared employer survey responses, job postings, and program review data, none of the information changed the college's assessment under its viability criteria.
- Program closure and faculty reduction-in-force (RIF) decisions are directly connected, and under faculty contract Article 3 and Article 10, the administration has the authority to close programs for budgetary reasons.
- Teach-out plans to help current students complete their programs were discussed.
- The process followed included review by a hearing committee, which found no contract or process violations before the recommendation was forwarded to the president and then to the board.
- She acknowledged the faculty's commitment to students and the loss their departure represents.

Faculty (J.P. Downey-McCarthy, Culinary Arts Professor):

J.P. Downey-McCarthy, Culinary Arts Professor, distributed a packet which included a list of students that graduated within the last five years and their place of employment and position, CAP student degree-seeking list, May 12, 2026 Board of Trustees meeting public comments, five letters of support for the Culinary Arts Program.

Some of the points included:

- Culinary Arts Program is highly-popular, well-supported, and deeply-valued by students, alumni, local chefs, and the broader community.
- The program has a waitlist, serves a diverse range of students, and carries a 50-year legacy at SPSCC.
- The program provides important value by giving students the chance to earn a formal culinary degree and prepare for careers in the industry.
- Highlights of recent program improvements, including curriculum modernization, alignment with industry standards, and strong growth in enterprise sales (Percival Dining Room, Clipper Coffee Corner Café), which have increased significantly since 2023.
- He urged the college to keep the program open and consider alternatives such as separating the Culinary Arts Program and the Baking and Pastry Arts budgets, reducing waste, increasing enterprise sales, and reducing staffing to improve financial sustainability.

Faculty (Emily Wallace, Culinary Arts Professor):

Emily Wallace, Culinary Arts Professor, distributed the list, *Proposed Operating Budget Culinary Arts Program*, (with a reduced, self-sustaining model with one instructor and part-time support staff).

Some of the points included:

- The Culinary Arts Program was closed too quickly, without a full collaborative review of the data or alternatives.
- Enrollment has grown significantly. Because the program is cohort-based, completion data lags behind enrollment growth and does not yet fully reflect student outcomes. Completion rates are projected to be high once cohort data catches up.
- The program serves a high proportion of marginalized students and closure would disproportionately harm those students.
- Has strong community support, and could grow further through updated enterprise models.
- Prior requests to modernize the program model were not approved.
- She argued the program is scalable and could generate more revenue through catering, pop-ups, banquets, and partnerships.
- Her main message: do not permanently close the program when a viable, lower-cost alternative exists.

Faculty (Melanie Shelton, Baking & Pastry Arts Professor):

Melanie Shelton, Baking and Pastry Arts Professor, spoke regarding the proposed closure of the program and the resulting reduction in force affecting her position.

Some of the points included:

- Recognizes the college's authority to open and close programs.

- She has concerns that the process used to evaluate and close Baking & Pastry Arts was too rushed and compressed, and she believes the decision should be reconsidered.
- The review relied heavily on COVID-era data, which she said does not fully reflect the program's long-term potential.
- The program is a small professional-technical program designed for limited capacity. Enrollment has remained steady within the program's intended capacity and that she had not previously been asked to scale up enrollment.
- She argued the workforce analysis used in the review did not fully account for the variety of career pathways available to graduates, including employment in industry and entrepreneurship.
- She further stated that the cost analysis presented did not clearly isolate Baking and Pastry Arts-specific expenses from shared operational costs within Building 27.
- She suggested that restructuring the program could better align it with student needs and workforce demand.
- She emphasized the program's role as a supportive learning environment for a diverse range of students.
- She urged the Board to consider the feedback received from students, graduates, industry professionals, and community members before making a final decision. She also requested consideration of reassignment opportunities should the closure proceed.

BREAK – 12:45-1:00 P.M.

RECONVENE REGULAR MEETING – 1:00 P.M.

APPROVAL OF CONSENT AGENDA

A. ADOPTION OF MINUTES

- May 12, 2026 regular board meeting

B. MEETINGS AND CONFERENCES

- ACT Trustee Tuesday, June 9, 2026, Virtual
- July 14, 2026 Special Meeting (Board of Trustees Retreat)

C. ANNOUNCEMENTS

- 2026 Commencement Ceremony, June 13, 10:00 a.m., The Evergreen State College, Red Square

D. DATE OF THE NEXT BOARD MEETING

Regular Meeting
September 8, 2026
2:30-4:30 p.m.

South Puget Sound Community College
2011 Mottman Road, S.W.
Olympia, WA 98512-6292

Before approval, Trustee Mah made a motion to amend the meeting agenda and place

items 8.1 through 8.4 under Budget and Finance ahead of items 7.1 through 7.5 under Policy. The intent was to place those items in which more people were probably interested, ahead of any of the other discussions around policy.

It was moved by Trustee Mah and seconded by Trustee Drew, **THAT THE CONSENT AGENDA WITH THE AMENDMENT NOTED ABOVE, BE APPROVED. THE MOTION CARRIES.**

PUBLIC COMMENTS

Chair Hartmann opened the *Public Comments* and noted that each board meeting includes a public-comment period guided by board policy. She reviewed the process and ground rules, "Board Policy 105 (*Meetings*) allows for oral comments or questions by members of the public on any matter relevant to its responsibilities and duties in the operations of the college. Consistent with this policy, comments may be limited to three minutes per person. The board is here to listen and typically does not respond and/or engage in public comments." The Chair then opened the floor to speakers in the order they had signed up.

- Comment #1: SPSCC student, husband, father, and someone rebuilding his life
- Comment #2: Culinary Arts student
- Comment #3: First-year Culinary Arts student
- Comment #4: Identified self as queer student who has found comfort and belonging at the college
- Comment #5: Student in the 5th quarter of the Culinary Arts program
- Comment #6: Senior chef instructor at Renton Technical College and president of the Washington State Chefs Association
- Comment #7: First-quarter Culinary Arts student
- Comment #8: Shared support for the programs based on direct experience as a local employer
- Comment #9: Community member and graduate of North Seattle Community College's culinary program
- Comment #10: Olympia resident and community member who spoke in support of the Percival Restaurant and the Culinary Arts program
- Comment #11: Former student of the Baking & Pastry program
- Comment #12: Olympia School District educator and The Evergreen State College graduate
- Comment #13: Single mother of five in the Culinary Arts program
- Comment #14: Student in their first month of the course in Culinary Arts program
- Comment #15: Retired firefighter and SPSCC Culinary Arts program student
- Comment #16: Spoke on behalf of the student body and student senate

The following are main themes across the comments on the discontinuation of the Culinary Arts Program and Baking & Pastry Arts Program provided by sixteen individuals:

- Commenters urged the college not to discontinue the programs, emphasizing their value to students, the community, and the regional workforce.

- Many speakers highlighted that these programs prepare students for careers in hospitality, food service, and small business ownership—fields that remain important locally and statewide.
- Several comments suggested that discontinuing the programs would disproportionately affect students who benefit from hands-on, career-focused pathways, including students who may not thrive in traditional academic settings.
- Commenters noted the programs' role in supporting local restaurants, bakeries, and hospitality employers by providing trained workers and strengthening the local economy.
- Speakers described the programs as offering practical skills, confidence, and a pathway to stable employment for students seeking affordable, accessible career education.
- Many viewed Culinary Arts and Baking & Pastry Arts as distinctive programs that broaden the college's appeal and serve students with varied interests and talents.
- Rather than discontinuation, commenters encouraged the college to explore options such as restructuring, redesign, partnerships, or additional promotion to sustain the programs.

As more time was needed for public comments, Board Chair Hartmann announced the time revision of the Executive Session to 2:00-2:30 p.m.

EXECUTIVE SESSION

At 2:00 p.m. Board Chair Hartmann announced that the Board was going into Executive Session until approximately 2:30 p.m. to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party. No action would be taken by the Board during the Executive Session.

RECONVENE REGULAR MEETING – 2:30-4:30 P.M.

BOARD SPECIAL COMMITTEE LIAISON REPORTS

- ACT Legislative Action Committee (LAC): Trustee Doug Mah--primary; Trustee Steven Drew--secondary
 - Trustee Mah reported:
 - The State Board is forming an ad-hoc work group to prepare an efficiency report due to the Legislature by December 1. The group will include trustees, college presidents, transfer leaders, and technology representatives, and will help frame future budget reduction conversations.
 - The Governor's Office of Financial Management released budget instructions that signal a very challenging budget environment. Agencies are being directed to avoid new programs and review programs created or expanded since 2019. This is especially concerning for community and technical colleges because about

- \$250M in state appropriations is tied to budget provisos, which are restricted funds.
- He and Dr. Stokes met with members of the 22nd Legislative District. While relationships remain positive, legislators were pessimistic about the financial outlook and the difficult decisions ahead.
 - Overall, the state budget environment is expected to be extremely challenging, with significant implications for SPSCC and the broader community and technical college system over the next two years.
- Board Finance Committee: Trustee Steven Drew--primary; Trustee Mark Brown--secondary
 - Trustee Drew reported:
 - The Board Finance Committee met on April 24 to review the financial information that will be presented in detail by Dr. Tolefree later in the agenda.
 - Foundation Board: Trustee Rozanne Garman--primary; Trustee Judy Hartmann--secondary
 - Trustee Garman reported:
 - The Clipper Scramble was held on June 5 with more than 120 players and 30 volunteers, including students, athletes, and Foundation members. The event raised over \$95,000--\$5,000 above its goal and the highest amount raised to date. After expenses, approximately \$65,000 will support unrestricted funds.
 - Congratulations to the Foundation team for their outstanding work.
 - Ad-Hoc Governance Committee--Policies Review: Trustee Judy Hartmann--member; Trustee Doug Mah--member
 - Trustee Hartmann reported:
 - The Committee completed a full review of board policies to be sure they are up-to-date with any impacts that statutory and regulatory changes might have. The periodic review is to keep policies current with state law, regulations, and accreditation requirements. The AAG and trustees reviewed the recommended changes for board action in June.

REPORT FROM THE COLLEGE PRESIDENT

- Dr. Stokes called on Jason Salcedo, Faculty Union President, who reported:
 - Shared governance remains a major concern for faculty. The faculty union is currently in a grievance process, though he expressed optimism that a resolution can be reached without arbitration.
 - He recognized that both faculty and the executive team have faced challenges: faculty felt surprised by the budget cuts, while the executive team worked hard to understand and address the budget shortfall amid limitations with statewide systems such as ctcLink.
 - He noted that rising costs, including utilities, fuel, and inflation, are placing pressure on the college while tuition increases are limited by state authorization.

- Communication between administration and the faculty union has improved, especially around budget forecasts and state-level financial information, helping faculty better understand and communicate the college's financial situation.
 - Faculty have contributed to cost-saving efforts, including agreeing to a reduced COLA, reducing the faculty professional development fund, and not awarding sabbaticals this year.
 - Adjunct faculty have also made sacrifices, including reduced course loads and loss of medical insurance for some.
 - The faculty's main request is continued transparency and clear communication in decision-making.
 - He urged trustees to consider the strong community, student, alumni, and business support for the Culinary Arts and Baking & Pastry Arts programs.
 - He asked the Board to consider keeping Culinary Arts Program open in a reduced form, noting that faculty proposed a cost-saving program reduction that includes a faculty RIF.
 - He thanked the Board for not rushing the decision and for taking the time needed to carefully consider the program closures.
- Dr. Stokes reported:
 - Enrollment trends are more stable than expected. Running Start enrollment has not declined as much as anticipated, and other areas—international students, state FTE, Basic Skills, and ESL—are currently tracking about even with last year.
 - Fall enrollment appears unusual but not clearly negative. Enrollment is not significantly up or down; it appears to be redistributed across categories in unexpected ways.
 - SPSCC is once again an Aspen Prize finalist. The recognition reflects the college's long-term commitment to improving the outcomes and success for our students. The Aspen recognition should not be tied to budget reductions. The college's student success work and current budget decisions are separate issues.
 - Our 61st Commencement on June 13 marks a historic achievement for the college--SPSCC will graduate the largest class in college history, with approximately 1,500 graduates. Student success outcomes are strong, with: 1,298 associate degrees, 265 certificates, 189 HS diplomas, 64 GEDs, 265 with highest honors (3.9-4.0), 179 with high honors (3.75-3.89), NEW: 10 bachelor degrees, NEW: 497 Running Start graduates
 - SPSCC is doing meaningful, difficult work well. Despite challenges, the college continues to improve outcomes and reduce barriers for students.
 - He noted the President's Outreach/Professional Development/Advocacy Activities List in TAB 2.

BUDGET AND FINANCE

Closure of Three Programs

The Board of Trustees has the authority to discontinue academic and professional and

technical degree programs. During the RIF Hearing, the college administration presented the information and recommendation for the closure of three programs.

Culinary Arts Program

It was moved by Trustee Drew and seconded by Trustee Garman, **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO (1) THE RECOMMENDATION OF THE ADMINISTRATION, (2) RESPONSES FROM THE FACULTY MEMBERS OF THE PROGRAM, AND (3) PUBLIC COMMENTS FROM NUMEROUS COMMUNITY MEMBERS AND STUDENTS, APPROVE THE CLOSURE OF THE CULINARY ARTS PROGRAM AS PRESENTED IN TAB 6 SUBJECT TO REVIEW, IF NEEDED, DEPENDING ON THE OUTCOME OF THE REDUCTION IN FORCE HEARING PROCESS. THE MOTION CARRIES.**

Baking & Pastry Arts Program

It was moved by Trustee Drew and seconded by Trustee Mah, **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO (1) THE RECOMMENDATION OF THE ADMINISTRATION, (2) RESPONSES FROM THE FACULTY MEMBERS OF THE PROGRAM, AND (3) PUBLIC COMMENTS FROM NUMEROUS COMMUNITY MEMBERS AND STUDENTS, APPROVE THE CLOSURE OF THE BAKING AND PASTRY ARTS PROGRAM AS PRESENTED IN TAB 6 SUBJECT TO REVIEW, IF NEEDED, DEPENDING ON THE OUTCOME OF THE REDUCTION IN FORCE HEARING PROCESS. THE MOTION CARRIES.**

Paralegal Program

It was moved by Trustee Drew and seconded by Trustee Mah, **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE ADMINISTRATION, APPROVE THE CLOSURE OF THE PARALEGAL PROGRAM AS PRESENTED IN TAB 6. THE MOTION CARRIES.**

Reduction in Force (RIF)

The Board of Trustees has the final decision regarding a Reduction in Force. During the RIF Hearing, the college administration presented the information and recommendation for the RIF and the faculty members presented their dissent.

Following the authority granted the administration in Article 3, board approval of the program closures, and completion of the required reduction-in-force steps outlined in the faculty contract, Dr. Andreas, on behalf of the administration, recommended the reduction in three faculty members: J.P. Downey-McCarthy, Culinary Arts Professor, Emily Wallace, Culinary Arts Professor, and Melanie Shelton, Baking & Pastry Arts Professor.

It was moved by Trustee Garman and seconded by Trustee Mah **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO (1) THE RECOMMENDATION OF THE ADMINISTRATION, AND (2) RESPONSES FROM**

PROGRAM FACULTY MEMBERS, APPROVE THE IMPLEMENTATION OF REDUCTION IN FORCE AS REQUESTED IN TAB 7 FOR THE FOLLOWING: 1). J.P. DOWNEY-MCCARTHY, CULINARY ARTS PROGRAM; 2). EMILY WALLACE, CULINARY ARTS PROGRAM; AND 3). MELANIE SHELTON, BAKING & PASTRY ARTS PROGRAM. THE MOTION PASSES.

2026-2027 Operating Budget

In May, Dr. Tysha Tolefree, Vice President for Finance and Operations, presented the FY27 budget development (key highlights of legislative session outcomes); college enrollment and FY27 revenue projections; FY27 expense projections; guiding principles; and cost-saving measures during FY27. The budget included discontinuation of the Baking and Pastry Arts, Culinary Arts, and Paralegal programs; employee RIFs; and positions being eliminated. Only a few clarifying questions were raised and answered. The guiding principles shaped the development of the FY27 budget, with the goal of continuing quality instruction and supporting student success. The administration emphasized the importance of understanding current and projected budget realities, including potential impacts. At this point, the administration recommended that the board approve the FY27 operating budget.

It was moved by Trustee Drew and seconded by Trustee Garman **THAT THE BOARD OF TRUSTEES APPROVE THE 2026-2027 FISCAL YEAR (FY27) OPERATING BUDGET, WHICH INCLUDES THE IMPLEMENTATION OF THE CLOSURE OF THE CULINARY ARTS, BAKING AND PASTRY, AND PARALEGAL PROGRAMS; EMPLOYEE RIFs; AND POSITIONS BEING ELIMINATED, AS PRESENTED IN TAB 8.**

2026-2027 Services & Activities Fee Budget

Dean of Student Engagement & Retention Jennifer Manley, introduced Hector Ponce, ASB Vice President of Finance and S&A Fee Committee Budget Chairperson, who presented the list of allocations for the 2026-27 Services and Activities Fee Budget. The S&A budget allocation for 2026-27 was set at \$1,400,000 based on prior year actual S&A revenue collection, projected revenue from anticipated enrollments, and new legislative increases in tuition and fees. The S&A Budget Committee considered funding requests that totaled \$1,585,739.76 from 37 different student programs.

A few things to note:

- The proposed 2026-27 budget includes a \$60,000 contingency line item for supplementary allocations to S&A budgets that experience shortfalls or unforeseen needs.
- Students maintain the Services & Activities Capital Equity Reserve Account, which includes all remaining unspent Services & Activities Fee funds at the end of each fiscal year's cycle. This account allows the ASB Senate to participate in capital projects on campus.
- Student Employment: All departmental budgets that support student employment were revised to allow for minimum wage increases in FY27.
- Student Clubs: The club budget model allows funding for all active FY27 clubs.

It was moved by Trustee Mah and seconded by Trustee Drew **THAT THE BOARD OF TRUSTEES APPROVE THE 2026-2027 SERVICES AND ACTIVITIES FEE BUDGET AS RECOMMENDED BY THE STUDENT SENATE AS PRESENTED IN TAB 9. THE MOTION CARRIES.**

POLICY

Contract Renewal/Non-Renewal

The Probationary Review Committees (PRC) have completed their activities and prepared evaluation and progress reports. Committee reports were reviewed by the Board prior to the June meeting. The Board considered contract renewal for the following:

Second Year: Evan Duncan, Welding Professor

Second Year: Jarold Montefalcon, Welding Professor

It was moved by Trustee Drew and seconded by Trustee Garman, **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, DIRECT THE PRESIDENT TO GIVE NOTIFICATION OF CONTRACT RENEWAL EFFECTIVE WITH WINTER 2026-27 CONTRACT YEAR TO EVAN DUNCAN, WELDING PROFESSOR. MOTION CARRIES.**

It was moved by Trustee Garman and seconded by Trustee Drew, **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, DIRECT THE PRESIDENT TO GIVE NOTIFICATION OF CONTRACT RENEWAL EFFECTIVE WITH WINTER 2026-27 CONTRACT YEAR TO JAROLD MONTEFALCON, WELDING PROFESSOR. MOTION CARRIES.**

Exceptional Faculty Awards–Spring Quarter

The College and College Foundation have established Exceptional Faculty Awards, with funds generated by the College Foundation and matching grants from the State Legislature, the College, and the Foundation. These awards are granted and funded from endowments and interest generated annually by the college. Sally Sharbaugh, Counselor and Co-chair of the Faculty Awards Committee, presented the Faculty Awards Committee's recommendations for Exceptional Faculty Awards for Spring Quarter 2026.

The application, *Digitizing the Anthropology Skeletal Collection*, submitted by Dr. Courtney Besaw, Anthropology Professor, for Exceptional Faculty Award Amount: \$6,664.17

The two purposes of this project are to acquire additional bone casts that support instruction in key anthropological concepts and to create a student-led digitization project that produces 3-D models of the collection for online use.

It was moved by Trustee Garman and seconded by Trustee Mah **THAT THE BOARD OF TRUSTEES APPROVE THE RECOMMENDATION FOR THE EXCEPTIONAL FACULTY AWARD FOR SPRING QUARTER 2026 TO DR. COURTNEY BESAW, ANTHROPOLOGY PROFESSOR, FOR THE AMOUNT OF \$6,664.17 FOR HER PROPOSAL TO DIGITIZE THE ANTHROPOLOGY SKELETAL COLLECTION FOR ONLINE USE AS PRESENTED IN TAB 4. THE MOTION CARRIES.**

The application, *Chem121 Laboratory Protocol Standardization and Accessibility*, submitted by Chelsea Gustafson, Chemistry Professor; Travis Knowles, Chemistry Professor; and Alaka Pradhan, Chemistry Adjunct Professor, for Exceptional Faculty Award Amount: \$5,207.55

The two purposes of this project are to standardize and modernize all Chemistry 121 laboratory protocols across course sections and to improve accessibility and usability of these materials.

It was moved by Trustee Garman and seconded by Trustee Mah **THAT THE BOARD OF TRUSTEES APPROVE THE RECOMMENDATION FOR EXCEPTIONAL FACULTY AWARD FOR SPRING QUARTER 2026 TO: CHELSEA GUSTAFSON, CHEMISTRY PROFESSOR; TRAVIS KNOWLES, CHEMISTRY PROFESSOR; AND ALAKA PRADHAN, CHEMISTRY ADJUNCT PROFESSOR, FOR THE AMOUNT OF \$5,207.55 FOR THEIR PROPOSAL TO STANDARDIZE, IMPROVE ACCESSIBILITY, AND MODERNIZE ALL CHEMISTRY 121 PROTOCOLS ACROSS COURSE SECTIONS AS PRESENTED IN TAB 4. THE MOTION CARRIES.**

Resolution 26-02 and President's Contract

Trustee Mah reviewed that on the agenda is the president's contract, and earlier, the Board performed its annual review of the president's performance, and concluded the president had an outstanding year, consistent with prior years. They had two related items that they moved forward: Resolution 26-02 and the amended president's contract.

The first item--Resolution 26-02 clarifies that the president's leave provisions will be governed by the president's contract. The Resolution is a mechanism to align board policies and contract language.

Trustee Mah read Resolution 26-02 below:

WHEREAS, the Board of Trustees has the authority to adopt, amend and repeal policies for the governance of the college and the conduct of the business of the Board of Trustees; and

WHEREAS, the Board's Ad-Hoc Governance Committee has reviewed current policies and recommends some updates;

NOW THEREFORE, BE IT RESOLVED, that it shall be the policy of the South Puget Sound Community College Board of Trustees that the President's leave provisions shall be governed by the President's contract.

Presented this 9th day of June 2026.

It was moved by Trustee Mah and seconded by Trustee Garman **THAT THE BOARD OF TRUSTEES ADOPT RESOLUTION 26-02, AUTHORIZING THE PRESIDENT'S LEAVE PROVISIONS SHALL BE GOVERNED BY THE PRESIDENT'S CONTRACT. THE MOTION CARRIES.**

The second item--the Board reviewed an amended presidential contract for the period ending June 30, 2029. The amendments were described as largely housekeeping and standardization of process and procedure and contract language, including consolidating prior addendums into one document. Key provisions include:

- Extends the duration of the President's contract by one year to 2029
- Provides that the President shall reside within 60 miles of the boundaries of community college district 24
- Provides eligibility for a one-time paid leave of up to 30 days to be used between July 1, 2026 and July 1, 2027
- Provides new language in the Termination for Convenience article to set forth the terms and conditions for notice and payments
- Provides a new article for Termination for Inability to Perform Essential Functions and sets forth the terms and conditions
- Provides a new article to address contract termination and salary and benefit entitlements upon the President's death
- Incorporates provisions of previous contract addendums related to President's salary, supplemental retirement annuity contributions and long-term care annuity insurance contributions
- Updates language related to authorization of salary increases and updates leave accumulation provision by referencing state law

It was moved by Trustee Mah, seconded by Trustee Garman **THAT THE BOARD OF TRUSTEES, AFTER HAVING COMPLETED AN ANNUAL AND THOROUGH ASSESSMENT OF THE COLLEGE PRESIDENT'S PERFORMANCE AND REVIEW OF HIS EMPLOYMENT CONTRACT, APPROVE AN AMENDED PRESIDENTIAL CONTRACT AS PRESENTED FOR THE PERIOD ENDING JUNE 30, 2029. THE MOTION CARRIES.**

The Board noted that, at the president's request, and given our budgetary challenges, the contract does not include a COLA.

Election of 2026-27 Board of Trustees Officers

The Board considered the nominating committee's recommendations for the election of 2026-2027 Board officers.

It was moved by Trustee Garman and seconded by Trustee Drew **THAT THE BOARD OF TRUSTEES APPROVE THE BOARD NOMINATING COMMITTEE'S RECOMMENDATION FOR 2026-2027 TO ELECT JUDY HARTMANN AS BOARD CHAIR AND DOUG MAH AS BOARD VICE-CHAIR. THE MOTION CARRIES.**

Adoption of Changes to Board Policies

The Board of Trustees has the authority to adopt, amend, and repeal policies that govern the college and guide the Board's operations. Trustee Mah presented the Board Ad-Hoc Governance Committee's review of existing policies, which is conducted at least every three years as a governance best practice. The review was completed earlier than required this cycle to help meet accreditation requirements.

The Ad-Hoc Governance Committee recommended changes to:

- Policy 113, Code of Ethics
- Policy 110, Delegation of Authority to the President
- Policy 108, Function, Purpose, and Authority of the Board of Trustees
- Policy 105, Meetings

The Ad-Hoc Governance Committee recommends no changes to:

- Policy 115, Academic Freedom
- Policy 112, Board Role in College Governing Bodies
- Policy 116, College Foundation Policy
- Policy 104, Committees
- Policy 114, Conflict of Interest: Board of Trustees
- Policy 111, Delegation of the President's Authority to a Designee
- Policy 106, Establishment, Revision, and Oversight of Board Legislation
- Policy 117, Financial Stability and Solvency
- Policy 118, Governance Model
- Policy 101, Name, Composition and Powers of the Board of Trustees
- Policy 133, Naming of Structures and Programs Policy
- Policy 102, Officers of the Board and their Powers and Duties

The Ad-Hoc Governance Committee recommended the adoption of the proposed changes to the Board Policies. It was moved by Trustee Mah and seconded by Trustee Garman **THAT THE BOARD OF TRUSTEES ADOPT THE PROPOSED CHANGES TO THE BOARD POLICIES AS PRESENTED IN TAB 5, WHICH INCLUDE AMENDMENTS TO POLICIES 113, 110, 108, AND 105. THE MOTION CARRIES.**

DIVERSITY, EQUITY, AND INCLUSION No Report.

COMMENTS FROM INDIVIDUAL MEMBERS OF THE BOARD OF TRUSTEES

- Trustee Mah thanked the college community for its hard work, professionalism, and resilience during an exceptionally challenging year marked by very difficult budget decisions. He acknowledged that many difficult decisions stem from broader systemic issues but ultimately affect individuals personally, making the process especially challenging. He expressed confidence in the college's ability to navigate ongoing challenges, noting that previous administrations and boards have also faced difficult reductions. He expressed pride in the institution and highlighted the college's achievements despite the challenges, including strong

graduation outcomes and its third consecutive recognition as an Aspen Top 10 college. He praised the respectful and constructive manner in which students, employees, and community members shared their concerns with the board, noting that such civility reflects the college's positive culture and is not common at all institutions.

- Board Chair Hartmann expressed gratitude to Dr. Stokes, the executive team, faculty, staff, students, and trustees for their engagement, support, and contributions throughout the year. Students were recognized for providing thoughtful, informative feedback that helps guide the institution's work and improvement efforts. She recognized Diana Toledo for her significant work preparing multiple versions of board materials and coordinating meeting logistics. She acknowledged the important role of the Foundation in supporting student needs through emergency grants, scholarships, and assistance during challenging times. She noted the positive results from the board's evaluation of Dr. Stokes, highlighting strong communication, collaboration, and confidence in moving forward together.
- Trustees also encouraged everyone to take care of themselves, emphasized the importance of mutual support, and expressed appreciation for the compassion, integrity, and grace shown in navigating difficult circumstances.
- Their remarks concluded with a message of gratitude, encouragement, and optimism as the institution moves forward.

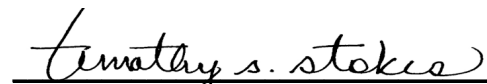
EXECUTIVE SESSION None.

ACTION ITEM FROM EXECUTIVE SESSION None.

ADJOURNMENT 4:19 P.M.



JUDY HARTMANN, BOARD CHAIR
SOUTH PUGET SOUND COMMUNITY COLLEGE



TIMOTHY STOKES, SECRETARY
SOUTH PUGET SOUND COMMUNITY COLLEGE