



CENTRAL OREGON
community college

CENTRAL OREGON
COMMUNITY COLLEGE

Board of Directors' Meeting – AGENDA

Wednesday, July 8, 2026 – 5:45 PM

Boyle Education Center Boardroom / YouTube

TIME**	ITEM	ENC.*	ACTION	PRESENTER
5:45 p.m.				
	I. Call to Order			Skatvold
	II. Native Lands Acknowledgement	2a.1*		Skatvold
	III. Roll Call			Alberg
	IV. Agenda Changes			Skatvold
	V. Public Comment			Alberg
	VI. Consent Agenda***			Skatvold
	1. Regular Meeting Minutes (6.10.26)	6a.1–8*	X	Matthews ^A
	2. Corrected Full-time Faculty Rehire Recommendations for 2026–27	6b.1–4*	X	Hamlin ^A
	3. Revisions to College Policies to Align With New Oregon Laws	6c.1–8*	X	Craska Cooper/ Moore ^A
	VII. President's Evaluation	7a.1*	X	Skatvold
	VIII. Chair and Vice Chair Elections		X	Skatvold
	IX. Information Items			
	1. Monthly Budget Status	9a.1–4*		LaLonde ^A
	2. New Hire Reports	9b.1–2*		Boehme ^A
	3. TRIO Student Support Services Update	9c.1–9*		Moore/Davis/ Lawrence ^P
	4. 2023 – 2027 Strategic Plan Update	9d.1–21*		Moore ^P
	5. Strategic Plan: College Sustainability Update	9e.1–12*		Boehme/ LaLonde ^P
	6. Employees of the Year and Diversity Awards Recipients	9f.1*		Boehme ^A
	7. Designation of Succession to the President	9g.1*		Pereira ^A
	X. New Business			
	1. Proposed Revisions to Board Policies			
	a. BEP 4: Asset Protection, 1 st Reading	10a.1–4*	X	Craska Cooper/ LaLonde ^A
	XI. Board of Directors' Operations			
	1. Decision on August Meeting		X	Chair
	2. Summer Retreat Update			Chair

* Material to be distributed via e-mail & USPS (as necessary)

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3. Committee Updates
 - a. Policy Review Committee
4. Board Member Activities

Craska Cooper

XII. President's Report

Moore

XIII. Dates

Chair

1. Thursday, July 16 – Policy Review Committee Meeting – 2:00 p.m. via Zoom
2. Friday, July 17 – Advocacy Committee Meeting – 10:00 a.m. via Zoom
3. Saturday, July 18 – Board of Directors' Retreat – Redmond Campus, Building 3, Room 306 – 8:30 a.m. – 1:00 p.m.
4. Monday, July 20 – Real Estate Committee Meeting – 3:00 p.m. via Zoom
5. Wednesday, August 12 – Board of Directors' Meeting – BEC Boardroom at 5:45 p.m. (if deemed necessary)
6. Wednesday, September 9 – Board of Directors' Meeting – Prineville Campus, Room 119/120 at 5:45 p.m.

XIV. Adjourn to Executive Session

Chair

ORS 192.660 (2)(d) Labor Negotiations

ORS 192.660 (2)(f) Information or Records Exempt from Public Inspection

XV. Adjourn

Chair

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Purpose: To acknowledge someone is to say, “I see you. You are significant.” The purpose of a land acknowledgement is to recognize and pay respect to the original inhabitants of a specific region. It is an opportunity to express gratitude and appreciation to those whose territory you exist in.

COCC Land Acknowledgement

(Condensed Version)

COCC would like to acknowledge that the beautiful land our campuses reside on, are the original homelands of the **Wasq’ú** (Wasco), and the **Wana Lama** (Warm Springs) people. They ceded this land to the US government in the Treaty of 1855. The **Numu** (Paiute) people were forcibly moved to the Warm Springs Indian Reservation starting in 1879. It is also important to note that the Klamath Trail ran north through this region to the great Celilo Falls trading grounds. Descendants of these original people are thriving members of our communities today. We acknowledge and thank the original stewards of this land.



CENTRAL OREGON
COMMUNITY COLLEGE
Board of Directors' Meeting – MINUTES
Wednesday, June 10, 2026 – 5:45 PM
Madras Campus, Room 117 / YouTube

TIME**	ITEM	ENC.*	ACTION	PRESENTER
5:56 p.m.	I. Call to Order			Skatvold
	II. Native Lands Acknowledgement	2a.1*		Skatvold
	III. Roll Call			Alberg
	<u>Board members:</u> Erica Skatvold (Chair), Jim Porter (Vice-Chair), Laura Craska Cooper, Joe Krenowicz, Erin Merz, Erin Foote Morgan, Alan Unger			
	<u>Staff:</u> Greg Pereira (President), Michael LaLonde, Alicia Moore, Annemarie Hamlin, Zak Boone, James Rodriguez, Seana Barry, Cindy Lenhart, Kyle Matthews, Lucas Alberg			
	<u>Legal counsel:</u> Paul Taylor			
	IV. Agenda Changes			Skatvold
	1. Skatvold noted that the statement on the President's evaluation will not be given until the next regular Board meeting on July 8. After the executive session concludes, the Board will adjourn from this meeting.			
	V. Public Comment			Alberg
	1. Letters from Faculty Forum members Sara Henson, Carol Higginbotham, Brian Keechle, Kristin Dorsey, Eric Magidson, Lisa Merritt, Sean Rule, Stacey Donohue, Caitlin Kiley, and anonymous members were read aloud. They expressed their concerns regarding ongoing negotiations between COCC and the Faculty Forum.			
	VI. Consent Agenda***			Skatvold
	1. Regular Meeting Minutes (5.14.25)	6a.1-9*	X	Matthews ^A
	2. Budget Committee Meeting Minutes (5.14.25)	6b.1-4*	X	Matthews ^A
	3. 2026-27 Fiscal Responsibilities		X	LaLonde ^A
	a. Inter-fund Borrowing	6c.1*		
	b. Custodian of Funds/Depository Institutions	6d.1-2*		

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- | | | | | |
|----|--|---------|---|----------------------|
| c. | Budget Officer/Clerk/Deputy Clerks | 6e.1* | | |
| 4. | 2025–26 Fiscal Responsibilities | | X | LaLonde ^A |
| a. | Resolution for Appropriation Changes | 6f.1–2* | | |
| 5. | Motion to approve consent agenda. | | | |
| a. | 1 st : Alan Unger | | | |
| b. | 2 nd : Laura Craska Cooper | | | |
| c. | In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan | | | |
| d. | Opposed or abstained: none | | | |
- VII. Adjourn to Budget Hearing for 2026–27 Budget**
- | | | | | |
|------|--|---------|---|----------------------|
| 1. | Public Comment and Testimony | | | Skatvold
Alberg |
| | None. | | | |
| 2. | Notice for Supplemental Budget Hearing | 7a.1* | | LaLonde ^A |
| 3. | Resolution for Supplemental Budget Changes | 7b.1* | X | LaLonde ^A |
| a. | LaLonde explained that this resolution would allow for additional spending from an additional \$2 million in grants that COCC has received in the past year. | | | |
| b. | Motion to approve the changes to the 2025–26 fiscal year budget as identified in the Supplemental Budget Resolution. | | | |
| i. | 1 st : Erin Foote Morgan | | | |
| ii. | 2 nd : Erin Merz | | | |
| iii. | In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan | | | |
| iv. | Opposed or abstained: none | | | |
| 4. | Appropriation Resolution – 2026–27 | 7c.1–3* | X | LaLonde ^A |
| a. | Motion to approve appropriations in the amounts, expenditure categories, and funds totaling \$138,151,079. | | | |
| i. | 1 st : Joe Krenowicz | | | |
| ii. | 2 nd : Erin Merz | | | |
| iii. | In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan | | | |
| iv. | Opposed or abstained: none | | | |
| 5. | Resolution to Impose/Categorize Taxes – 2026–27 | 7d.1* | X | LaLonde ^A |
| a. | Motion to impose and categorize the taxes provided in the 2026–27 adopted budget at the rate of \$0.6204 per \$1,000 of assessed value for | | | |

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operations, and in the amount of \$3,331,032 for voter approved general obligation bonds debt service for the fiscal year 2026–27.

- i. 1st: Erin Merz
 - ii. 2nd: Jim Porter
 - iii. In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
 - iv. Opposed or abstained: none
6. Resolution to Adopt the 2026–27 Budget 7e.1* X LaLonde^A
- a. Motion to adopt the budget for fiscal year 2026–27 in the aggregate amount of \$138,151,079 (total of all funds) approved by the Budget Committee on May 13, 2026.
 - i. 1st: Erin Foote Morgan
 - ii. 2nd: Jim Porter
 - iii. In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
 - iv. Opposed or abstained: none

VIII. Adjourn to Contract Review Board Meeting

Skatvold

- 1. Revisions to the Community College Rules of Procurement Policy 8a.1–47 X LaLonde^A
 - a. LaLonde explained that the most significant change proposed is in section 300, increasing all formal procurement thresholds to \$250,000 to align with the Oregon model procurement rules. All of the other community colleges in the state have adopted this change. COCC's Board policy currently limits the President's spending authority at \$100,000, which matched previous procurement rules. The Policy Review Committee will be reviewing a draft to revise the College's policy to align with the revised procurement policy. Another proposed revision is to establish additional controls around purchases made through alternative platforms, such as eBay and Facebook Marketplace. Employees would not be authorized to purchase from these platforms without permission from the Vice President of Finance and Operations (VPFO) as they do not offer guarantees or warranties. Additional revisions proposed were primarily made by COCC's legal counsel to ensure the policy aligns with current Oregon laws.
 - b. Krenowicz asked what the purpose is for all of Oregon's community colleges to have the same recruitment rules and regulations.
 - i. Taylor explained that all colleges must follow the same rules in order to participate in the same cooperative procurement system.
 - c. Foote Morgan asked what COCC's current competitive bidding process is and if the proposed changes would remove any helpful guidelines.
 - i. LaLonde explained that the formal procurement requires a formal bidding process where COCC solicits to a number of vendors according to the bid document. Vendors will submit their bids, a committee reviews all of the bids, and the committee can interview bidding vendors if they are unsure about who to

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recommend to the Board. Less formal projects normally request for three bids and do not require a review committee.

- d. Foote Morgan asked what the financial threshold is for this process.
 - i. LaLonde explained that the proposal is to move from \$150,000 to \$250,000 for personal services and any related services.
 - ii. Foote Morgan asked that “personal services” refers to.
 - iii. Taylor explained that “personal services” typically refers to professional services for due diligence to a license or similar matters.
- e. Motion to approve the proposed changes to COCC’s Rules of Procurement.
 - i. 1st: Erin Merz
 - ii. 2nd: Jim Porter
 - iii. In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
 - iv. Opposed or abstained: none

IX. Adjourn to Open Session

Skatvold

X. Information Items

1. Monthly Budget Status 10a.1–4* LaLonde^A
 - a. LaLonde reported that a calculation for the reserve ratio for April 2026 is 24.4%, which is above the required limit per the College’s reserve policy. However, there will be a transfer of about \$5 million for the Madras Campus expansion at the end of the current fiscal year, which will reduce the general fund reserve to 18%.
 - b. Craska Cooper asked if the \$5 million transfer had been budgeted for and was not a new expense. LaLonde confirmed this.
 - c. Porter asked how many days of operational funds will be available in the general fund reserve after the transfer is made.
 - i. LaLonde said it would be just over 60 days, which would be in compliance with the reserve policy.
 - d. Merz asked if the calculation of the general fund reserve ratio would be included in this agenda item moving forward, rather than as a verbal report. LaLonde confirmed this.
2. New Hire Reports 10b.1–2* Barry^A

No questions.
3. Madras Campus Update Rodriguez^P
 - a. Rodriguez reported that student headcount at the Madras campus has remained at about 200 since the 2023–24 academic year. The recent campus expansion has allowed for more classes to be offered and has allowed local students to spend more time on campus, rather than commuting to another campus or taking online classes. Student demographics for the current academic year include 70% female, 44% Latinx, 16% Native American/Alaska Native, 32% aged 19 or under, 49% seeking financial aid, and 64% first-generation college students. All of these demographics, aside from the age groups, have seen the highest percentages of any COCC campus in the current year. Students can now

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earn an Associate of Arts Oregon Transfer (AAOT) degree without attending classes at any other campus. GED classes are also offered in English and Spanish. The Madras campus also started a mentorship program with Madras High School in January 2026. 13 high school juniors participated, starting their Monday mornings at COCC, learning how to prepare for a college education. These students were invited to return next year and serve as leaders for other students joining the program. The campus celebrated a grand opening with about 100 attendees on April 30 and hosted COCC's annual salmon bake on May 16 with about 300 attendees. Rodriguez plans to work with community members to host additional events on campus in the future.

- b. Porter asked if the Madras campus' classes are filling to the point where students are placed on a waitlist.

- i. Rodriguez said that has not happened yet.

- 4. Renewal of Faculty and Staff Appointments 10c.1-5* **Hamlin^A**

No questions.

XI. New Business

- 1. Administrators' and Confidential Employees' 11a.1* X **Barry^A**

Salary/Wage Adjustment for 2026-27

- a. Foote Morgan asked how it was determined to propose a 4% increase in salaries/wages for COCC's administrators and confidential employees.

- i. Pereira explained that the College has historically tried to align this increase with that of other employee groups. While the Classified employees were able to receive a 6% increase this year, the College could not afford to do the same for administrators and confidential employees.

- b. Motion to approve the 4% increase to base salaries/wages for eligible administrators and confidential employees.

- i. 1st: Joe Krenowicz

- ii. 2nd: Jim Porter

- iii. In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan

- iv. Opposed or abstained: none

- 2. Adult Basic Skills Collective Bargaining 11b.1-3* X **Barry/Lenhart^A**

Agreement for 2025-28

- a. Motion to approve the 2025-28 collective bargaining agreement between COCC and the ABS/OSEA of COCC as negotiated.

- i. 1st: Erin Foote Morgan

- ii. 2nd: Laura Craska Cooper

- iii. In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan

- iv. Opposed or abstained: none

- 3. Full-time Faculty Rehire Recommendations 11c.1-4* X **Hamlin^A**

- a. Motion to approve the rehiring of faculty members recommended in the resolution.

- i. 1st: Joe Krenowicz

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- ii. 2nd: Laura Craska Cooper
- iii. In favor: Erica Skatvold, Jim Porter, Joe Krenowicz, Laura Craska Cooper, Alan Unger, Erin Merz, Erin Foote Morgan
- iv. Opposed or abstained: none

XII. Board of Directors' Operations

1. Summer Retreat Update

Skatvold

- a. The retreat will take place on Saturday, July 18 at the Redmond campus. The plan is to convene at 9:00 a.m. and adjourn at 1:00 p.m., but that time could be adjusted to 8:00 a.m. – 12:00 p.m. to better suit everyone's schedules. The agenda is to be finalized, but it will include the Board's and the President's goals for the coming year.

2. Committee Updates

a. Advocacy Committee

Foote Morgan

- i. Foote Morgan reported that the Committee had discussed an opportunity to advocate for students-in-custody at the Deer Ridge Correctional Institute (DRCI) who are currently not allowed to use laptops for their schoolwork. They invited several legislators to the DRCI graduation ceremony on June 9 and Sen. Anthony Broadman attended. The Committee discussed how they could collaborate with faculty and students at DRCI to gain support on this issue.

b. Policy Review Committee

Craska Cooper

- i. Craska Cooper reported that the Committee is currently working on revisions to Board-President Relations (BPR) 1 and 2, which cover delegation to the President and the President's job description. They expect to have first drafts ready to present at the next Board meeting. They are also working on revisions to Governance Policies (GP) 8 and 9, which cover Board members' code of conduct and Board operations. Proposed revisions for GP 9 are for public comment regulations. Moore is also drafting some revisions to College policies in order to align with some recent changes to Oregon laws, and LaLonde is drafting new policies on capital improvement and other financial matters. The Committee will review these drafts before presenting them to the Board. Craska Cooper noted that all of the Board's policies have now been reviewed by this Committee within the past three years.

c. President Evaluation Committee

Skatvold

- i. The Committee interviewed community leaders and COCC's Expanded Senior Leadership Team (ESLT) for feedback on Pereira's performance and discussed the results on May 29.

3. Board Member Activities

Board Members

a. Alan Unger

- i. May 27: Redmond campus open house

b. Erin Foote Morgan

- i. May 21: COCC Foundation Board of Trustees meeting
- ii. May 22: Advocacy Committee meeting

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- iii. May 29: Interview with candidate for the VPFO position
- iv. June 10: DRCI graduation
- c. Jim Porter
 - i. May 6–8: Interviews regarding Pereira’s evaluation
 - ii. May 22 and 29 and June 5: Meetings with Skatvold and Pereira
 - iii. May 29: President Evaluation Committee meeting
 - iv. June 3: Meeting with Pereira and Matthews
 - v. June 5–9: Phone calls and emails with Skatvold
 - vi. June 10: DRCI graduation
- d. Erin Merz
 - i. May 22: Advocacy Committee meeting
 - ii. May 28: Policy Review Committee meeting
 - iii. June 3: COCC President’s Scholarship Celebration
 - iv. June 10: DRCI graduation
 - v. The Board’s self-evaluation survey will be emailed to the Board members in the coming week.
- e. Laura Craska Cooper
 - i. May 28: Policy Review Committee meeting
 - ii. May 28: Phone call with LaLonde
 - iii. May 28: Phone call with COCC Budget Committee Chair Jade Mayer
 - iv. May 29: Interview with candidate for the VPFO position
 - v. May 29: President Evaluation Committee meeting
 - vi. June 8: Crook County School Board meeting, celebrating high school students who earned their AAOT degrees from COCC, along with their high school diplomas.
 - vii. Interviews regarding Pereira’s evaluation
- f. Erica Skatvold
 - i. May 22: Phone call regarding Pereira’s evaluation
 - ii. May 22 and 29 and June 5: Meetings with Porter and Pereira
 - iii. May 22: Advocacy Committee meeting
 - iv. May 28: Policy Review Committee meeting
 - v. May 29: President Evaluation Committee meeting
 - vi. Interviews regarding Pereira’s evaluation

XIII. President’s Report

Pereira

1. Pereira also attended the Crook County School Board meeting to celebrate graduates and noted that they had to take some classes through COCC, Klamath Community College and the Oregon Institute of Technology.
2. COCC hosted a Diversity Reception on May 26 to celebrate all of the work and events coordinated by the Equity and Inclusion department throughout the year. Awards were also presented.

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3. Pereira also attended COCC's Student Art Exhibition Reception and Awards on June 3, the Spring Term Student Showcase June 5, and the Fire and EMS programs' graduation celebration on June 5.
4. Winners of the annual Student Writing Contest gave public readings of their work on June 5. Copies of COCC's student literary magazine, *The Thread*, were also distributed.
5. The DRCI graduation ceremony took place on June 9.

XIV. Dates

Skatvold

1. Saturday, June 13 – COCC Commencement – Mazama Field, Bend Campus at 10:00 a.m.
2. Thursday, June 18 – Policy Review Committee Meeting – 10:00 a.m. via Zoom
3. Thursday, June 18 – Advocacy Committee Meeting – 11:00 a.m. via Zoom
4. Friday, June 19 – Closed for Juneteenth
5. Friday, July 3 – Closed in Observance of Independence Day
6. Wednesday, July 8 – Board of Directors' Meeting – Boyle Education Center Boardroom, Bend Campus at 5:45 p.m.
7. Saturday, July 18 – Board of Directors' Retreat – Redmond Campus, Building 3, Room 306 at 9:00 a.m. – 1:00 p.m.

XV. Adjourned to Executive Session at 7:22 p.m.

Skatvold

ORS 192.660 (1)(i) Performance Evaluation of CEO

ORS 192.660 (2)(d) Labor Negotiations

ORS 192.660 (2)(f) Information or Records Exempt from Public Inspection

XVI. Adjourn

Skatvold

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Central Oregon Community College Board of Directors: Resolution

Subject	Full-time faculty rehire recommendations 2026-27
Prepared By	Annemarie Hamlin – Vice President of Academic Affairs

A. Background

Need for timely approvals to rehire full-time faculty members who have been evaluated and are doing satisfactory work.

B. Options/Analysis

- Approve the rehire recommendations.
- Decline approval of rehire recommendations.

C. Timing

For the 2026-27 academic year.

D. Budget Impact

Salaries conform to the salary schedule approved by the Board and the Faculty Forum.

E. Proposed Resolution

Be it resolved that the Central Oregon Community College Board of Directors approve the rehires recommended below.

PROBATIONARY FACULTY

The following probationary faculty members are recommended for rehire. Appropriate documents are on file in the Human Resources Office and course materials are on file in the department office.

Faculty Name	Faculty Name
1. Adams, Kelsey	21. Keechle, Brian
2. Allen, Nigel	22. Kerr, Brian
3. Arlie, Jenna	23. Kiley, Caitlin
4. Bays, Hannah	24. Locke, Alissa
5. Bollom, Breah	25. Marcus, Mandalynn
6. Christau, Steph	26. Markland, Molly
7. Comboul, Maud	27. Merritt, Lisa
8. Costantino, Lexi	28. Miller, Jared
9. Crowe, Steven	29. O'Bryan, Stephanie
10. Day, Rosie	30. Schaeffer, Tes
11. Farkas, Kamilla	31. Ridling, Jill
12. Foldi, Steven	32. Roberts, Sean
13. Franco, Gabriel	33. Siekkenen, James
14. Gilmore, Kristy	34. Slade, Allison
15. Gould, Jennifer	35. Suits, Natalia
16. Greene, Michael	36. Truscelli, Nikki
17. Gregor, Ryan	37. Veverka, James
18. Harris, Brooke	38. Wilk, Kimberly
19. Jimenez, Maribel	
20. Johnson, Jenna	

TENURED FACULTY

The following tenured faculty members are recommended for rehire. Appropriate documents are on file in the Human Resources Office and course materials are on file in the department office.

Faculty Name	Faculty Name	Faculty Name
1. Agatucci, Jacob	25. Grove, Kevin	50. Palmer, Beth
2. Andre, Stephanie	26. Hammerman, Jessica	51. Peterson, Tim
3. Baron, Sarah	27. Harper, Amy	52. Phillips, Ralph
4. Barry, Thomas	28. Hazlett, Christopher	53. Prade, Fleur
5. Borowsky, Justin	29. Henson, Sara	54. Rosso, Anthony
6. Briggs, Vaughan	30. Higginbotham, Carol	55. Sather, Eileen
7. Buer, Cierra	31. Higgins, Matthew	56. Shapen, Amy
8. Cagney, James	32. Hoffer, Amanda	57. Shipman, Lisa
9. Chaput, Emma	33. Hong, Lin	58. Simone, Paula
10. Cheney, Monte	34. Hostetler, Kirsten	59. Supplee, Roxie
11. Coe, Jacquelyn	35. Houston, Leslie	60. Swartwout, Ken
12. Cole, Angie	36. Howell, Amy	61. Towne, Forrest
13. Cruickshank, Jennifer	37. Humphries, Merideth	62. Unverzagt, Laura
14. DeShow, Harold	38. Ingulli, Carmen	63. VanOrsdol, Rodney
15. DeShow, Teresa	39. Kennelly, Patrick	64. Vines, Monica
16. Donohue, Stacey	40. Knox, James	65. Waller, Michel
17. Dorsey, Kristin	41. Lamb, Jason	66. Waller, Shannon
18. Erickson, Thor	42. Lambert, Kristin	67. Waller-Niewold, Marilyn
19. Evans, Josh	43. Magidson, Eric	68. Wampler, Wendi
20. Franklin, Rebecca	44. Miller, Susan	69. Wheary, Amy
21. Fuller, Sarah	45. Murphy, Owen	70. Williams, Malinda (Mindy)
22. Gesuale, Melinda	46. Nguyen, Venus	71. Woodell, Andria
23. Ghiara, Abhay	47. Novak, Matthew	72. Yeatman, Wayne
24. Godfrey, Murray	48. Nunes, Alan	73. Zmyslinski-Seelig, Anne
	49. Palagyi, Sean	

TEMPORARY FACULTY

The following FT Temporary faculty are recommended for one-year temporary contracts.

Faculty Name
1. Allan, Stuart
2. Collier, Matthew
3. Jordan, Sheri
4. Lemire, Christie

RETIREMENTS

Faculty Name
1. Sean Rule
2. Michael Gesme
3. Carson Haury
4. Nathan Hovekamp
5. Ricky Virk
6. Cat Finney



**Central Oregon Community College
Board of Directors: Consent Agenda Item**

Subject	Immigration Enforcement Policy Nondiscrimination Policy Students Ordered to Military Service Policy
Strategic Plan Initiatives	Student-Ready College
Prepared By	Alicia Moore, Vice President of Student Affairs

A. Background

The Oregon legislature passed regulations in the most recent legislative session requiring public college and university boards to adopt the following new policies or modifications to existing policies:

- Policy regarding when federal or out-of-state immigration enforcement occurs on college campuses (new policy);
- Adding “immigration status” as a protected class to college and university nondiscrimination statements (modification to existing policies); and
- Policy regarding academic and other protections for students who are ordered to military service (new policy).

Each college or university can adopt these as either board-level or institution-level policies, depending on the structure of institutional policy documents. In COCC’s case, each of the above are part of the College’s [General Procedures Manual](#). As such, these normally would be approved through the College Affairs, Student Affairs, or Academic Affairs committees. However, the legislation requires that they be approved by institutional boards. The protections for students who are ordered to military service policy is required to be approved by September 2026, while the immigration and nondiscrimination policies approved by October 2026.

All three policies as proposed directly align specifically with legislative direction.

Given the impact on faculty discretion regarding grades, the policy regarding students ordered to military service policy was shared with the Academic Affairs Committee for feedback. All comments were supportive of the policy as proposed. Timing did not allow for a discussion of the policy regarding federal or out-of-state immigration enforcement and updates to the nondiscrimination policy as proposed. However, discussion occurred earlier

in the year with various groups, including Academic Affairs, and all were aware that the College would be adopting policies in line with legislation.

See attached for the proposed policy language.

B. Recommendation

The three proposed policies were reviewed by the COCC Board of Directors' Policy Committee and were given a first and second reading. Both readings approved a recommendation to bring the policies to the full COCC Board of Directors for approval.

C. Timing

It is recommended that the policies be approved at the July 2026 meeting so that they can be included in the appropriate legislative reports in September and October 2026.

D. Budget Impact

Minimal budget impact as it applies to a student who may receive a refund under the Students Ordered to Military Service policy.

COCC PROPOSED POLICY REGARDING IMMIGRATION ENFORCEMENT ACTIVITIES

Recommend that this be included in the COCC General Policies Manual.

G-32-2: Introduction

COCC is committed to a safe and secure learning and work environment for all students and employees. As such, this policy details the College's, and its employees', obligations should out-of-state or federal law enforcement be on campus for the purposes of immigration enforcement.

G-32-2.1: Definitions

The following definition of terms are for purposes of this policy only.

Campus: Any real property owned or leased by the College.

Designated School Official (DSO): For purposes of this policy, the Designated School Official is the Director of Campus Safety and Emergency Management (DCSEM). If the DCSEM is not available, the Vice President of Student Affairs or the Dean of Enrollment Management are designated to act in their absence.

Immigration Authority: U.S. Department of Homeland Security, U.S. Immigration and Customs Enforcement, U.S. Customs and Border Protection or any successor agency; includes the agency itself or any other federal immigration agency or official, or any other entity to which a federal immigration agency delegates or assigns authority to detect, investigate or enforce violations of immigration law.

Immigration Enforcement: Any activity that has as its purpose the apprehension or identification of an individual in order to subject the individual to civil immigration arrest, civil immigration detention, removal or deportation proceedings or removal or deportation from the United States or criminally prosecute the individual for offenses related to federal laws regarding immigration status.

Public Areas: Any Designated Public Forum (as defined in General Policy G-31-9.2.5.1).

Non-Public Areas: Non-public areas are all areas that are not Designated Public Forums including, without limitation, classrooms, employee or contractor offices, and residence hall interior spaces.

G-32-2.2: Employee Responsibility with Federal or Out-of-State Law Enforcement Operations

Except as required by state or federal law, College employees and agents are prohibited from, when acting in the capacity of a College employee or agent, intentionally assisting, cooperating with, or allowing any College time, money, facilities, property, equipment, personnel or other resources to be used to assist, facilitate, or cooperate any operation executed by any federal or out-of-state law enforcement agency, if the employee or agent is aware that the operation is intended to:

- Identify or impose civil or criminal liability upon any individual, group, association, organization, corporation, business, or partnership based on activities protected by Article I, section 8 or 26, of the Oregon Constitution, of the First Amendment to the United States Constitution;
- Identify or impose civil or criminal liability upon any individual, group, association, organization, corporation, business, or partnership based on membership in, or support of a person based on a person's membership in, a class of persons protected under the Oregon or United States Constitution or other state or federal law, including race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, disability or age; or
- Identify or impose civil or criminal liability upon any individual, group, association, organization, corporation, business, or partnership based on political, religious or social view, associations, or activities.

If an employee is approached by any law enforcement agency or immigration authority for assistance in investigating, apprehending or arresting individuals, the employee shall refer that agency to the Designated School Official (DSO).

The DSO will determine the nature of the request for assistance and whether the action requested is required by the out-of-state or federal law, a judicial subpoena issued as part of a court proceeding, or other compulsory court-issued process. All requests for assistance will be evaluated consistent with existing College policies and procedures.

The DSO will document and report all out-of-state or federal immigration agency on-site activities to the Oregon Criminal Justice Commission as soon as it is reasonable to do so.

G-32-2.3: Immigration Authorities Requesting Student Information

In compliance with the College's Family Educational Rights and Privacy Act (FERPA) policy, the College shall not release student information to an immigration authority without a lawfully-issued judicial subpoena. In the event the College receives such a subpoena, it will attempt to notify the student prior to the deadline for complying with the subpoena.

G-32-2.4: Immigration Presence on Campus**Permitted Immigration Enforcement Activities**

Out-of-state or federal immigration authorities are permitted to conduct immigration enforcement activities only in public areas. They may only conduct immigration enforcement activities in non-public areas with a lawfully issued court order, reviewed by the Designated School Official. See the Definitions section for how public and non-public areas are defined.

Notification of Immigration Activities

If immigration authorities are confirmed to be on any campus for the purposes of immigration enforcement, the College shall notify all students, employees, and contractors of their presence as soon as possible. The notice will not include personally-identifiable information or other information designated as not legal to disclose. The notice will include the following information, at a minimum:

- The general location of the immigration authority.
- Whether classes or operations are impacted by the presence the immigration authority.

The notice will be sent via the College's emergency notification system, as well as posted to the College website. Notice is not required when out-of-state or federal immigration officials conduct routine visits to ensure compliance with employment laws or the Student Exchange Visitor Program.

G-32-2.5: Information Shared about Individual Students

If the College is required to provide information on a student to an out-of-state or federal immigration authority, the College will make reasonable effort to notify the student unless prohibited by a lawfully issued court order. The College will only provide information on individual students in compliance with the College's FERPA policy and/or as directed by a lawfully issued court order. Any information shared will be vetted by the Dean of Enrollment Management or Vice President of Student Affairs.

G-32-2.6: Training

The DSO shall engage in training at least once every two years. The training shall cover regulatory information related to this policy and any applicable model policies published by the Attorney General under ORS 180.810.

COCC PROPOSED POLICY: NONDISCRIMINATION POLICY UPDATE

Required update to existing nondiscrimination statement language in red.

G-28-1 NONDISCRIMINATION AND EQUAL EMPLOYMENT/AFFIRMATIVE ACTION POLICY

Revised 12/19/2025

The goal of Central Oregon Community College is to provide an atmosphere that encourages faculty, staff and students to realize their full potential. In support of this goal, it is the policy of Central Oregon Community College that there will be no discrimination or harassment on the basis of age, disability, sex, marital status, national origin, ethnicity, color, race, religion, sexual orientation, gender identity, genetic information, **immigration or** citizenship status, veteran or military status, pregnancy or parenting status, or any other classes protected under federal and state statutes in any education program, activities or employment. Persons with questions about this statement should contact Human Resources at 541-383-7216 or the Vice President for Student Affairs at 541-383-7211.

This policy covers nondiscrimination in both employment and access to educational opportunities. When brought to the attention of the appropriate parties, any such actions will be promptly and equitably responded to according to the process outlined in general procedures sections N-1, N-2, or N-3.

G-33-4: Rights of Student Ordered to Military Service

Central Oregon Community College supports students whose education is interrupted due to military service. State and federal laws provide academic and financial protections for students who are ordered to active duty or who must leave school to perform qualifying military service.

To ensure students can take advantage of these options, they must submit verification of required military orders to Admissions and Records prior to implementing any of these supports. Additionally, students shall make all reasonable attempts to contact the Admissions and Records Office prior to their assigned departure date.

G-33-4.1: Deployed for 30 or More Consecutive Days

A current student who is a member of the military, commissioned corps of the National Oceanic and Atmospheric Administration, or the Public Health Service of the United States Department of Health and Human Services, and is ordered to state or federal active duty for more than 30 consecutive days are entitled to certain academic and financial protections.

Current Courses

Students who are deployed for 30 or more days have the following options regarding their current courses:

- Withdraw from a course without academic penalty and be reimbursed or receive credit for amounts paid towards course tuition and fees. The student may also receive a refund or credit for room and board if living in on-campus housing.
- Receive an incomplete “I” grade and complete course requirements upon return from active duty, so long as the grade is in line with COCC’s Incomplete Grade policy.
- Complete coursework when feasible and agreed upon with the instructor, with the following provisions:
 - Any class session missed as a result of active duty shall be counted as excused absences and cannot adversely impact the student’s final course grade;
 - An instructor may not excuse a student from completing course assignments solely due to active duty status;
 - An instructor may award a grade only if the student completes sufficient work and demonstrates sufficient progress towards meeting course requirements, as assessed by the instructor.

Readmission/Return to COCC

Within one year of release from active duty, students who choose to return to COCC, will:

- Be readmitted with the same academic status they held when they last attended;
- Have all advising and registration activity take place as if there was no gap in the student’s enrollment;
- Have institutional and COCC Foundation scholarships or grants reinstated if eligibility requirements are met;

- Have Oregon Student Access and Completion scholarships or grants reinstated in line with Higher Education Coordinating Commission rules.

G-33-4.2: Deployed for 30 or Fewer Consecutive Days

A current student who is a member of the military, commissioned corps of the National Oceanic and Atmospheric Administration, or the Public Health Service of the United States Department of Health and Human Services, and is ordered to state or federal active duty for 30 or fewer consecutive days are entitled to certain academic and financial protections.

Any class session missed as a result of active duty shall be counted as excused absences and cannot adversely impact the student's final course grade. With this, the student has two options upon return from active duty:

- Complete any missed course requirements, doing so within a reasonable amount of time, noting that a student's grade may not be negatively impacted solely due to late completion of course requirements; or,
- An instructor may award a grade only if the student completes sufficient work and demonstrates sufficient progress towards meeting course requirements, as assessed by the instructor.

G-33-4.3: Inactive Drill Duty or Other Mandatory Training

A current student who receives an order for drill or other mandatory training for 30 or fewer consecutive days are entitled to certain academic and financial protections.

Any class session missed as a result of mandatory training shall be counted as excused absences and cannot adversely impact the student's final course grade. With this, the student has two options upon return from training:

- Complete any missed course requirements, doing so within a reasonable amount of time, noting that a student's grade may not be negatively impacted solely due to late completion of course requirements; or,
- An instructor may award a grade only if the student completes sufficient work and demonstrates sufficient progress towards meeting course requirements, as assessed by the instructor.

July 8th, 2026

CENTRAL OREGON COMMUNITY
COLLEGE BOARD OF DIRECTORS

FROM: Erica Skatvold

DATE: July 8th, 2026

SUBJECT: Resolution on President Evaluation for 2025-2026

BACKGROUND:

The annual evaluation of COCC President Dr. Greg Pereira was led by the Board of Directors' President Evaluation Committee consisting of Directors, Erica Skatvold, Laura Craska Cooper, and Jim Porter and, as required by Board Policy, the entire Board of Directors of COCC has now completed the annual evaluation of Dr. Pereira's Performance for the 2025-2026 year:

RESOLUTION # 2025-2026

BE IT HEREBY RESOLVED, that after completing a productive evaluation process, the Board of Directors of Central Oregon Community College has determined that Dr. Pereira's performance meets or exceeds expectations in all areas related to achieving the College's strategic plan, complying with the Board's expectations relating to budgeting, asset protection, staff treatment, and facilitating communications with the Board. The Board of Directors also recognizes Dr. Pereira's efforts to meet with every employee, his work with increasing transparency and communications at COCC, as well as his abilities to anticipate and respond effectively to both the current and future needs of the College.

It is the Board of Director's pleasure to extend to Dr. Pereira commendation for his performance as President of Central Oregon Community College.

Central Oregon Community College
Monthly Budget Status
Highlights of May 2026 Financial Statements

Cash and Investments

The College's operating cash balances currently total \$25 million. The May average yield for the Local Government Investment Pool remained 4.0 percent.

General Fund Revenues

There were no significant changes to general fund revenue in May 2026.

General Fund Expenses

The expenses through May 2026 include the majority of the required budgeted inter-fund transfers-out for the fiscal year. The final transfer out of the general fund, approximately \$4.2 million for the Madras expansion, will be completed at year-end.

Budget Compliance

All general fund appropriation categories are within budget.

Central Oregon Community College

Monthly Budget Status
May 2026

08-Jul-26

<u>General Fund</u>	<u>Adopted Budget</u>	<u>Year to Date Activity</u>	<u>Variance Favorable (Unfavorable)</u>	<u>Percent of Budget Current Year</u>	<u>Percent of Budget Prior Year</u>
Revenues					
District Property Taxes:					
Current Taxes	\$ 24,330,000	\$ 23,559,023	\$ (770,977)	96.8%	96.7%
Prior Taxes	283,000	416,056	133,056	147.0%	94.4%
Tuition and fees	22,430,000	20,325,628	(2,104,372)	90.6%	96.6%
State Aid	13,279,000	12,420,632	(858,368)	93.5%	76.7%
Program and Fee Income	100,000	64,935	(35,065)	64.9%	98.2%
Interest & Misc. Income	974,000	3,814,995	2,840,995	391.7%	183.3%
Transfers-In	5,588,744	2,944,685	(2,644,059)	52.7%	68.2%
Total Revenues	\$ 66,984,744	\$ 63,545,954	\$ (3,438,790)		
Expenses by Function					
Instruction	\$ 28,154,525	\$ 25,273,720	\$ 2,880,805	89.8%	87.5%
Instructional Support	5,554,985	4,799,287	755,698	86.4%	84.6%
Student Services	7,883,478	6,407,061	1,476,417	81.3%	78.6%
College Support	7,475,399	6,599,872	875,527	88.3%	80.5%
Campus Services	6,140,941	5,278,960	861,981	86.0%	88.9%
Information Technology	7,947,140	6,090,297	1,856,843	76.6%	86.9%
Financial Aid	200,000	157,146	42,854	78.6%	75.1%
Contingency	1,000,000	-	1,000,000	0.0%	0.0%
Transfers-Out	19,070,532	12,445,532	6,625,000	65.3%	100.6%
Total Expenses	\$ 83,427,000	\$ 67,051,875	\$ 16,375,125		
Revenues Over/(Under) Expenses	\$ (16,442,256)	\$ (3,505,921)	\$ 12,936,335		

6/30/2025 Fund Balance	\$ 18,663,829
FY26 Revenue - Expenses + FY25 Fund Balance	\$ 15,157,908
Reserve Ratio	18.2%

Central Oregon Community College
Monthly Budget Status

8-Jul-26

May 2026

	<u>Adopted Budget</u>	<u>Year to Date Activity</u>	<u>Variance Favorable (Unfavorable)</u>	<u>Percent of Budget Current Year</u>	<u>Percent of Budget Prior Year</u>
<u>Non General Funds</u>					
Debt Service Fund					
Revenues	\$ 6,152,755	\$ 5,495,902	\$ (656,853)	89.3%	89.5%
Expenses	<u>6,087,037</u>	<u>6,076,775</u>	<u>10,262</u>	99.8%	99.8%
Revenues Over/(Under) Expenses	\$ 65,718	\$ (580,873)	\$ (646,591)		
Grants and Contracts Fund					
Revenues	\$ 6,034,347	\$ 5,371,248	\$ (663,099)	89.0%	87.7%
Expenses	<u>6,738,055</u>	<u>6,570,482</u>	<u>167,573</u>	97.5%	183.3%
Revenues Over/(Under) Expenses	\$ (703,708)	\$ (1,199,234)	\$ (495,526)		
Capital Projects Fund					
Revenues	\$ 23,234,020	\$ 11,043,097	\$ (12,190,923)	47.5%	18.2%
Expenses	<u>24,338,954</u>	<u>9,937,158</u>	<u>14,401,796</u>	40.8%	31.9%
Revenues Over/(Under) Expenses	\$ (1,104,934)	\$ 1,105,939	\$ 2,210,873		
Enterprise Fund					
Revenues	\$ 5,349,792	\$ 4,465,292	\$ (884,500)	83.5%	94.1%
Expenses	<u>7,655,167</u>	<u>6,790,518</u>	<u>864,649</u>	88.7%	77.8%
Revenues Over/(Under) Expenses	\$ (2,305,375)	\$ (2,325,226)	\$ (19,851)		
Auxiliary Fund					
Revenues	\$ 6,504,732	\$ 6,630,032	\$ 125,300	101.9%	93.7%
Expenses	<u>9,749,773</u>	<u>6,811,721</u>	<u>2,938,052</u>	69.9%	69.1%
Revenues Over/(Under) Expenses	\$ (3,245,041)	\$ (181,689)	\$ 3,063,352		
Reserve Fund					
Revenues	\$ -	\$ -	\$ -	0.0%	0.0%
Expenses	<u>25,000</u>	<u>-</u>	<u>25,000</u>	0.0%	62.9%
Revenues Over/(Under) Expenses	\$ (25,000)	\$ -	\$ 25,000		
Financial Aid Fund					
Revenues	\$ 22,103,924	\$ 12,991,510	\$ (9,112,414)	58.8%	94.5%
Expenses	<u>22,171,067</u>	<u>13,426,836</u>	<u>8,744,231</u>	60.6%	94.0%
Revenues Over/(Under) Expenses	\$ (67,143)	\$ (435,326)	\$ (368,183)		
Internal Service Fund					
Revenues	\$ 85,000	\$ 152,362	\$ 67,362	179.2%	94.0%
Expenses	<u>94,000</u>	<u>82,618</u>	<u>11,382</u>	87.9%	83.2%
Revenues Over/(Under) Expenses	\$ (9,000)	\$ 69,744	\$ 78,744		
Trust and Agency Fund					
Revenues	\$ 18,200	\$ 17,717	\$ (483)	97.3%	197.7%
Expenses	<u>75,000</u>	<u>40,475</u>	<u>34,525</u>	54.0%	60.1%
Revenues Over/(Under) Expenses	\$ (56,800)	\$ (22,758)	\$ 34,042		

08-Jul-26

Central Oregon Community College

Cash and Investments Report

As of May 31, 2026

College Portfolio	Operating Funds	Trust/Other Funds
Cash in State Investment Pool		
4089 - General operating fund	\$ 23,546,096	
3624 - Robert Clark Trust		\$ 414,899
6729 - Redmond Expansion		\$ 4,298,290
May Average Yield 4.0%		
Cash in USNB	\$ 1,512,485	
Cash on Hand		
Total Cash	<u>\$ 25,058,581</u>	<u>\$ 4,713,189</u>



Board Meeting Date: Wednesday, July 8, 2026
Exhibit: 9b.1

**Central Oregon Community College
Board of Directors
Faculty and Administrators New Hire Report**

Faculty Full-Time		
Jesse Miles	Assistant Professor I Business/Accounting	September 8, 2026
Ruby O'Connor	Collections Development/Acquisitions Faculty Librarian	September 8, 2026
Hannah Bays	Assistant Professor I Forestry	September 8, 2026
Brandon Greco	Full-Time Temporary Faculty Automotive	September 8, 2026
Alicia Steinhardt	Full-Time Temporary Faculty Biology	September 8, 2026
Mara Downing	Assistant Professor I Computer Science/CIS	September 8, 2026

Administrator Full-Time		
Krista Leaders	Scheduling Administrator	June 15, 2026
Kirsten Hostetler	Director Library Services	July 1, 2026
Marcie Masood	Center for Business/Comm Ed Ops Manager	July 1, 2026
Rachael Miles	Systems/Operations Analyst	July 1, 2026



Central Oregon Community College
Board of Directors
New Hires Report
Date of Hire: June 1-30, 2026

Name	Hire Date	Job Description	Department
Classified Full-Time			
Spiegelberg, James Roy	6/8/2026	Transcript/Degree Evaluator	Admissions
Temporary Hourly			
Samuels, Matthew David	6/1/2026	Fitness Attendant I	Club Sports
Hollen, Eli Joel	6/1/2026	CFI Non-Instructional	Aviation Program
Floyd, Cayman Michael	6/1/2026	CFI Non-Instructional	Aviation Program
Hollen, Eli Joel	6/1/2026	Basic Flight Instructor	Aviation Program
Bommarito, Sterling J	6/1/2026	Basic Flight Instructor	Aviation Program
Bommarito, Sterling J	6/1/2026	CFI Non-Instructional	Aviation Program
Floyd, Cayman Michael	6/1/2026	Basic Flight Instructor	Aviation Program
Reynolds, Elliana Joy	6/5/2026	Prineville Technology Office	Regional Svcs. & Prnvl Campus Oper.
Schmitt, Jacqueline M	6/15/2026	GIS Intern	Geographical Information Systems



TRIO Student Support Services at COCC

College is Better with Support

Andrew Davis, Jodie Lawrence & Ivy Hernandez-Rodriguez

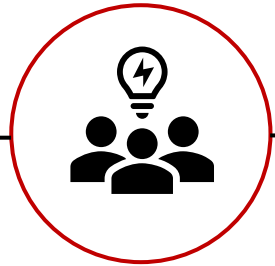
Wednesday, June 10th



What is **TRIO**?



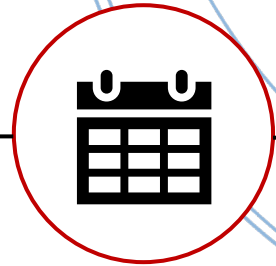
Higher Education
Act of 1965



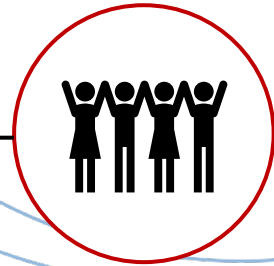
TRIO starts as
three program –
and it works!



TRIO expansion
to eight programs



TRIO celebrates
60 years



Over 3,500 TRIO
programs serve nearly
817,000 students from 6th
grade to adult education

Who We Serve



First Generation
College Students



Students from low-
income backgrounds



Students with
disabilities



What **TRIO** Does

9c.3



Academic Coaching

Individualized support to plan, navigate, and succeed



Workforce Pathway

Support for students pursuing careers and credentials



Transfer Support

Guidance for transitioning to 4-year institutions



Workshops

Skill-building workshops and social events



Resource Navigation

Connecting students to campus and community resources

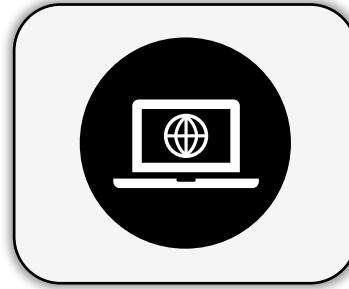


Financial Literacy

FAFSA, financial aid guidance, and scholarship assistance

Building **TRIO** Systems

9c.4



In the first six months, TRIO staff focused on developing the infrastructure needed for long-term program success.

This included building systems and processes for:

- Recruitment
- Eligibility Verification
- Data Tracking and Compliance
- Campus Partnerships (Internally and Externally)
 - Relationship-based Academic Counseling

Building **TRIO** Systems

9c.5



Student Employment

Work study, tutoring, and peer leadership opportunities



TRIO Canvas

A central hub for resources, updates, and communication



TRIO Newsletter

Bi-weekly newsletter to inform and build community



Technology

Secured \$5,000 in funding to create a student-facing tutoring and study space



OTA

COCC is now represented on the Oregon TRIO Assn Board (District 5)

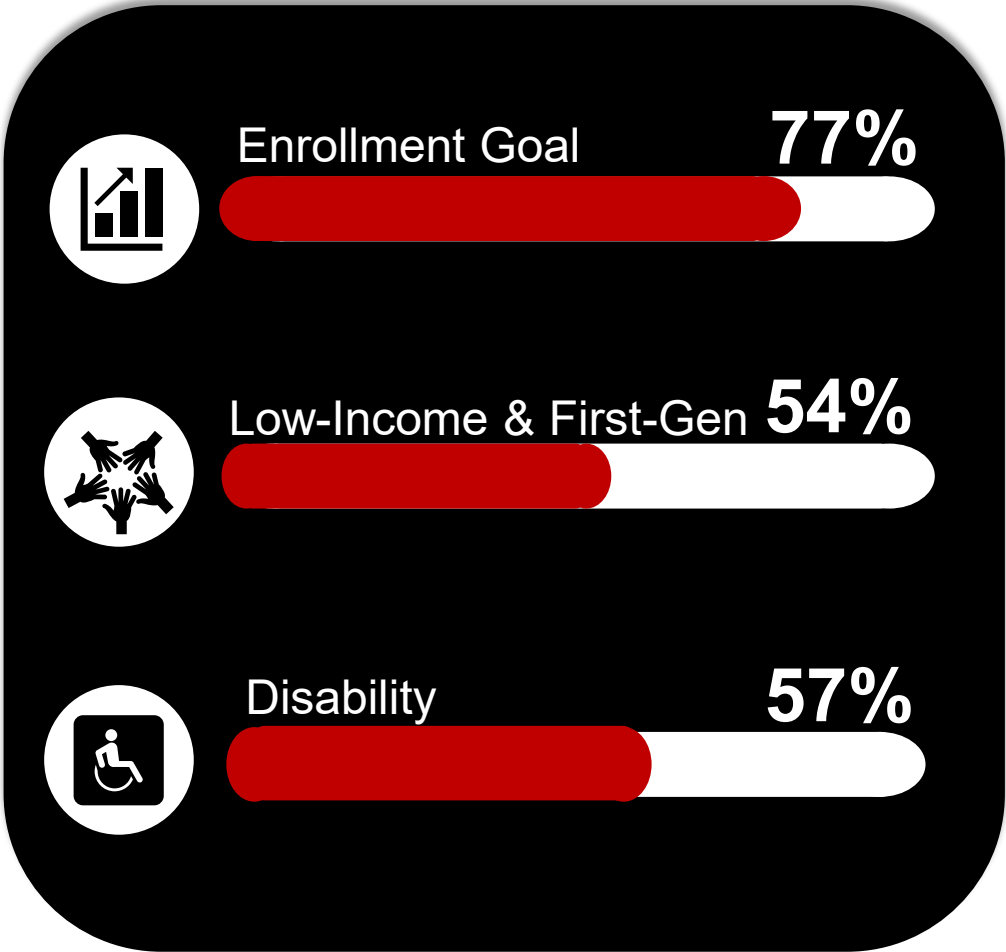


Partnership

Both on campus and externally, collaborating creates a strong student support network



Impact by the Numbers



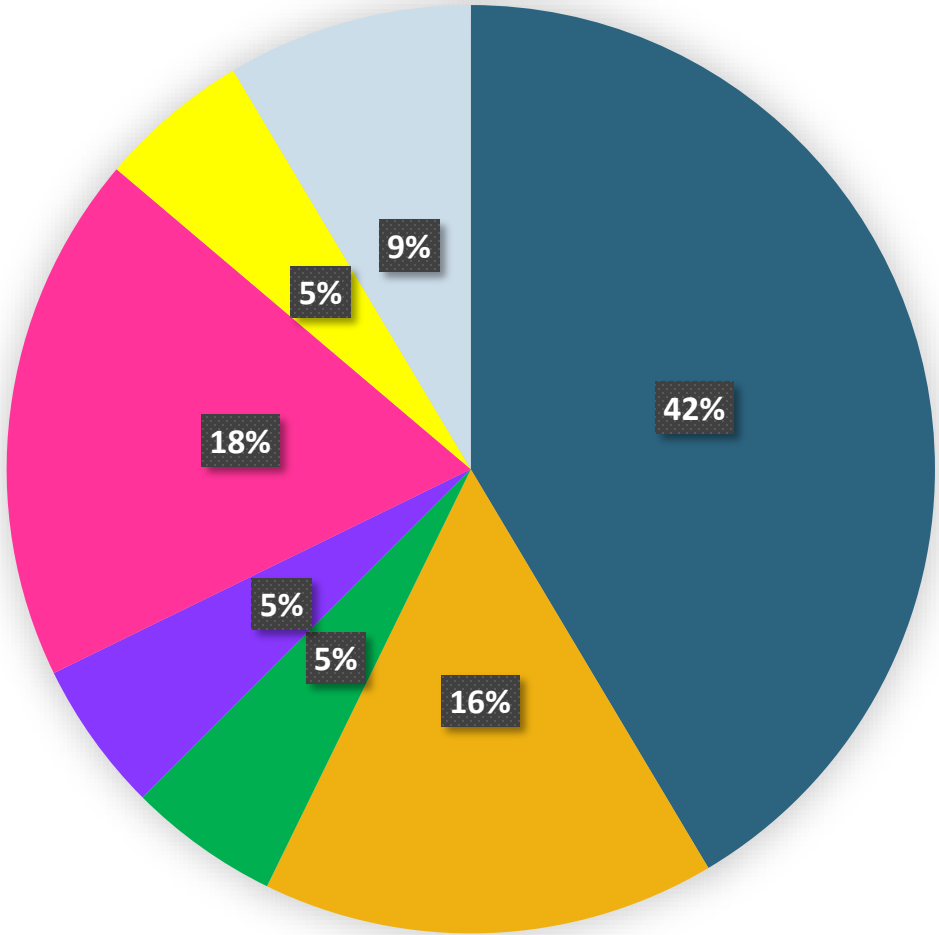
> 300 Unique enrolled student contacts

> 200 Total Completed Applications



Student Services by Category January – May 2026

9c.7



- Academic Coaching
- Advising
- Career/Internship
- Event
- FAFSA/Scholarship
- Transfer Planning
- Workshops



Beyond the Numbers

9c.8

“

[TRIO] made me feel more at ease after so many years away from school.

”

TRIO really gave me an initial feeling of comfort. I felt less lost.

Being in TRIO gives me direct connection to faculty members and networking.

Having an advocate in my corner has been very valuable for me.



Meet Ivy Hernandez-Rodriguez

9c.9



TRIO helped Ivy with:
*Class selection, competitive applications,
gaining practical experience for medical school*



Pre-Med



First Generation College Student



Planning to transfer





CENTRAL OREGON
community college

2023 – 27 Strategic Plan: Celebrating Successes

*Board of Directors Meeting
July 2026*

CELEBRATING SUCCESSES

If, an action projects is:

- Integrated into routine operations and departments, or
- Part of regular practice, or
- Long-term plan determined

Then . . . we'll sunset the project and celebrate!



CENTRAL OREGON
community college

CELEBRATING SUCCESSES

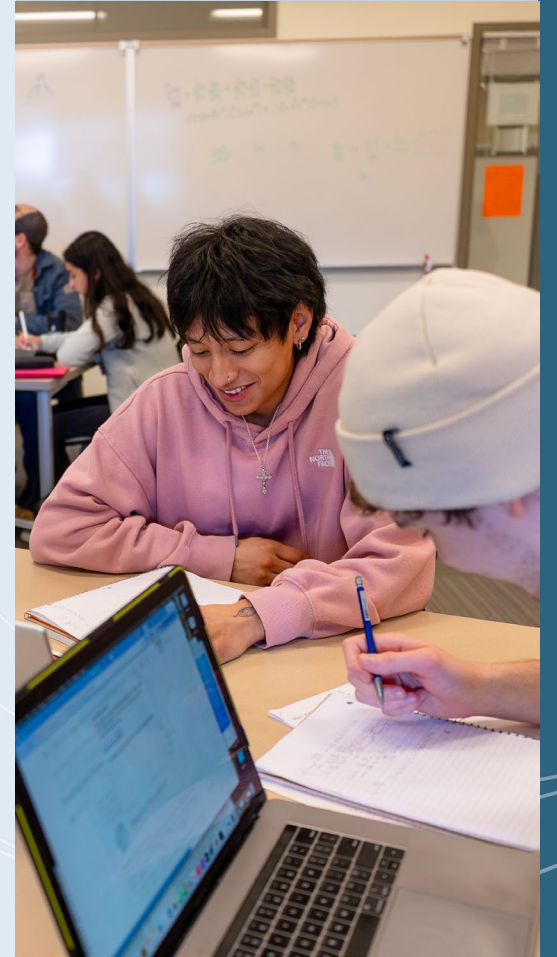
- Strategic Scheduling
- Adult Student Recruitment and Retention
- Madras Campus Expansion
- MATC Revitalization
- Unified Data Solution



CENTRAL OREGON
community college

STRATEGIC SCHEDULING

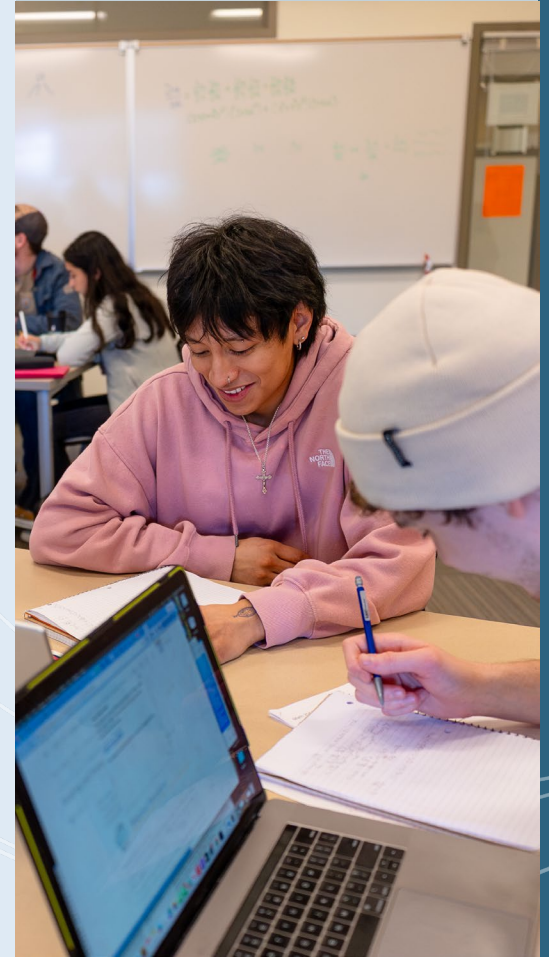
Develop a course scheduling plan that results in a student-centered, year-long schedule for all four campuses. The plan will help the College make data-informed decisions about the right balance of course delivery modes, as well as the times, days and locations in which courses are offered.



CENTRAL OREGON
community college

STRATEGIC SCHEDULING

- Year-long schedule of classes at all four campuses and online for the last two years
- Processes to ensure efficiency and accuracy of the schedule and continue to refine as needed
- Hired a Scheduling Administrator is onboard to lead the effort – Krista Leaders



CENTRAL OREGON
community college

ADULT STUDENT RECRUITMENT & RETENTION

- Adult learner focused images
- Academic program maps
- Consistent course scheduling
- Credit for Prior Learning
- Online programs
- Corequisite math and writing courses
- Outreach to stop-out students
- Removal of debt holds on transcripts
- Common Course Numbering
- Major Transfer Maps (MTM)
- Basic needs support
- Grant opportunities to support specialty populations



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MADRAS CAMPUS

- Opened winter term, 2026
- Offerings: Early Childhood Education, Medical Assistant, Nursing, Nursing Assisting
- Childcare facility managed by The Children's Learning Center
- \$23M project
 - \$10.1M from external sources
 - \$12.9M from college resources



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MADRAS CAMPUS

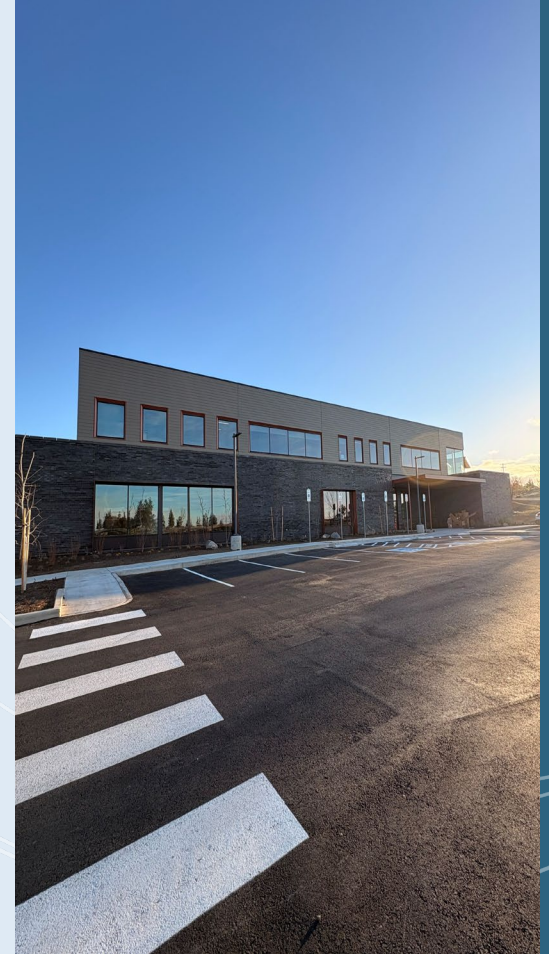
- Winter 2026 FTE enrollment: +37% over previous year
- Spring 2026 FTE enrollment: +113% over previous year
- Total headcount: +2.1% over previous year
- Fall 2026 point-in-time trends:
 - 70.7% increase in total FTE
 - 23.7% increase in total headcount



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MADRAS CAMPUS

- Winter and Spring 2026: Students are taking more credits per person vs. seeing new students
- Winter and Spring 2026: Both terms show double-digit FTE growth, indicating the new expansion as catalyst
- The Children's Learning Center opening third classroom this month, moving full operations to campus in fall



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MATC REVITALIZATION

Update and expand advanced manufacturing opportunities to meet workforce needs:

- Facilities
- Equipment
- Industry and community partnerships
- Stackable certificates and customized trainings
- Student learning outcomes

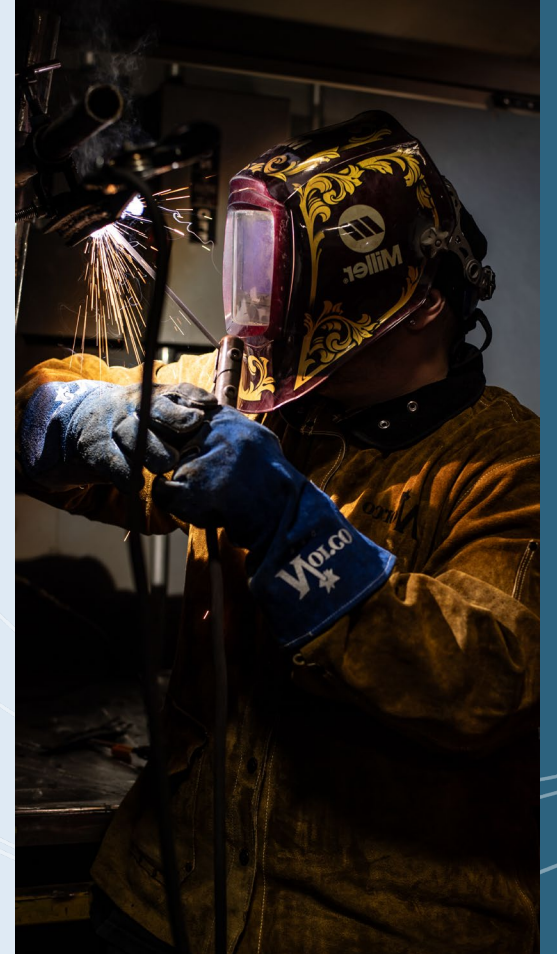


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MATC REVITALIZATION

Components of Revitalization:

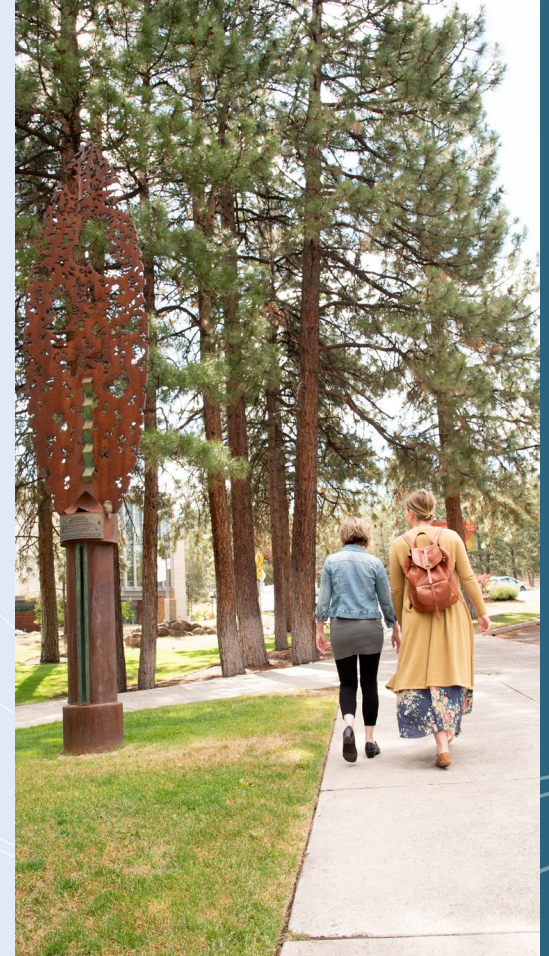
- Faculty Recruitment and Retention
- Industry Responsive Curriculum
- Attracting and Retaining Diverse Student Populations
- Short-term trainings



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UNIFIED DATA ANALYTICS SOLUTION

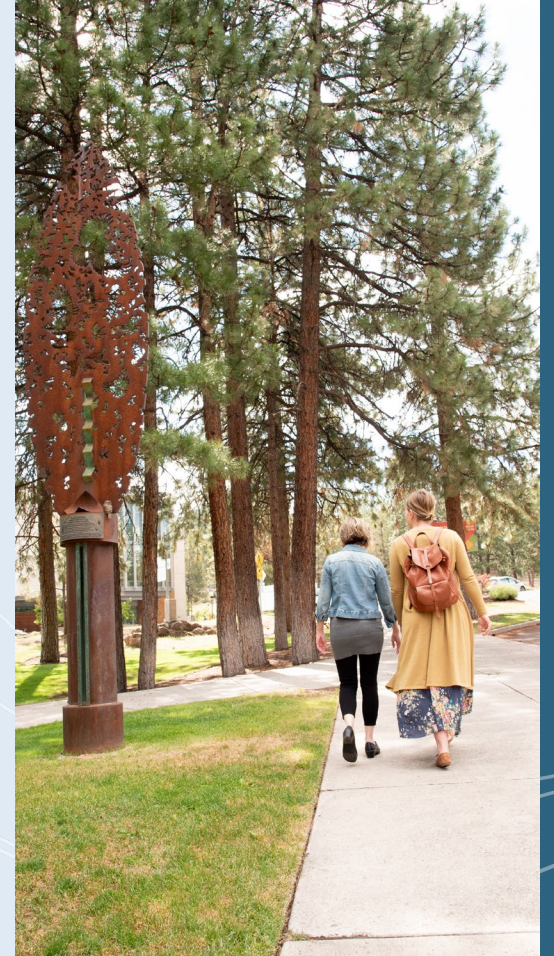
The Unified Data Analytics Solution (UDAS) is a multi-phased, multi-disciplinary, and multi-faceted approach to building both a centralized data analytics system and mature data culture at COCC.



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UNIFIED DATA ANALYTICS SOLUTION

- Unify data from many sources
- Decrease reporting directly from Banner
- Increase efficiency – reporting, process, access
- Increase ability to do complex analysis
- Increase ability to make decisions and support students



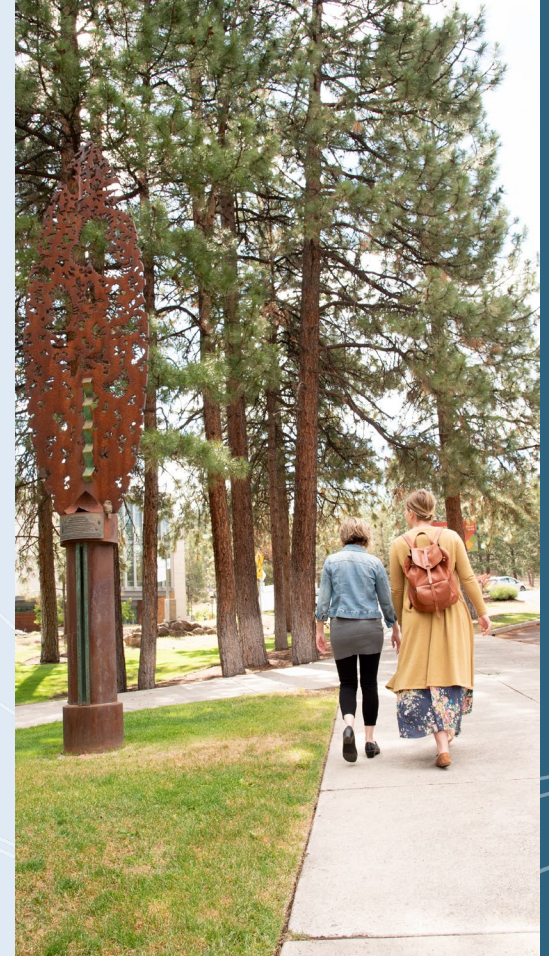
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UNIFIED DATA ANALYTICS SOLUTION

Analytics Road Map: Mapped the UDAS connection to our systems and how data moves between systems.

Proof of Concept: Allowed for testing of system connections and data transformations, and building reports and dashboards.

Scale Up: Allowed for testing of larger data set and redesign of highly used dashboards. Allowed for the elimination of several resource-intensive reports.

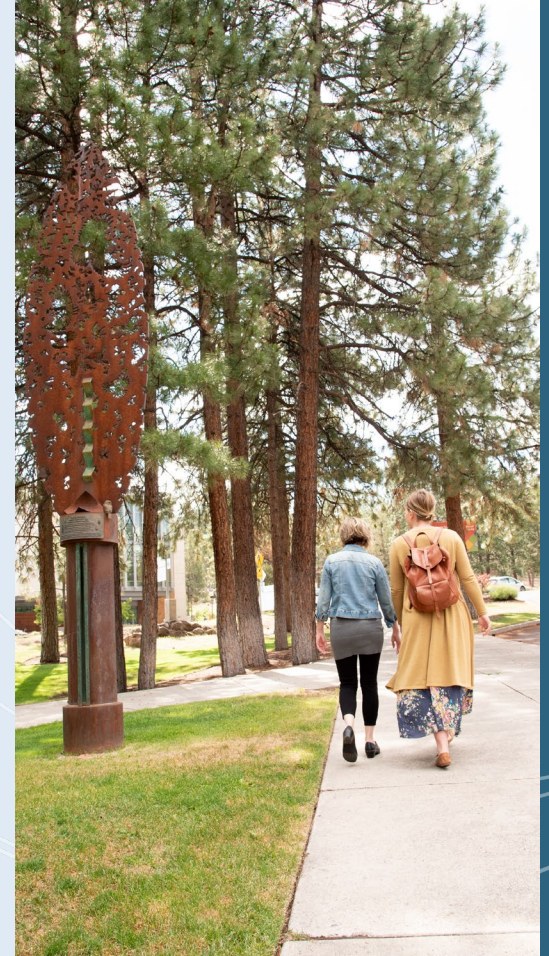


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UNIFIED DATA ANALYTICS SOLUTION

Next Steps

- Move high demand reports from current systems to UDAS
- Expand capabilities by adding HR and Fiscal data
- Expand capabilities by adding more data sources



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CELEBRATING SUCCESSES

- Strategic Scheduling
- Adult Student Recruitment and Retention
- Madras Campus Expansion
- Workforce Infrastructure
- MATC Revitalization
- Unified Data Solution



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CELEBRATING SUCCESSES

And **WOW**, we couldn't have done it without:

Zak Boone
Annemarie Hamlin
Cindy Lenhart
James Rodriguez
Sean Tevlin
Josh Clawson
Darren McCrea
Carmen Inguli
Shannon Waller
Amy Howell
John Graham
Amy Ward
Michael Lalonde
Darrin Davis
Gabriel Franco

Brian Keechle
Cindy Lenhart
Michael Fisher
Nick Recktenwald
Ron Boldenow
Sayward Barrett
Scott Dove
Jo Dancen
Jessica Giglio
Krista Leaders
Julie Borshell
Josh Evans
Tyler Hayes
Diane Pritchard
Michael LaLonde

Paula Simone
Suzie Kristensen
Lindsey Aavang
Laurel Kent
Brynn Pierce
Aimee Metcalf
Andrew Davis
Laura Boehme
Alicia Moore
Chris Egertson
Ben Sapp
Corey Brown
Denise Hatch
Michele DeSilva



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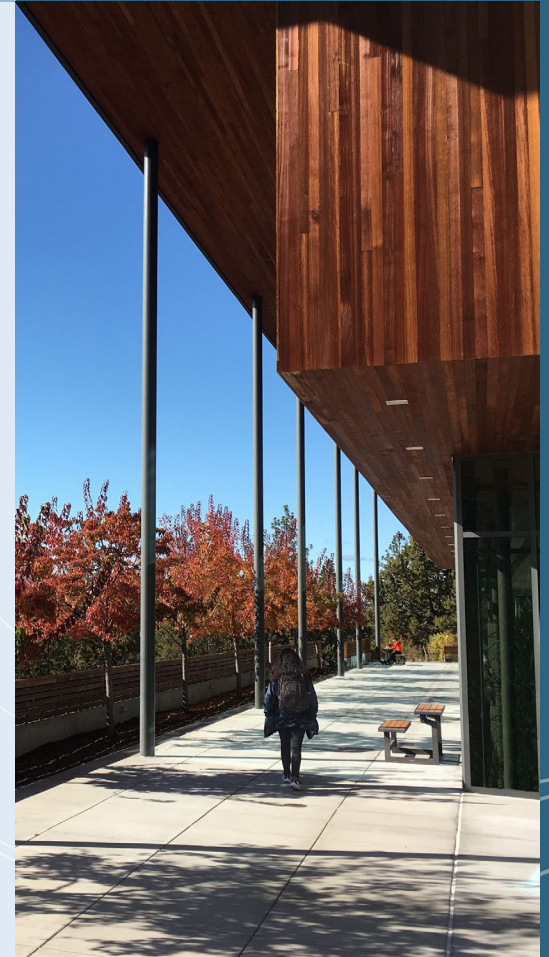
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A Look Ahead . . .



ACTION PROJECTS, cont.

- Guided Pathways
- Online Programs
- Workforce Infrastructure
- President's Climate Leadership Commitment
- Employee Awards, Recognition and Professional Development
- Culturally Inclusive Hiring Practices
- Upgrade Business Operations
- Facilities Master Plan

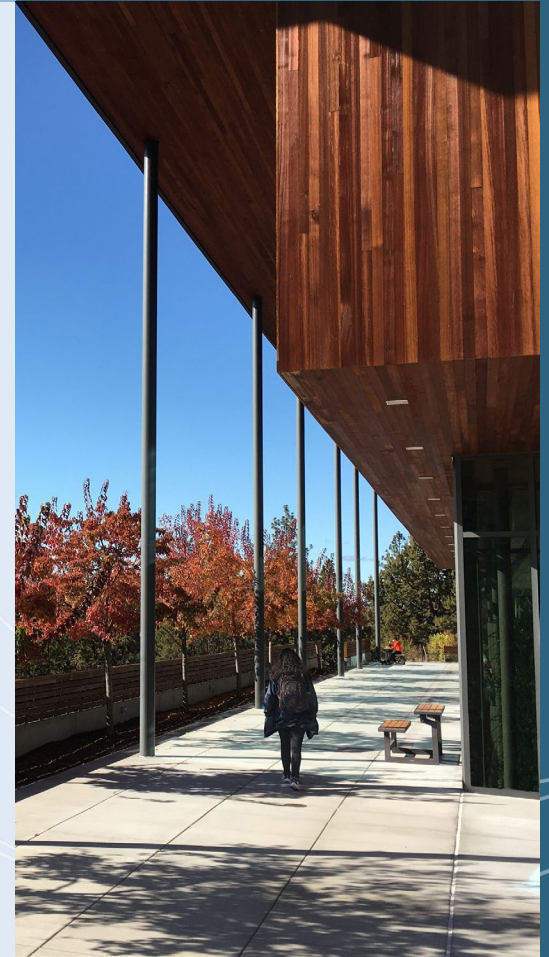


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FUTURE UPDATES

2026 – 27

- Mission Fulfillment Report: September
- Student-Ready College: October
- Access: December
- Community Engagement: February
- Workforce Development: April
- College Sustainability: June
- 2023-27 Summary: July

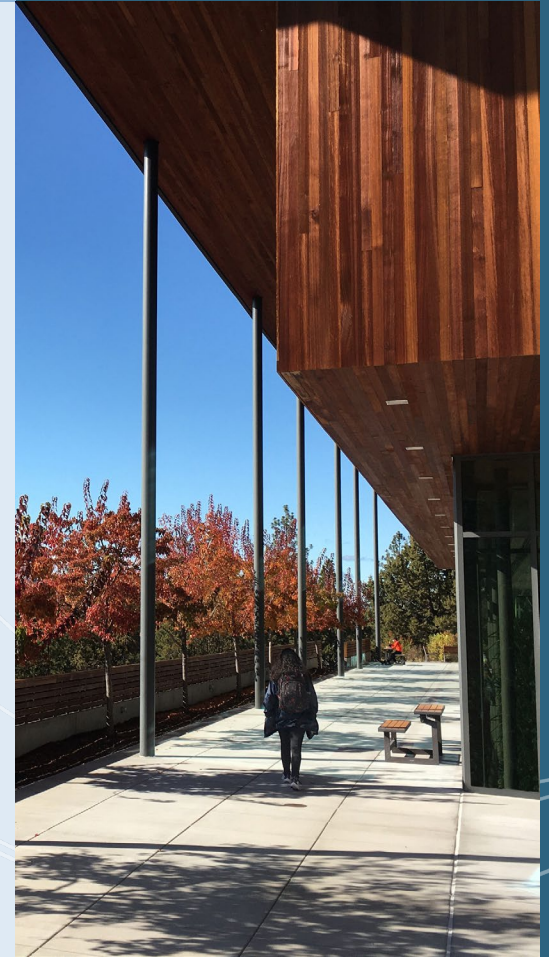


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ALSO IN 2026-27

Future Planning Begins!

- Aimee Metcalf, Assistant Director of Marketing and Public Relations
- Amy Ward, Redmond Campus Director
- TBD, Faculty



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2023 – 27 Strategic Plan College Sustainability Strategic Goal Update

Board of Directors' July 2026 Meeting

Michael LaLonde, VP for Finance & Operations

Owen Murphy, Co-Chair PCLC

Laura Boehme, VP for People & Technology



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GOAL

College Sustainability Goal

COCC creates processes and systems to foster high-quality and operationally sustainable work, learning, and natural environments.

Indicators:

- President's Climate Leadership Commitment
- Employee Turnover Rate
- Employee Awards, Recognitions, Celebrations and Professional Development

ACTION PROJECTS

- Facilities Master Planning
- President's Climate Leadership Commitment
- Upgrade Business Operations
- Employee Awards, Recognitions, Celebrations, and Professional Development
- Culturally Inclusive Hiring Practices



COLLEGE SUSTAINABILITY ACTION PROJECTS

9e.4

Facilities Master Planning Team

- Building advocate program continues
- 3D models of the architectural designs and building layouts continues
- Campus-wide input – sustainability, faculty, staff, students - all campuses
- Space utilization assessment
- Building quality assessments
- Deferred maintenance evaluation
- Facility master planning options

COLLEGE SUSTAINABILITY ACTION PROJECTS

9e.5

Facilities Master Plan Timeline*



* Dependent on vendor selection



President's Climate Leadership Commitment

- Accomplishments
 - Updated Building Management Systems (BMS) to optimize heating & AC operation times
 - Installed energy monitoring meters - all Bend Campus Buildings
 - Waste diversion from Wickiup move out – donated reusable goods to local non-profits.
 - Pacific Power use of cleaner energy
 - Natural gas usage decrease 16%
 - Trained building advocates
 - College-wide gas emissions inventories for 2024 and 2025
- Opportunities – natural gas consumption, electrify gas fired heating and cooking, on-site solar, commuting survey, roofing, HVAC systems, boilers

COCC's 2022 Emissions by Source

Total emissions by scope

Scope	FY2022	FY2023	FY2024	FY2025 (MB)	Δ FY22→FY24
Scope 1	3,150.65	2,528.43	2,350.46	2,629.77	-25.4%
Scope 2	4,450.39	3,752.82	3,264.88	2,079.86	-26.6%
Scope 3	3,694.48	2,598.46	2,559.01	2,510.18	-30.7%
TOTAL	11,295.52	8,879.71	8,174.35	7,219.81*	-27.6%

- 2030 goal – 16% reduction met!
- Emissions declined each of the past three years
- Stretch 2030 goal – Carbon neutral scope 1 & 2
- 2050 goal – carbon neutral



Curriculum

- Introducing Owen Murphy – PCLC Chair
 - Ponderosa Project
 - C-Justice
 - Focus awards
 - SD/SUS course listings



COLLEGE SUSTAINABILITY ACTION PROJECTS

9e.9

Upgrade Business Operations

- Administrative assistant training: Banner, Argos, contracts, campus safety, campus services, sustainability, payroll, benefits, purchasing, travel, IT
- Budget manager training: Banner, Argos, budget process, contracts, ind. contractor, purchasing limits, signing authority, background checks
- Implemented program and course fee process
- Reduce number of GL accounts
- Contract portal/contract templates

New Contracting Resources on the Fiscal Intranet

 **Fiscal Services → Contracting Resources**



Contract Submission Form

Use this to submit new contracts for review and signature.



Contract Templates

Use approved templates for common contract needs.



EMPLOYEE INTRANET
staff and faculty resources

Human Resources Campus Services eLearning **Fiscal Services** Instructional Services

Employee Intranet Home / Departments / Fiscal Services

FISCAL SERVICES

Fiscal Services is a collaborative partner to the COCC Community College employees with financial training resources.

Fiscal Services Contact Information

Cathleen Knutson | Controller | 541-383-7711 | cknutson@cocc.edu
Budgets • Audit • Journal Entries • General Accounting Inquiries

Jenna Flanary | Accountant | 541-383-7585 | jflanary@cocc.edu
Grants • Bank Reconciliations • Cashiering • Journal Entries • Student Collections

Matt Clingan | Accounts Payable Manager | 541-383-7224 | mclingan@cocc.edu
Accounts Payable • Purchase Orders • College Issued Credit Cards

Keven Vivanco | Account Technician, Accounts Receivable | 541-383-7224
3rd Party Invoicing • Student Collections

Andrea Comer | Account Technician, Accounts Payable | 541-383-7224
Weekly Check Processing • Accounts Payable Entries • Bookkeeping

Click here to access resources

Employee Awards, Recognitions, Celebrations, and Professional Development

- Focused primarily on awards and recognition
 - ✓ Researched other colleges practices
 - ✓ Brainstormed strategies – both meaningful and easy to show care and recognition for colleagues (i.e., digital kudos channel, traveling award)
- Coming up next year:
 - ✓ Appreciation stations
 - ✓ Awards around the year (i.e., great teamwork, student impact, kindness)
- Great Colleges to Work For (Spring 2027)

Culturally Inclusive Hiring Practices

- Increased out-of-area candidate travel reimbursements ~ \$18K utilized from SP fund
 - ✓ more funds will be needed next year to support this effort
- Reviewed, improved, and communicated hiring and selection processes
 - ✓ hiring instructions, culturally responsive training/practices, and just-in-time communications
 - ✓ more equitable recruitment practices aimed at stronger, more diverse candidate pools
 - ✓ focused recruitment advertising costs



**Central Oregon Community College
Board of Directors: Information Item**

Subject	Employee of the Year and Diversity Award Recipients
Strategic Plan Connection	Supporting Colleagues - we embrace the worth and dignity of our faculty and staff and support their integral role in shaping the future of our students and communities.
Prepared By	Seana Barry, Director Human Resources

A. Background

Each year exemplary employees are recognized for their outstanding performance, recognized for their involvement in student success, and who promote and represent COCC in a positive enthusiastic manner by awarding them with the Employee of the Year Award.

Each year an employee is recognized for making valuable contributions to our campus community in a way that supports and fosters a respectful and inclusive multicultural environment by awarding them with the Diversity Award.

Employee of the Year Awards

Full-Time Faculty

Tom Barry
Professor Sociology
With COCC since 2004

Administrator

Wendy Patton
Assistant Director COCC Foundation
With COCC since 2023

Adjunct/Part-time Faculty

Carolyn Parker
Part-Time Instructor Health/Human Perf
With COCC since 2016

Classified

Tracy Crockett
Administrative Assistant-Prineville
With COCC since 2011

Diversity Award

Emma Chaput
Professor Biology
With COCC since 2011



Central Oregon Community College Board of Directors: Informational Item

Subject	Designation of Succession to the President
Prepared By	Greg Pereira, President

A. Background

Pursuant to BPR 4: Emergency Executive Session, the President is required to designate a recommended line of succession to the Board each year. This designation must include no fewer than two other executives who are familiar with Board and Presidential issues and processes.

B. Options/Analysis

President Greg Pereira recommends for FY 2027:

1. Alicia Moore, Vice President of Student Affairs
2. Annemarie Hamlin, Vice President of Academic Affairs

C. Timing

As deemed necessary.

D. Budget Impact

None.

BEP 4: ASSET PROTECTION

Most recently reviewed/revised: September 11, 2024

The President must ensure that material, fiscal and human resource assets are protected, adequately maintained, and not put at unnecessary risk.

Accordingly, the President or their designee(s) must:

1. Inform the Board of misalignment among fiscal resources, staffing, and programmatic commitments for implementing College vision and mission.
2. Insure responsibly against theft and casualty and against liability losses to Board members, staff or the organization itself.
3. Not allow personnel access to material amounts of funds without purchasing a fidelity bond or providing equivalent coverage.
- ~~4. Ensure maintenance schedules are reviewed at least annually.~~
- ~~5-4.~~ Not allow unnecessary exposure to the organization, its Board or staff to claims of liability.
- ~~6-5.~~ Not make any purchase or commit the organization to any expenditure requiring Board approval under the Central Oregon Community College Rules of Procurement (CCRP), applicable law, or Board-adopted thresholds without full knowledge and approval of the board. of greater than \$100,000 without full knowledge and approval of the Board.
- ~~7-6.~~ Not make any material purchase without complying with the Central Oregon Community College Rules of Procurement (CCRP) or the Oregon Revised Statutes (ORS) and Oregon Administrative Rules (OAR). (The purchasing guidelines will automatically change with changes in CCRP, ORS, and OAR purchasing statutes.)
- ~~8-7.~~ Receive, process or disburse only those funds under controls which are sufficient to meet the Board-appointed auditor's standards.
- ~~9-8.~~ Not invest or hold operating capital in investments in violations of state or federal law.
- ~~9.~~ Not acquire, encumber or dispose of real property without Board approval.
- ~~10.~~ Ensure that the College establishes, implements, and regularly updates a Capital Facilities Life Cycle Renewal Program to preserve College facilities, reduce deferred maintenance, manage infrastructure risk, and support the long-term financial sustainability of College assets. The Capital Facilities Life Cycle Renewal Program will include, at a minimum:
 - a. a comprehensive inventory of College-owned buildings, infrastructure, utility systems, site improvements, and major building systems.
 - b. periodic Facilities Condition Assessments (FCAs) and a current inventory of deferred maintenance needs.

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c. a rolling five-year Capital Facilities Life Cycle Renewal Plan identifying deferred maintenance projects, capital renewal priorities, estimated project costs, recommended funding sources, and anticipated implementation schedules.

d. an annual report to the Board during budget hearings, following review by the Board's Real Estate Committee, regarding:

- Facility condition;
- Deferred maintenance backlog;
- Major infrastructure risks;
- Capital renewal priorities based on objective risk-based criteria;
- Funding sources and expenditures; and
- Progress toward implementation of the Capital Facilities Life Cycle Renewal Plan.

e. administrative procedures governing facility condition assessments, project prioritization, capital renewal planning, deferred maintenance reporting, funding methodologies, and annual reporting to the Board.

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