



NOTICE OF MEETING REGULAR MEETING

BOARD OF TRUSTEES COLLEGE DISTRICT NO.10
Green River College, Auburn, Washington

June 13, 2024

The Board of Trustees of College District No. 10 will hold a regular meeting on Thursday, June 13, 2024 at 4:30p.m. Jennifer Ramirez Robson, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at: <https://us02web.zoom.us/j/84440120382> Meeting ID 844 4012 0382 Passcode 98092.

TIME (approximate)	TOPIC	PRESENTER	TAB
4:30pm	CALL TO ORDER	Jennifer Ramirez Robson	
	ROLL CALL		
	PUBLIC COMMENT		
	CELEBRATING SUCCESS		
4:35pm	Guided Pathways Accomplishments	Jamie Fitzgerald Lionel Candido Flores	Celebrating Success
4:45pm	APPROVAL OF MINUTES	Jennifer Ramirez Robson	Minutes
	May 16, 2024		
	May 28, 2024		
N/A	CORRESPONDENCE		Correspondence
	INTRODUCTIONS		Introductions
4:50pm	Dr. Eric Greer, Vice President of Student Affairs	Suzanne Johnson	
	REPORTS TO THE BOARD		
5:00pm	2024/2025 Budget	Shirley Bean	TAB A
5:10pm	Collective Bargaining Agreement MOU	Jamie Fitzgerald	TAB B
5:20pm	Three United Faculty MOU's	Jamie Fitzgerald	TAB C
5:30pm	BREAK		

	STANDING REPORTS		
5:40pm	Student Report	Abraham Gibson	TAB D
5:50pm	Equity & Diversity Report	Kit Alston	TAB E
	College Council Report	No Report	
6:00pm	Faculty Report	Dave Norberg	TAB F
	Classified Staff Report	No Report	
6:10pm	President's Report	Suzanne Johnson	TAB G
	EXECUTIVE SESSION		
6:20pm	An executive session will be held to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.		
6:30pm	An executive session will be held to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.		
	ACTION RECOMMENDATIONS	Jennifer Ramirez Robson	ACTION
6:40pm	UF Collective Bargaining Agreement MOU		
	Three United Faculty MOU's		
	Tenure		
	2024/2025 522 Budget		
	2024/2025 College Budgets		
	Student Union - Naming of Spaces		
	2024/2025 Election of Board Officers		
	President Contract Addendum		
	TRUSTEES ASSOCIATION		Trustees Association
6:50pm	If needed		
	OTHER BUSINESS/PUBLIC COMMENT		
6:55pm	Upcoming Activities/Meetings		Other Business
7:00pm	ADJOURNMENT		

If you need disability related accommodations to make this event accessible, please contact Human Resources at 253-833-9111, ext. 2600; TTY 253-288-3359; or by email at hr@greenriver.edu.

Green River College is an equal opportunity educator and employer. Learn more at www.greenriver.edu/accessibility.

Guided Pathways

Where is your one-stop shop (site) to find all things Guided Pathways at GRC?

GATORNET!! [Guided Pathways](#)
[\(sharepoint.com\)](#)

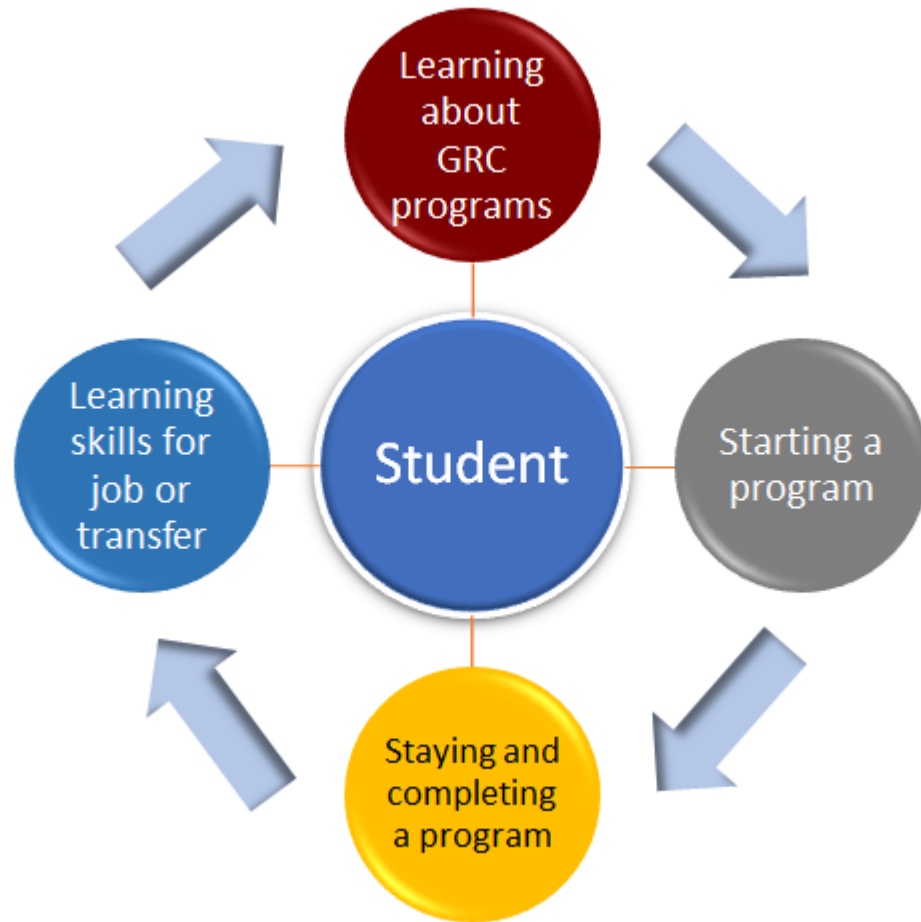
This is our equity work!

- Clarify pathways to end goals (employment and further education)
- Help students choose and enter pathways
- Help students stay on and complete a path
- Ensure students learning is happening with intentional outcomes and work skills are gained/ developed



A structured approach to student success

Student life cycle



- Once students get here, they still need support to stay and be successful here!
- Our systems create the student life cycle.
- How can we help our students understand all they need to do as they navigate this system in pursuit of their goals?

Action Teams & Initiatives: Past and Present



- Program Mapping
- Structured Exploratory Experience
- Data
- Placement (Y3)
- Student Engagement
- Progress Monitoring (Y3)
- Umoja
- Math Co-Requisites
- Areas of Interest
- Advising
- English Pre-College Pipeline
- Strategic Enrollment Management

Student Engagement



Recap of Year 4

- Creating a video series of student testimonials and their challenges/successes around their unique educational paths to help introduce and engage students with Guided Pathways.
- Providing updated materials for intentionally including student feedback and voice in the ongoing work of Guided Pathways.

What's to Come in Year 5

- Action Team is ending.
- 

Data Action

Recap of Year 4

- 775 students surveyed to place programs in Areas of Interest.
- Data will inform the organization of programs into area of interest on our website,
- New Research Analyst hired to lead out on Guided Pathways specific data needs,

What's to Come in Year 5

- Action Team will not continue

GP Funded Projects

The slide features several decorative geometric shapes: a yellow triangle at the top right, a green triangle at the top right, a teal triangle at the top right, a yellow parallelogram on the left, a green triangle at the bottom left, and a teal triangle at the bottom right.

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- Math co-requisite model
 - English pre-college pipeline
 - Umoja Scholars Program
(continuing into Y5)

Structured Exploratory Experience

Recap of Year 4

- Research best practices for first year experience (FYE)
- Develop College Success Course
- Hire FYE Program Manager and Faculty Coordinator

What's to Come in Year 5

- First Year Experience Canvas shell.
- Six sections of ST SK 110 to run Fall 2024. Four in Winter and Spring.
- Summer Institute to train and support faculty.
- Peer mentoring program slated to launch Fall 2024..

Areas of Interest



- Science, Technology, Engineering, and Math
- Business and Entrepreneurship
- Skilled Trades, Industrial Technology, Aviation, and Natural Resources
- Social Science and Law
- Healthcare and Wellness
- English Language Learning, High School Credential, and College Preparation
- Humanities
- Education
- Fine Arts
- Unsure? Explore academic and Career Options

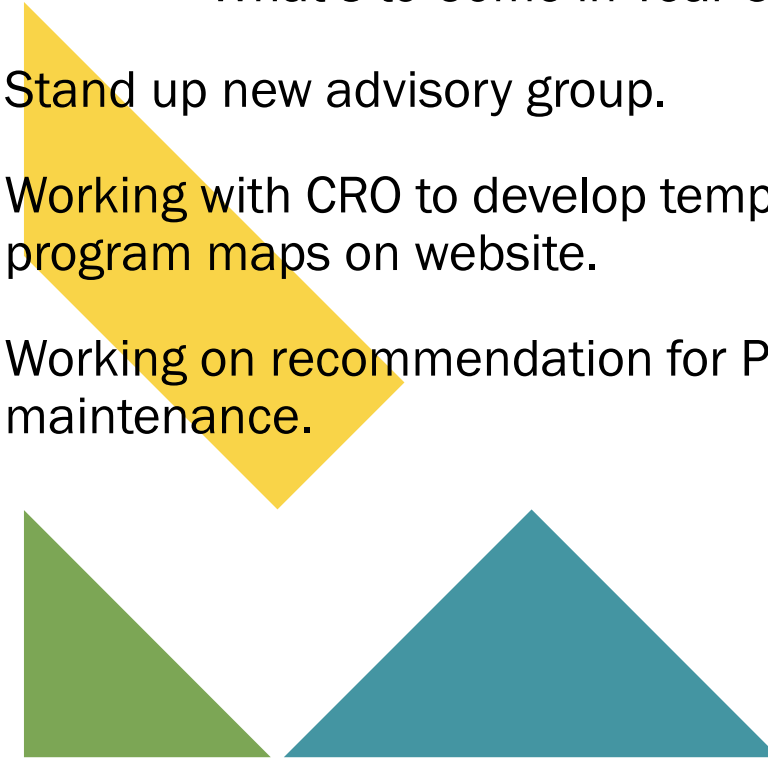
Program Mapping



Recap of Year 4

- Research on Program Maps at other institutions.
- Worked with divisions to gather essential program information.
- 75 questionnaires collected and audited.
- Recommended new advisory group to lead maintenance of program mapping

What's to Come in Year 5

- Stand up new advisory group.
 - Working with CRO to develop templates for program maps on website.
 - Working on recommendation for Program Map maintenance.
- 

Strategic Enrollment Management

- Recognizing need to create SEM plan, sought consulting assistance and competitively awarded contract to American Association of Collegiate Registrars and Admissions Officers (AACRAO).
- Formed SEM Steering Committee with broad campus representation
- Hosted on-site SEM assessment and workshops
- Collected and analyzed data to support SEM goal, strategy, and tactic development to inform SEM planning efforts
- Third on-site workshop to come May 20-22, 2024
 - Further strategy, tactic development
 - Link, extend, and refine SEM strategies with existing initiatives and plans
- Finalize, disseminate and communicate SEM plan amongst campus constituents
- Execute SEM plan - let the fun begin!


Advising Reform

What's to Come in Y5

- Hired 2 FT Exploratory/AA-DTA Advisors. Goal is to help students identify a path
- Purchased 800 Clifton Strengths assessments for students and cross trained 16 professional advisors on administration and interpretation of assessments
- Advising Redesign is in the plan for 24/25 - faculty/staff collaboration on looking at best practices and student success.
- Will continue to offer free CliftonStrengths for incoming students and students on academic probation.
- Help support progress monitoring metrics and continued EAB implementation.

Advisory team



-
- Research, planning, communication, and coordination
 - Manages budget and requests for funding
 - Ensures Action Teams have staff/faculty representation and resources to conduct business
 - Oversees annual workplan, serves as conduit between Action Team's work and overall goals of project
 - Usher proposals through college processes
- Will continue to coordinate the work of guided pathways throughout all the different areas of the college
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Supportive Technology



- **Navigate360:** Comprehensive prospect through completion platform for improved student communication, access to support, advising, progress monitoring and alerts, predictive analytics, and data to support analysis of intervention efficacy
- **FormStack:** Being used by both English and Math for their Directed Self Placement tools
- **OmniCMS:** New content management system used to create, manage, and modify content on greenriver.edu. Part of the ModernCampus suite of tools and easily integrates with GRC's catalog tool, Acalog, and College Career Pathways.
 - Migration of content and quality assurance testing complete, content manager training begins this week. ETA for launch: Week of June 3-7
- **College Career Pathways:** Displays (in college catalog) comprehensive details and outlook on jobs/careers, salaries, and programs of study to help learners plan their academic paths.

THANK YOU to all who have been involved

•Sam Smith•Julissa Valenciano•Jitendra Gangaram•Rochelle Mitchell•Nelson Phouphakone•Shelley Pahlow•Lara Michaels•Mary Butcher•Matthew Cullen•Breanna Uphaus•Marc Barrington•Shannon Newman•Callae Frazier•Michael Manzer•Josh Staffieri•Srey Chea•Nehha Hussain•Jamaica Moor•Leander Yazzie•Heidi Sheneberger•Ian Sherman•Wendy Stewart•Jamie Fitzgerald•Allison Warner•David Larson•Kit Alston•Dani crivello-chang•Isadora Jimenez-Hidalgo•Allison Beckwith•JY Ho•Jashon Banks•Phil Denman•Leslie Kessler•Dave Norberg•Kirsten Higgins•Carrie O'Brien•Ariel Wetzel•Rochelle Mitchell•Aileen Arsenio•Christopher Casey•Georgina Garretson•Jamie Harmon•Kendrick (Ken) Hang•Roseann Berg•Shaunie Decker•Sophia Giakoumatos•Victoria Chandler•Nancy Kremer•Allison Warner•Josh Staffieri•Michaela Vue•Julie Kotelevskaya•Yesenia Escoto•Max Burnham•Kerry Kwon•Veronica Zimmerman•Karianna Lutcavich•Alex Martinez•Kristine Schroeder•Victoria Chandler•Natalie Ramsey•Devan Bickham•Octavio Garcia-Ruiz•Carrie O'Brien•Jenna Park•Joe Esch•Lady Ivory Boyd•Adam Brown•Mary Butcher

•Julie Moore•Lionel Candido Flores•Lea Ann Simpson•Michelle Williams•Hannah Berry-Chee•Rebeka Ferreira•Neil Duldulao•Stefanie Chapman•Michelle Marshman•Burl Battersby•Candace James•Jenny Wheeler•Tara Champion•William Sciacca•Alan Carter•Burl Battersby•Andee Church•Tim Mason•Natalie Ramsey•Theon Alvarado•Karianna Lutcavich•Kerry Kwon•Amy Davidson•Amanda Walsh•Jody Segal•Laurie Centauri•Lisa Finnsson•Melissa Sitzenstock•Paul Kern•Dan Fergueson•Catherine Duva•Lindsey Morris•Mike Nielsen•Elmira Utz•Scott Zinn•Marwa Almusawi•Marjhiq Ali•Whitney Boswell•Miebeth Bustillo-Booth•Amanda Chin•Charlie Crawford•Ava Karami•Brian Chan•Tsega Gaim•Alan Nguyen•Anthony Warnke•Jenny Wheeler•Marlyn Thomas•Siobhan Presley•Siobhan Presley•Brazell Carter•Tsega Gaim•Amanda Thomas•Katrice Cypers•Bessie Gordon•Beleqsa Tamaami•Jake Frye•Sarah Postel•Jason Counihan•Leslie Soule•Lisa Luengo•Ryan Hawes•Susan Critchlow•Paul Sanchez•Veronica Zimmerman



COLLEGE DISTRICT NO.10

Green River College
Auburn, Washington
May 16, 2024

The Board of Trustees of Green River College District No. 10 held a regular meeting at 4:30 p.m. on May 16, 2024 in the ZC Boardroom and virtually via Zoom, ID #: 844 4012 0382. Board Chair Ramirez Robson presided.

4:30 p.m. Regular Meeting

TRUSTEES

Chair Jennifer Ramirez Robson
Vice Chair Sharonne Navas
Jackie Boschok
Elaine Chu
Arlene Pierini

STUDENTS/STAFF/GUESTS

Charlie Crawford
dani crivello-chang
Angela Davis
Dameon A Ellis Sr.
Jamie Fitzgerald
George Frasier
Abraham Gibson
Christie Gilliland
Dan Holverson
Suzanne Johnson
Karizza
Nancy Kremer
Kara LaValley

STUDENTS/STAFF/GUEST

Suzanne McCudden
Dave Norberg
Elizabeth O'Connor
Rhonda Sample
Amanda Schaefer
Janee Sommerfeld
Wendy Stewart
Sam Thompson
Anh (Kay) Truong
Sidney Weldele-Wallace
Michael Wilson
And others who chose not to sign-in

STUDENTS/STAFF/GUESTS

Marwa Almusawi
Kit Alston
Shirley Bean
Mark Brown
Mark Brunke
John Clark

ROLL CALL

The meeting opened at 4:30 p.m. with Chair Ramirez Robson, Vice Chair Navas, Trustee Boschok, Trustee Chu and Trustee Pierini, present.

PUBLIC COMMENT

No public comment.

CELEBRATING SUCCESS

All Washington Academic Team

Paz Clearwater, Advisor to the PTK, introduced the All-Washington Academic Team: Karissa Lopez, Yun-Tung Chen and Angie Lemos. Each student spoke about their experiences and future plans. Trustees shared gratitude for these students representing the College and for being amazing examples of awesome students we have.

MINUTES

It was moved by Trustee Chu and seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 approve the meeting minutes of April 18, 2024, as distributed. Motion passes.

CORRESPONDENCE

No Correspondence

INTRODUCTIONS

Interim Chief Information Officer

President Dr. Suzanne Johnson introduced Interim Chief Information Officer, Dan Holverson. Mr. Holverson shared that he plans to use his background, knowledge and experience in both the public and private sectors to lead the IT department in this interim capacity.

REPORTS TO THE BOARD

522 Budget 2024/25

Dean of Student Life, dani crivello-chang, ASGRC President, Abraham Gibson and ASGRC Treasurer, Anh Truong (Kay), presented the 2024/2025 522 Budget, with a request for action at the June board meeting for \$1.75 million. A copy of the power point presentation and the budget spreadsheet from TAB A, are attached.

Budget Status Report

Vice President of Business Administration, Shirley Bean and Senior Director of Financial Services, Janee Sommerfeld, presented a budget status report for 2022/23 and 2023/24. A copy of the reports are attached, under TAB B.

Naming Student Union Spaces Proposal

Dean of Student Life, dani crivello-chang and Director of Office of Diversity, Equity and Inclusion, Marwa Almusawi, presented a request to name two spaces in the Student Union: Grand Hall Stage the Salaguinto Stage and the Student Union club corner room the lealofi lAnai, with a request for action at the June board meeting. A copy of the power point presentation from TAB C, is attached.

2024/25 Board Election of Board Officers

Chair Ramirez Robson shared that Vice Chair Navas would like to remain as Vice Chair for an additional year, and that Trustee Boschok has agreed to become Chair for 2024/25. Trustees discussed briefly. Trustee Boschok shared that she is grateful for the opportunity.

STANDING REPORTS

Student Report

ASGRC President of Governance, Abraham Gibson presented the student report. A copy of the presentation is attached under TAB E.

Equity & Diversity Report

Interim Vice President of Equity, Diversity and Inclusion, Kit Alston, shared several updates:

- NCORE – Office of EDI assisted in sending 14 members from GDEC to attend
- OneBook – Office of EDI is collaborating with Jaeney Hoene, while also complimenting the work of the TRHT.
- Living Our Values Out Loud – opportunity for colleagues to recognize those who are living up to the 9 Core Values of Green River College.
- Office of EDI is working with College Relations in developing and EDI communications page, and hope to show this at the Board meeting in June. This site will be public facing.
- All Campus In-Service Event – Yesterday we had our All Campus In-Service Event “Success for All” using the guided pathways framework. There were 392 in attendance. Discovered through the activity that ELL students are having trouble accessing technology. Amanda Schaefer was able to take this information back to the INTEC committee and there is now money devoted to helping purchase computers to assist our students.

BREAK from 6:00pm until 6:10pm.

College Council Report

No Report

Faculty Report

United Faculty President, David Norberg, provided a verbal faculty report. Mr. Norberg shared that the AFT Washington is preparing for the next legislative session and will be focusing on adjunct benefits and adjunct pay equity.

Classified Staff Report

The classified staff report was provided in writing, and is attached under TAB I.

President’s Report

President Johnson provided a brief President’s Report, thanking Suzanne McCudden for coordinating the SBCTC visit last week and Trustee Boschok for attending. This week we also hosted the SBCTC Aerospace Pipeline meeting. Dr. Johnson introduced Dr. Angela Davis who will be joining the college as the Interim Senior Vice President and Chief of Staff, beginning July 1, 2024. Dr. Johnson shared that in the next week the next Vice President of Student Affairs will be introduced.

EXECUTIVE SESSION

Board Chair Ramirez Robson called for an executive session to begin at 6:25pm for ten (10) minutes to discuss matter involving collective bargaining under RCW 42.30.140. At 6:35pm the regular meeting reconvened.

BOARD ACTION

No action

TRUSTEES ASSOCIATION

None

OTHER BUSINESS/PUBLIC COMMENT

A list of upcoming activity dates was provided and is attached under other business. No public comment.

ADJOURNMENT

There being no further business, it was moved by Trustee Pierini, seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 adjourn its meeting of May 16, 2024 at 6:40 p.m. Motion passes.

Jennifer Ramirez Robson, Chair
GRC Board of Trustees

Suzanne McCudden
Secretary to the Board of Trustees



COLLEGE

COLLEGE DISTRICT NO.10
Green River College
Auburn, Washington

May 28, 2024

The Board of Trustees of Green River College District No. 10 held a special meeting at 1:00 p.m. on May 28, 2024 in the Zgolinski Center Board Room and via Zoom in meeting ID 871 5565 5593. Board Chair Ramirez Robson presided.

1:00 p.m. Special Meeting

TRUSTEES

Chair Ramirez Robson
Jackie Boschok
Elaine Chu
Sharonne Navas

STUDENTS/STAFF/GUESTS

Rolita Ezeonu
Suzanne Johnson
Suzanne McCudden
Lea Ann Simpson

STUDENTS/STAFF/GUEST

ROLL CALL

The meeting opened at 1:02 p.m. with Chair Ramirez Robson, Vice Chair Ramirez Robson, Trustee Boschok and Trustee Chu, present. Trustee Pierini was absent and excused.

EXECUTIVE SESSION

Board Chair Ramirez Robson called for an executive session to begin at 1:02 p.m. for twenty (20) minutes in accordance with the Open Public Meetings Act authorizing executive sessions, RCW 42.30.110 to review the performance of a public employee. At 1:23 p.m. the special meeting reconvened.

ACTION ITEM(S) AS A RESULT OF EXECUTIVE SESSION

No action items.

OTHER BUSINESS/PUBLIC COMMENT

None

ADJOURNMENT

There being no further business, it was moved by Vice Chair Navas, seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 adjourn its special meeting of May 28, 2024 at 1:24 p.m. Motion passes.

Suzanne McCudden
Secretary to the Board of Trustees

Jennifer Ramirez Robson, Chair
GRC Board of Trustees

Green River College

2024-2025 Budget Proposal

Presented by:

Shirley Bean

Vice President for Business Administration

Janee Sommerfeld

Senior Director of Financial Services



2024-2025 Budget Proposal

General Operations

- State Allocation
- Tuition
- College Contributors
 - International Programs, Running Start, Open Doors

Capital

- State Capital Allocation
- Locally Funded Projects

Financial Aid

- Federal and State Grants
- Student Loans
- Work Study
- All Used for Student Support

2024-2025 Budget Proposal

Self Support, Internal Services & Auxiliary Funds

- Instruction Co-Op, Continuing Ed, Study Abroad, Special Services
- Services and Activities (S & A)
- Parking, Student Union Enterprises, Bookstore, Motor Pool, Data Processing, Print Shop

Grants and Contracts

- Specific Activity over Specific Time Period
- SBCTC Pass-Through Grants
 - Perkins, WorkFirst, Basic Food Employment Training, Job Skills Program

Tuition, Fees and Waivers

- Tuition set by SBCTC
- Student Fee Changes
- Instructional Fees Changes

2024-2025 Budget

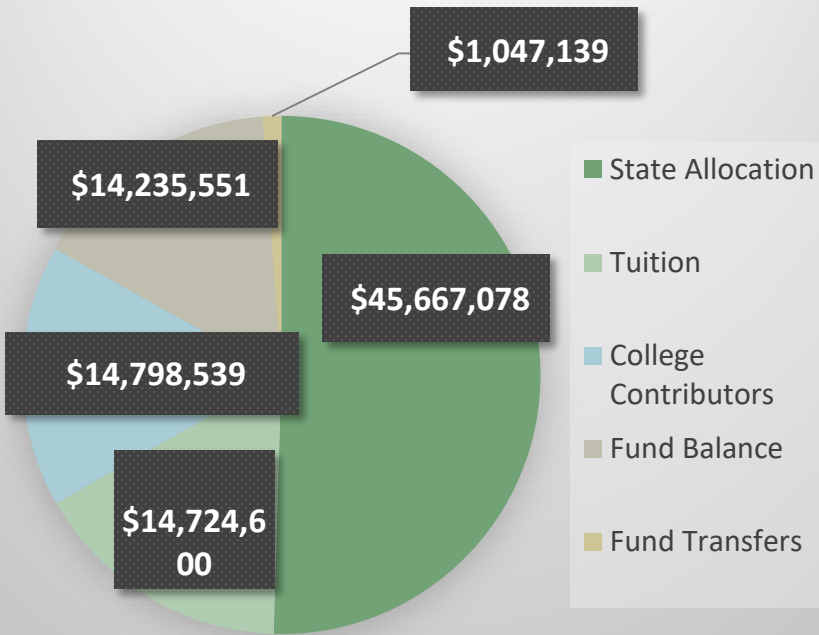
- Transparency
- People vs Savings Account
- Conservative & Realistic Assumptions
 - No Across-the-Board Cuts
 - Slight enrollment increase & tuition increase

Revenue Sources

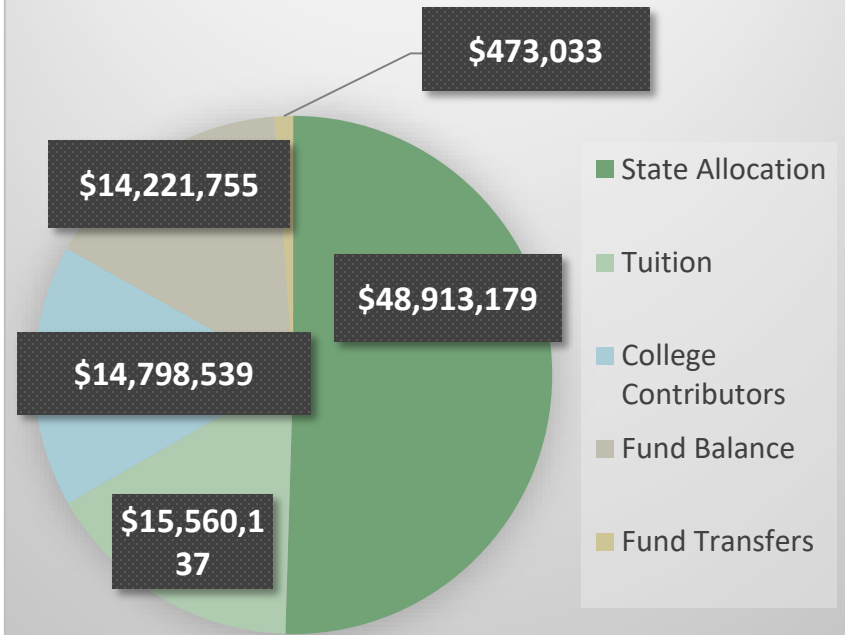
- State Allocation \$48.9 million
- Tuition based on 2023-2024 Estimated Actuals + 3% enrollment growth and 3.23% tuition rate increase set by SBCTC
- College contributors: International Program, Running Start, and Open Doors
- Savings (Unrestricted Cash): \$14.2 million

Operating Revenue Comparison

2023-2024
\$90.5 Million

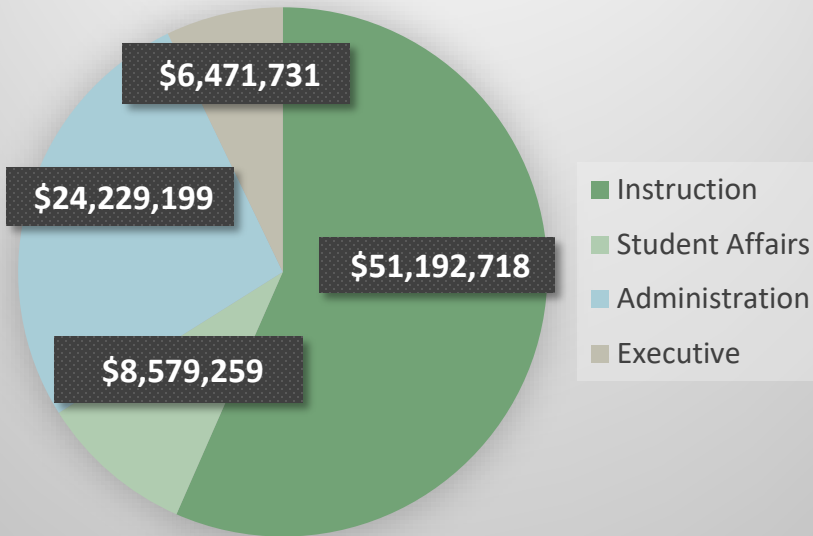


2024-2025
\$94.0 Million

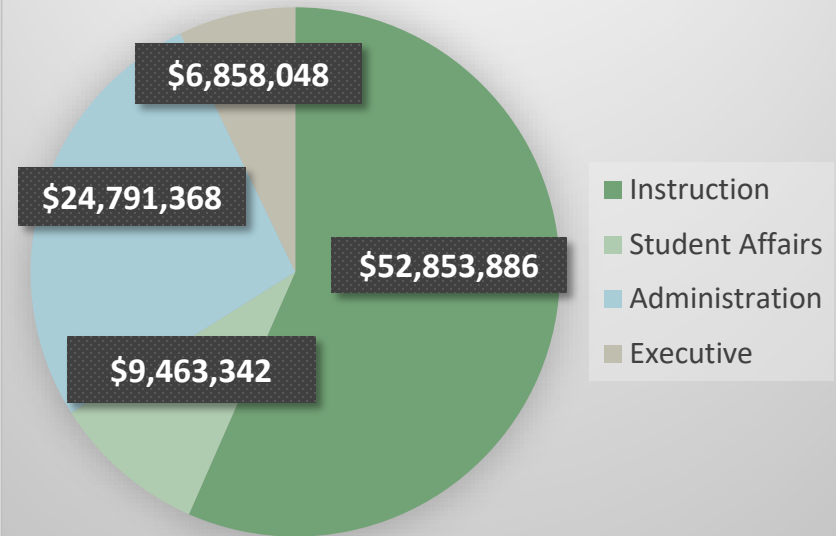


Operating Expenditure by Division

2023-2024
\$90.5 Million



2024-2025
\$94.0 Million



- Administration category includes Business Office, Facilities, Human Resources, Information Technology, Debt Service, Utilities, and Administrative Support.
- Executive category includes College Relations & Development, Guided Pathways, Institutional Effectiveness, Office of Equity, Diversity, and Inclusion and Institutional Support.

Fees & Waivers

- Tuition Increase: 3.23% for 2024-2025
- No Change in Long-Term Commitments/Debt
- Changes in Student and Instructional (Co-op) Fees

2024-2025 Board Approval

- Provisions Necessary to Implement
 - Need Based Waiver Authority up to \$369,000
 - Delegates to President Authority to contract to purchase equipment or services in excess of \$100,000 for items included in proposal
 - Authorize \$2,356,334 use Building & Capital Asset for local capital improvements
 - Long-Term Commitments and Debt Service

Summary

Requesting your action at today's meeting to approve the 2024-2025 Green River College Budget to include the associated tuition, fees and provisions necessary to implement.

In addition, we are requesting the authorization to use \$2,356,334 of the Building & Capital Asset for local capital improvements.



College District No. 10

Board Resolution No 2024-2025-1

College Budgets and Fees for 2024-25

Whereas, in accordance with RCW 28B.50.140 and other state laws and regulations, the Board of Trustees of College District No. 10 has authority to approve, adopt, and authorize the budget and fee schedules for Green River College; and,

Whereas, the Green River College President has developed the 2024-25 fiscal year budget proposal based on the realistic projections of income and expense; and,

Whereas, the proposed budget meets the College's annual goals and priorities, and keeps planned expenditures within projected revenues and unrestricted cash balances; and,

Whereas, the fee schedule includes the proposed tuition and fees to be charged by the College during 2024-25 and,

Whereas, the 2024-25 Budget Proposal includes the following individual provisions necessary to implement the budget that require approval:

1. The Board of Trustees of Community College District No. 10 hereby approves the use of Need Based Waivers authority up to a maximum of \$369,000 for the 2024-25 fiscal year.

2. The Board of Trustees of Community College District No. 10 hereby delegates to the President of the College the authority to enter into contracts to purchase equipment or services with a purchase amount in excess of \$100,000 for items included in the proposed 2024-25 budget package.

3. The Board of Trustees of Community College District No. 10 hereby authorizes the College President, or her designees, to use up to \$2,356,334 in local building and capital asset funds for local improvements as included in the proposed 2024-25 budget package.

Whereas, the resulting budgets and fee schedule proposals for 2024-25 have been discussed in individual trustee budget briefing sessions conducted on June 4, June 7 and June 12 and formally presented to the Board at its June 13, 2024 business meeting;

Now, therefore, be it resolved that the Board of Trustees of Community College District No. 10 does hereby approve, adopt, and authorize the Green River College budget and fee schedules as set forth in Tab A for fiscal year 2024-25.

Adopted by the Green River College Board of Trustees this 13th day of June 2024.

THE BOARD OF TRUSTEES
GREEN RIVER COLLEGE

Jennifer Ramirez Robson, Board Chair

MEMORANDUM OF UNDERSTANDING

By and Between Green River College
and the
Green River United Faculty Coalition

Regarding Article XVII - Duration

The current Collective Bargaining Agreement (Agreement) between Green River College (College) and the Green River United Faculty Coalition (UFC) expires on June 30, 2024, per Article XVII. That same article authorizes extension of the Agreement by mutual consent of the parties if a successor contract is not reached by the expiration of the Agreement. The parties have been bargaining in good faith but have not yet agreed to a successor agreement. Both parties agree to extend the duration of the current Agreement through June 30, 2025.

For the UFC:

By: _____ Date _____
David Norberg
President
Green River United Faculty Coalition

For the College:

By: _____ Date _____
Jennifer Ramirez-Robson, Chair
Board of Trustees
Green River College

High Demand Funding Tier 1-3

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

GREEN RIVER COLLEGE

AND

THE GREEN RIVER UNITED FACULTY COALITION, A.F.T. LOCAL 2195-AFL-CIO

This memo confirms the following understanding and commitment made between Green River College and the Green River United Faculty Coalition, A.F.T. Local 2195. The \$904,283 allocated by the legislature in E2SHB 2158 (2019-20) for Fiscal Year July 1, 2024 - June 30, 2025, is to increase high-demand program faculty salaries (identified herein as Tiers 1-3). The premium payments in this memo are for Fiscal Year July 1, 2024 - June 30, 2025. Nothing herein should be construed to affect the Nurse Educator Allocation MOU for fiscal Year July 1, 2024 - June 30, 2025, which addresses Nursing faculty compensation legislatively allocated in House Bill 2158.

- Provide a premium of \$7,000 to identified High Demand Full-time Faculty in Tier 1* up to 1.0 FTEF.
- Provide a premium of \$5,000 to identified High Demand Full-time Faculty in Tier 2* up to 1.0 FTEF.
- Provide a premium of \$3,500 to identified High Demand Full-time Faculty in Tier 3* up to 1.0 FTEF.
- Provide a premium of up to \$7,000 to identified High Demand Adjunct Faculty in Tier 1 equivalent to the percent of 1.0 annual FTEF taught Summer 2023, Fall 2023, Winter 2024, and Spring 2024.
- Provide premium of up to \$5,000 to identified High Demand Adjunct Faculty in Tier 2 equivalent to the percent of 1.0 annual FTEF taught Summer 2023, Fall 2023, Winter 2024, and Spring 2024.
- Provide a premium of up to \$3,500 to identified High Demand Adjunct Faculty in Tier 3 equivalent to the percent of 1.0 annual FTEF taught Summer 2023, Fall 2023, Winter 2024, and Spring 2024.
- Cover benefit costs associated with the Premiums.
- For full-time faculty members in Tiers 1-3, high demand premiums will be included in annual salary contracts and distributed evenly over 19 pay periods.
- For adjunct faculty members, high demand premiums will be paid in a lump sum for each quarter. Each quarter's premium will be based on the percent of 1.0 FTEF worked that quarter,

up to 1.0 FTEF cumulatively for the academic year. Every effort will be made to include premiums in the third paycheck issued for that quarter's teaching contract.

- If after all faculty have been compensated, there is money remaining from the High-Demand allocation, then the Agent and the College agree to bargain those monies.

Programs included in each tier include:

– Tier 1 Programs: Trades (Mechatronics, Manufacturing, Carpentry, Welding, Automotive), Engineering, Computer Science, Information Technology, OTA, PTA.

– Tier 2 Programs: Criminal Justice, Business (Business Management and Business Entrepreneurship), BTAC, Accounting, Court Reporting, Drafting, Natural Resources, Aviation, ECE.

– Tier 3 Programs: Science (Chemistry, T AP/Biology, Physics, Geology), Math, Counseling Services.

NOTE: When faculty members from the TS division teach an IBEST course combined with a class in a higher tier, they will receive the stipend for the higher tier for the IBEST proportion of their load, up to 1.0 FTEF. TS faculty participating in IBEST in Nursing programs will receive the Tier 1 stipend.

David Norberg, President
Green River United Faculty Coalition

Jennifer Ramirez Robson
Board of Trustees Chair
Green River College

Tier 4 MOU

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

GREEN RIVER COLLEGE

AND

THE GREEN RIVER UNITED FACULTY COALITION, A.F.T. LOCAL 2195-AFL-CIO

This memo confirms the following understanding and commitment made between Green River College (The college) and the Green River United Faculty Coalition, A.F.T. Local 2195 (the UF). The Tier 4 payments specified in this MOU are to compensate the faculty and programs not covered by E2SHB 2158 (2019-20) for Fiscal Year July 1, 2024 - June 30, 2025, and will be paid out accordingly in the fiscal year.

- Provide a premium of \$3,000 to identified Full-time Faculty in Tier 4 up to 1.0 FTEF.
- Provide premium of up to \$3,000 to identified Adjunct Faculty in Tier 4 equivalent to the percent of 1.0 annual FTEF taught Summer 2023, Fall 2023, Winter 2024, and Spring 2024.
- Cover benefit costs associated with the wage supplements.
- For full-time faculty members in Tier 4, premiums will be included in annual salary contracts and distributed evenly over 19 pay periods.
- For adjunct faculty members, premiums will be paid in a lump sum for each quarter. Each quarter's premium will be based on the percent of 1.0 FTEF worked that quarter, up to 1.0 FTEF cumulatively for the academic year. Every effort will be made to include premiums in the third paycheck issued for that quarter's teaching contract.
- Both parties agree that the \$600K described herein shall continue, even if specific distribution changes during future negotiations. In future fiscal years, \$600,000 in premium payments for Tier 4 faculty will be continued provided that dedicated, High Demand Funding from the legislature is maintained and that the High-Demand Premium MOU is renewed. If changes to the number of faculty of Tier 4 occur, the college and the UF agree to re-open bargaining about the premium amount. If the funding in E2SHB 2158 (2019-20) is not renewed for FY 2026, the college and the UF agree to reopen bargaining about [specific distribution of the ongoing] \$600,000 that is currently budgeted for Tier 4.

Programs included in each Tier:

- Tier 1 Programs: Trades (Mechatronics, Manufacturing, Carpentry, Welding, Automotive), Engineering, Computer Science, Information Technology, OTA, PTA.
- Tier 2 Programs: Criminal Justice, Business (Business Management and Business Entrepreneurship), BTAC, Accounting, Court Reporting, Drafting, Natural Resources, Aviation, ECE.

- Tier 3 Programs: Science (Chemistry, T AP/Biology, Physics, Geology), Math, Counseling Services.

- Tier 4 Programs: All programs, including the Intensive English Program, not named in Tiers 1, 2, 3, or covered by the current Nursing MOU.

NOTE: When faculty members from the TS division teach an IBEST course combined with a class in a higher tier, they will receive the stipend for the higher tier for the IBEST proportion of their load, up to 1.0 FTEF. TS faculty participating in IBEST in Nursing programs will receive the Tier 1 stipend.

David Norberg, President
Green River United Faculty Coalition

Jennifer Ramirez Robson
Board of Trustees Chair
Green River College

Nursing MOU

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

GREEN RIVER COLLEGE

AND

THE GREEN RIVER UNITED FACULTY COALITION, A.F.T. LOCAL 2195-AFL-CIO

This memo confirms the following understanding and commitment made between Green River College and the Green River United Faculty Coalition, A.F.T. Local 2195, regarding the \$309,000 from the HB 2158 Nurse Educator. This funding will be allocated strictly for the purpose of increasing compensation for Nurse Educators, defined as those educators and administrators whose positions require a nursing credential.

Green River College and the United Faculty Coalition agree to the following compensation adjustments, to be drawn solely from the \$309,000 allocated for this purpose:

1. All full-time faculty who are Nurse Educators will receive a stipend in the amount of 26.5% of their full annual salary, as represented in their 2024-2025 annual contracts.
2. All adjunct faculty will receive a stipend in the amount of 26.5% of their full quarterly salary, as represented in the contract issued for that quarter.
3. All full-time faculty teaching "moonlight" classes will receive a stipend in the amount of 26.5% of the amount indicated in their quarterly contract for "moonlight" classes.
4. All Nurse Educators teaching summer quarter 2024 will receive a lump sum payment equal to 26.5% of their Summer 2024 teaching contract.
5. The agreement represented is in effect until June 30, 2025, and will be revisited separate from full scope bargaining pending ongoing, dedicated NEA funding from the legislature.

David Norberg, President
Green River United Faculty Coalition

Jennifer Ramirez Robson
Board of Trustees Chair
Green River College

2024 Upcoming Events, Meetings and Conferences			
Board Meeting	6/13/2024	4:30pm	Board Room & Zoom
GRC Awards Ceremony	6/14/2024	6:30pm	Student Union
Commencement	6/17/2024	6:00pm (arrive 4pm)	ShoWare
SUSI Welcome Luncheon	6/28/2024	11am - 12:50pm	River Room in SU
Board Meeting	7/18/2024	4:30pm	Board Room & Zoom
SUSI Closing Banquet	7/25/2024	6pm - 8:30pm	River Room in SU
Special Board Meeting (Retreat)	8/7/2024	8am	Enumclaw Campus
Board Meeting	8/15/2024	4:30pm	Board Room & Zoom
Opening Day	9/17/2024	8am to 4pm	SU Grand Hall
Board Meeting	9/19/2024	4:30pm	Board Room & Zoom
Learning & Innovation Center Ribbon Ceremony	9/20/2024	4:30pm	Innovation and Learning Center
Board Meeting	10/17/2024	4:30pm	Board Room & Zoom
ACCT Leadership Congress	October 23-26, 2024	4 days	Arch/WA State Convention Center
Board Meeting	11/21/2024	4:30pm	Board Room & Zoom
Board Meeting	12/19/2024	4:30pm	Board Room & Zoom
ACCT Leadership Congress	October 22-25, 2025	4 days	New Orleans, Marriott and Sheraton
ACCT Leadership Congress	October 21-24, 2026	4 days	Chicago, Hyatt Regency



522 BUDGET
PRESENTATION

2024-25 FISCAL YEAR

Anh (Kay) Truong, ASGRC Vice President Finance

Abraham Gibson, ASGRC President

dani crivello-chang, Dean of Campus Life

522 BUDGET REQUEST PROCESS

- Second full budget process since pre-pandemic and edited process!
- January 8 – Memo & budget packets sent by ASGRC President & Dean of Campus Life outlining process & business office budget projection
 - 2024-25 Budget to stay at \$1,750,000
- January 26 – Budget application period ended
- February 1-5 – Budget Training for committee (6+ hours)
- February 12 – 14 – Budget review
- February 15 – Budget committee Q&A
- February 22 – 26 – Budget deliberation & development
- March 13 – Budget recommendation approved by ASGRC Senate
- March 18 – Budget recommendation approved by ASGRC President
- March 22 – Budget recommendation presented to college administration per ASGRC Financial Code

522 BUDGET COMMITTEE

- ASGRC VP of Finance (Chair)
- Senators of the ASGRC Finance Committee (6 members)
- Three currently registered students (at-large)
- Ex-officio members
 - ASGRC President
 - Dean of Campus Life
- Student Life Program Specialist (official record keeper)



FULL STUDENT REPRESENTATION & DECISION MAKING BODY



As a budget committee, we value:

- **Respect**
 - Person speaking in the moment
 - Don't make it personal
 - Everyone's time
 - Everyone's opinion
 - When people are speaking
- **Empathy**
 - Open mind
 - Think of students
 - Be willing to compromise, be realistic – it is essential
- **Make decisions based on the best interest of students**
 - What do students want?
 - Transparency
- **Active listening**
 - Listen first before you speak
 - Question what you're listening to
 - Actively engage to what is happening in committee
- **Accountability**
 - Punctuality

BUDGET DELIBERATIONS & RECOMMENDATIONS

- Budget Committee considered \$1,916,921 worth of requests
- Many hours of deliberation led to balanced \$1,750,000 budget
- Changes to highlight:
 - Raises in Minimum Wage for Work Grants
 - KGRG
 - Tutoring
 - Allocated dollars to campus beautification



QUESTIONS?

		2024-2025 Budget			
ADMINISTRATIVE					
522-264-23001	Campus Life Administration	\$ 20,000.00			
522-264-23002	Campus Life Operations	\$ 67,928.00			
522-264-23003	Student Life Salaries	\$ 321,800.00			
522-264-23004	Program Services	\$ 25,464.00			
522-264-23005	SU Improvement/Reserve	\$ 60,395.00			
	Administrative Total	\$ 495,587.00			
ASGRC Student Government					
522-264-23100	ASGRC Operations	\$ 15,000.00			
522-264-23101	Legislative Branch	\$ 18,000.00			
522-264-23102	Club Programming Fund	\$ 48,344.00			
	ASGRC Student Government Total	\$ 81,344.00			
ATHLETICS & RECREATION					
522-264-23200	Athletics Administration	\$ 78,277.00			
522-264-23201	Intercollegiate Athletics - Coaches	\$ 166,000.00			
522-264-23203	Men's Basketball	\$ 24,000.00			
522-264-23204	Women's Basketball	\$ 24,000.00			
522-264-23205	Women's Soccer	\$ 25,500.00			
522-264-23206	Women's Track/Cross Country	\$ 14,000.00			
522-264-23207	Men's Cross Country/Track	\$ 14,000.00			
522-264-23208	Volleyball	\$ 22,000.00			
522-264-23209	RAC Operations	\$ 42,113.00			
	Athletics Total	\$ 409,890.00			
CO-CURRICULAR PROGRAMMING					
522-264-23300	<i>The Current</i>	\$ 2,450.00			
522-264-23301	KGRG Radio Stations	\$ 94,494.00			
522-264-23302	Jazz Choir - Jazz Voices	\$ 6,985.00			
522-264-23303	Drama Department	\$ 10,000.00			
522-264-23304	One Book Program	\$ 5,000.00			
	Co-Curricular Programming Total	\$ 118,929.00			
CAMPUS LIFE PROGRAMMING					
522-264-23400	Leadership Training	\$ 25,500.00			
522-264-23401	Welcome Day	\$ 7,000.00			
522-264-23402	Arts & Culture	\$ 60,000.00			
522-264-23403	GAB Week Long Programming	\$ 28,000.00			
522-264-23404	Gator Gives	\$ 16,200.00			
522-264-23405	Gator Spirit/Pride	\$ 6,000.00			
522-264-23407	Accessibility	\$ 2,500.00			
522-264-23408	ODEI Programming	\$ 59,400.00			
522-264-23409	Volunteer Services	\$ 3,000.00			
	Campus Life Programming Total	\$ 207,600.00			
DEPARTMENTAL SUPPORT					
522-264-23500	Conference Services	\$ 31,500.00			
522-264-23501	CCA Programming	\$ 4,000.00			
522-264-23502	Violence Prevention Center	\$ 700.00			
522-264-23504	Counseling Services	\$ 1,100.00			
522-264-23505	Branch Campuses Support*	\$ 10,763.00	Kent	\$ 3,999.00	
	Departmental Support Total	\$ 48,063.00	Enumclaw	\$ 5,314.00	
			Auburn	\$ 1,450.00	

STUDENT EMPLOYMENT				\$ 10,763.00	
522-264-23700	Athletics	\$	11,063.00		
522-264-23701	RAC	\$	82,803.00		
522-264-23702	ODEI	\$	105,119.00		
522-264-23703	Student Leader Summer Training	\$	55,030.00		
522-264-23704	Gator Activity Board (GAB)	\$	56,064.00		
522-264-23705	Student Government	\$	35,040.00		
522-264-23706	The Current	\$	12,742.00		
522-264-23707	KGRG Radio Stations	\$	-		
522-264-23708	Choir	\$	1,341.00		
522-264-23709	Drama	\$	1,593.00		
522-264-23710	Writing Center	\$	-		
522-264-23711	Math Learning Center	\$	-		
522-264-23712	Tutoring and Resource Center	\$	-		
522-264-23726	Benefits Hub	\$	27,792.00		
	Instructional Awards	\$	-		
	Student Employment Total	\$	388,587.00		
	TOTAL	\$	1,750,000.00		