

Washington Community College District 23

Agenda
Special Meeting & Study Session
October 14, 2010
Cascade Conference Room
Snohomish Hall 304
4:30 p.m.

Estimated Time (p.m.)

- 4:30 **Call to Order** – Emily Yim
- 4:32 **Introduction of Guests** – Jack Oharah
- 4:35 **Approval of September 13, 2010 Meeting Minutes** – Emily Yim
- 4:37 **Next meetings:**
- Joint meeting with Everett Community College: October 26, 2010, 4:30 p.m.
 - Regular meeting: November 10, 2010, 4:00 p.m.
- 4:40 **Recognition of Retiree** – Veronica Russell (RN 10-10-1) – Mark Cassidy
- 4:45 **Old Business – Update**
- Update on the Business Park Negotiations with the City of Lynnwood – Kevin McKay
- 4:55 **Old Business – Action**
- Budget Update – Kevin McKay
 - Declaration of Financial Exigency (RN 10-10-2) – Kevin McKay
- 5:25 **New Business – First Consideration**
- Consideration of New Board Self-Assessment Instrument – Dick Van Hollebeke
- 5:35 **President’s Report** – Jack Oharah
- 5:45 **Study Session**
- Budget – Kevin McKay and Marian Paananen
 - Legislative – John Michaelson and Jack Oharah
- 6:45 **Board Discussion** – Emily Yim
- Public Comment Provision on Board Meeting Agendas
- 7:00 **Executive Session** – Emily Yim
- 7:45 **Open Session**
- Appointment of Hearing Examiner (RN 10-10-3) – Mark Cassidy
 - Presidential Search Update and Amendment to Search Process – Mark Cassidy
- 8:00 **Adjournment**

The Board of Trustees may convene to an Executive Session to discuss matters covered under RCW 42.30.110. Action from the Executive Session may be taken, if necessary, as a result of items discussed in the Executive Session.

Edmonds Community College will schedule meetings in locations that are free of mobility barriers, and interpreters for deaf individuals and Braille or taped information for blind individuals can be provided when adequate notice is given to the Office of the President, 425-640-1516.

**EDMONDS COMMUNITY COLLEGE
BOARD OF TRUSTEES
Special Meeting Minutes
September 13, 2010 – 4:30 p.m.
Cascade Conference Room
Snohomish Hall 304**

DRAFT

Trustees Present: Mauri Moore, Quentin Powers, Dick Van Hollebeke, Jeannette Wood and Emily Yim

Others Present: Mark Cassidy, Marty Cavalluzzi, David Cordell, Kevin McKay, John Michaelson, Patty Michajla, Jack Oharah, Ean Olsen, George Smith, Bill Toskey, Margaret West, faculty union members, student government members, college staff members, and community members

AGENDA	DISCUSSION	ACTION TAKEN	FOLLOW UP/DEADLINES
Call to Order & Introduction of Guests	The September 13, 2010 special meeting of the Board of Trustees was called to order by Chair Jeannette Wood at 4:30 p.m.		
Introduction of 2010-11 Student Government Officers – Wayne Anthony	Wayne Anthony introduced the 2010-11 student government officers, including: Ean Olsen, Administrative Liaison; Eddie Amintohir, Student Relations; Garret Landry, Technology; Jordan Wall, Clubs; Thao Nguyen, Budget and Finance; Mor Lee, Community Relations; Azan Jacobs, Diversity; David Wang, Academics; and Josephine Seville, Assistant to Executive Board		
Foundation Endowed Scholarship Opportunity – Chris Marx	Chris Marx, Executive Director of the Edmonds Community College Foundation, provided information on the newly established endowed scholarship in the name of Jack and Elaine Oharah. Chris explained the opportunity for contributions and announced that an anonymous donor will provide a \$50K challenge match if this amount can be raised. There is also a Title III grant in the amount of \$316K which will provide an additional opportunity to enable all investments to be quadrupled. The goal is to announce the progress of the scholarship at the November 16 th retirement celebration for Dr. Oharah. The \$50K must be raised by the end of the calendar year.		
APPROVAL OF MINUTES Attachment A NEXT MEETING		Mauri Moore moved and Dick Van Hollebeke seconded the approval of the June 10, 2010 regular meeting minutes. Approved	Next meeting: October 14, 2010

NEW BUSINESS – FIRST CONSIDERATION			
Consideration of 2011 Board of Trustees Meeting Schedule – Jeannette Wood Attachment B	The 2011 Board of Trustees meeting schedule was presented for first consideration. Approval will take place at the November Board meeting.		
Declaration of Financial Exigency – Kevin McKay Attachment C	<p>Kevin McKay presented a declaration of Financial Exigency for first consideration and discussion. The College is in the middle of unprecedented budget cuts and actions. We have been planning for an additional midyear unmitigated cut of \$1M, or 4%, and are now being asked by the State to go through a 6% exercise. We are being told to plan for an additional 10% cut in the first year of the new biennium and there is no certainty of what to expect in the second year of the biennium. The State Board for Community and Technical Colleges declared the system to be in a condition of Financial Emergency at the start of the current biennium and has indicated it will do the same for the coming biennium.</p> <p>The College is asking the Board to consider declaring a financial emergency to ensure the College has the maximum flexibility possible to contend with the rapidly changing financial landscape and the projected coming allocation reductions.</p> <p>The Board has previously discussed this potential action. Faculty and staff have been involved in this transparent process by submitting their ideas on how to address the budget cuts. Our college has a process where we have worked through all of our budget cut considerations using a series of values that have been continually repeated to the campus. Faculty and staff will be asked to provide other ideas during this process which includes surveying staff and faculty and providing road shows. As input comes in across campus through each division, the vice presidents bring the list of suggestions, ideas, options, and possibilities to President’s Cabinet for further deliberation.</p>		The College is obligated to provide the Governor through the State Board with a budget plan for both a (now) 6.3% reduction this (current) year and for an additional 10% reduction for the first year of the next biennium by September 30. Updates will be provided next month when this declaration is considered. The campus will have an opportunity for input during an upcoming all-campus forum before the Board is asked to take action.
NEW BUSINESS – ACTION			
Fund Balance Commitments for Debt Service (RN 10-9-1)	The Board was asked to approve incorporating minimum fund balance reserve funds of \$3.2 million to the COP debt service	Quentin Powers moved and Emily Yim seconded the	

– Kevin McKay Attachment D	reserve. This will allow the College to better meet current budget needs while also ensuring the College maintains access to funds for short-term emergency needs.	approval of Resolution No. 10-9-1. Approved	
Election of Board Officers – Jeannette Wood Attachment E	The annual rotational process for Board officers takes place at the September Board meeting with the new chair to begin in October. The chair will appoint the committee assignments. Jeannette Wood was presented with a plaque for her service as the 2009-10 Board Chair.	Dick Van Hollebeke moved and Quentin Powers seconded the approval of Emily Yim as the 2010-11 Board Chair and Mauri Moore the Vice Chair. Approved	
QUARTERLY LIAISON REPORT			
Edmonds/Everett CC Liaison Meeting – Quentin Powers and Dick Van Hollebeke	Dick Van Hollebeke, Quentin Powers and Jack Oharah joined two Everett CC trustees and their president in a joint board meeting on August 18 at the Washington Aerospace Training and Research Center to discuss collaborations. A follow up meeting will be held with both full boards and presidents on October 26 and will include an update on the direction of the Snohomish County Economic Development Council. A separate joint board meeting involving the five colleges in the Five Star Consortium will also be scheduled in the near future.		
BOARD UPDATES	Classified Representative – Patti Pollardo – No Report Student Representative – Ean Olsen – Attachment F Faculty Representative – Margaret West – Attachment G		
PRESIDENT’S REPORT – Jack Oharah	Attachments H and I		
PRESIDENTIAL SEARCH UPDATE – Mark Cassidy	Earlier today the final six presidential candidate finalists were announced to the campus, including: Marty Cavalluzzi, Don Doucette, Joseph Dunlap, Jean Hernandez, Kim Perry, and Rachel Solemsaas.		Full-day interviews will take place on our campus September 28, October 5 and 7. All candidate information is available on the college website.
BOARD DISCUSSION	Dick Van Hollebeke <ul style="list-style-type: none"> • Commended the Board on an efficient and effective retreat in August resulting in accomplishments and a good sense of direction. • Encouraged fellow trustees to attend the statewide TACTC meetings to receive beneficial training. 		

	Mauri Moore and Emily Yim will attend sessions on presidential contracts and board evaluations during the upcoming ACCT Conference in Toronto, Canada, October 20-23.		
EXECUTIVE SESSION	At 6:26 p.m. the Board entered into Executive Session for 40 minutes for the purpose of discussing personnel issues related to the presidential search process. No action was taken as a result of the executive session.		
ADJOURNMENT	There being no further business, the Board of Trustees adjourned the meeting at 7:06 p.m.		

(NOTE: Attachments available upon request)

Emily Yim, Chair

Date Approved

ATTEST:

Jack Oharah, Secretary

ATTACHMENT F
BOARD OF TRUSTEES
Monthly Meeting Report
September 13, 2010
STUDENT GOVERNMENT

- The Executive Board began training on August 30th and will be setting goals this week.
- The Board and Programmers have been preparing for new student orientation on the 15th of September.
- The associated students are excited to see finalists for the presidential search, and look forward to attending the public interviews.

Submitted by: Ean Olsen, Administrative Liaison

ATTACHMENT G
BOARD OF TRUSTEES
Monthly Meeting Report
September 13, 2010
AFT Local 4254 EdCC Faculty

In a few minutes you are going to consider making a declaration of financial emergency for the college. According to the agenda, the discussion will be limited to a few minutes. However, this is such a serious step with potentially serious effects on students and faculty that it's hard for me to know where to begin. The faculty – those few who know about this proposal - have instructed me to speak plainly, so here goes.

Why are you doing this now? As of this morning, no other college in the state, with the exception of Bates TC, has taken such a step. Not one. Faculty have been off contract. I know today is a contract day, but it's also a prep day, and many faculty may work from home. It's safe to say that many, if not most, faculty do not know about this proposal yet, and your action may look to them, regardless of your true intentions, as if it is being sneaked in under the radar while they were not under contract. You can declare a financial emergency anytime, next week, next month, November ... To consider this proposal today seems premature.

Also, tomorrow is *welcome back* day. What are you going to do? Usually the trustees attend the meetings and talk to faculty. What are you going to say? "Welcome back, and I hope your finances are better than the college's because you may be looking for a job soon?" Not much of a welcome.

At Bates TC, 40 faculty received RIF notices. The faculty passed a *no confidence* vote, and organized petitions and rallies with outside groups. Eventually the 40 were whittled down to 5. The exact status of those 5 is unclear, but what is clear is that labor/management relations have been very badly damaged. Although Bates gave the faculty more notice than you apparently are planning to give to Edmonds faculty, the process itself is so rushed and so obviously targeted against tenured faculty that it makes trust impossible.

We know that the financial situation is bad and getting worse, but at least let's sit down and look at all the options first. Treat the faculty like adults.

We like to ask ourselves about any proposal: is it good for students and is it fair for faculty. This proposal is obviously neither.

I assume you have studied the statute. The only defense the RIF'd faculty member has is to argue that he or she is not "right one" to be RIF'd but that someone else is. Think of the effect on morale by being forced to make that argument

We ask that you table this proposal at this time.

Submitted by: Margaret West, President, AFT Local 4254



Board of Trustees

Washington Community College District 23

President's Report September 13, 2010

ATTACHMENT H

Campus activities, events and meetings since June 10 include the following:

- June 13 – Attended the annual Commencement ceremony at Edmonds Stadium
- June 15 – Attended the Washington State Reformatory graduation at Monroe
- June 17 – Attended a meeting at the Snohomish County Executive's office to discuss CERB (Community Economic Revitalization Board) grants
- July 13 – Attended the Foundation Board meeting
- July 28 – Provided a welcome for the China Institute of Industrial Relations group visiting our campus from Beijing
- July 28-30 – Attended the WACTC summer meeting at Pierce College, Steilacoom
- July 30 – Participated in the "Par 4 Kids" Golf Tournament in a networking activity
- August 4 – Met with members of the Student Services Leadership Team to discuss the budget
- Interviewed three candidate finalists for the Vice President of Finance and Operations position
- August 10 – Attended an aerospace event in Kent involving Frank Chopp
- August 13 – Attended event at the Washington Aerospace Training and Research Center involving a representative from the Governor's office and Department of Commerce.
- August 18 – Participated in the quarterly liaison meeting involving two Edmonds trustees and two Everett CC trustees and their president. The meeting was held at the Aerospace Training Center at Paine Field.
- August 19-20 – Attended the annual Board of Trustees summer study session
- August 23 – Participated in the annual Dave Stern Memorial Golf Classic in a networking capacity for the College and established a contact with Swedish Hospital.

- August 24 – Attended the Five Star Consortium presidents' meeting at Cascadia CC. A decision was made to plan for a regional grant.
- August 24 – Provided a welcome to the Opportunity Grant students at their end of the quarter event.
- August 25 – Attended the EDC's Networking event at the Future of Flight.
- August 25 – Bill Toskey met with representatives from Jay Inslee's office to discuss a \$1M earmark.
- September 7-10 – Meeting with Dr. Jerrilee Mosier, Chancellor of Ivy Tech Community College to discuss potential opportunities involving Edmonds CC and Ivy Tech.
- Edmonds Career Access Program (EdCap) summer enrollment was twice last summer's total and the college is on target to equal or exceed last Fall's enrollment. They are hoping to hire a new EdCAP case manager this week to help with the increased amount of students. This program is for out-of-school youth between ages 16 and 21. The goal is to complete a high school diploma and begin work in a professional/technical area.
- Energy Management classes for Fall Quarter are all full and second sections have been added for all but one class.
- Energy students are going to work with the City of Lynnwood and City of Edmonds on an energy audit grant and will shadow auditors to learn more about the process.
- Culinary Arts is full for Fall Quarter with a waiting list of 15 students. The baking program has 18 students and since this is a cohort program, it's almost full too.
- Another new program, Event Planning, is really taking off with very high enrollment this quarter.
- Our Big Three: Accounting, Management and BSTEC have very high enrollment and high s/f ratios (average 27/1) and will continue to grow. We have added new classes in the last few days.
- We received a \$10,000 grant from the State Board to launch a Sustainable Business program. We will start in Business Management developing a Sustainable Business course.

- Claudia Levi is in Lille, France with 15 students on a study abroad program she helped organize.
- We are getting ready to launch "Quality Matters" an online course rubric. We piloted the program last year and want to move it out to all divisions now to get as many courses as possible Quality Matters certified. Andy Williams is the lead on this project and is a Certified Master Reviewer for Quality Matters. This rigorous program ensures all online courses are structured to meet minimum requirements and ensure they are set up for success.

ATTACHMENT I

Legislative Issues

President's Report to the Board of Trustees

September 13, 2010

- Grant tuition authority for 10%-12% tuition increase
- Grant authority for colleges to charge up to 1/3 of full tuition for Running Start students
- Cut FTES target commensurate with state allocation cut
- Ask for 8,000 – 10,000 additional FTES. Currently serving 161,000. Target is approximately 141,000. Raise to 151,000
- State Board could consider
 - Reviewing tuition waivers
 - Charging tuition or additional fees for ABE/ESL students



Board of Trustees

Washington Community College District 23

Resolution No. 10-10-1

RECOGNITION OF SERVICE

WHEREAS, Veronica Russell has been a dedicated employee of Edmonds Community College for over twenty years, serving the College, community, and State of Washington, and

WHEREAS, Veronica Russell has made valuable contributions to the success of the Human Resources Division and the College, its students, and its employees in her position as the Associate Director for Compensation and Labor Relations, and

WHEREAS, Veronica Russell has provided outstanding expertise in the Human Resources profession, particularly related to employee compensation, implementation of the terms of the College’s labor agreements with its employee unions, and application of policies and regulations related to employment matters of the College, and

WHEREAS, Veronica Russell has been a valuable and knowledgeable resource to every division and department of the College, at both on-campus and off-campus locations, and has served on numerous committees at the College, and

WHEREAS, Veronica Russell has been an effective and important liaison to other colleges and agencies of the State of Washington for the exchange of information and best practices, and completion of reporting requirements, and

WHEREAS, the Board of Trustees has been advised that Veronica Russell concluded her career at Edmonds Community College effective August 31, 2010, to begin a new chapter of her life, and

WHEREAS, the Board wishes to acknowledge her retirement with sincere gratitude for her dedicated years of service,

NOW, THEREFORE BE IT RESOLVED that the Edmonds Community College Board of Trustees wishes Veronica Russell many years of fulfillment and happiness in her retirement years, and hope she will hold only fond memories of her tenure at Edmonds Community College.

Emily Yim, Chair

Date Approved

ATTEST:

Jack Oharah, Secretary

Background

DECLARATION OF FINANCIAL EXIGENCY

Subject

Consideration of formally making a declaration of financial exigency.

Background

RCW 28B.50.873 provides an expedited layoff process applicable to tenure track faculty for use during a financial emergency. The State Board has authority to declare a financial emergency if there is:

- A reduction of allotments by the Governor
- A reduction of appropriated funds by action of the legislature
 - Within a biennium (adjusted for inflation); or
 - from one biennium to the next

The expedited process provides for limited appeal, consolidated hearings (if requested) and 60 day timeline from notice to hearing conclusion, for layoff of tenured/probationary faculty.

Given the unprecedented reduction in the state allocation to the community and technical college system this (2009-2011) biennium, the State Board did declare a financial emergency, authorizing individual colleges to follow suit. Edmonds has so far been able to avail ourselves of solutions to mitigate our portion of the system budget cuts without having to take this course of action.

However, with an additional mid-year allocation cut estimated at just over \$1 million for this fiscal year and facing a projected additional cut of as much as 10% (an additional \$2.6 million) in the first year of the coming (2011-2013) biennium, and with a great deal of uncertainty beyond the first year of the biennium, Edmonds is going to need a great deal of flexibility to find ways to mitigate the coming budget reductions.

By the end of this fiscal year (2010-2011), Edmonds will have taken over \$5.9 million in cuts to our state allocation, amounting to 22% of our state funding. This is no longer a matter of weathering a few difficult years, but now represents a fundamental change in the way we are funded as a state agency and will require a similarly fundamental change in the way we operate as a college.

The State Board has indicated they will again declare a financial emergency for the 2011-2013 biennium and many (of not most) colleges are likely to follow suit, of necessity. It is the opinion

of college leadership that Edmonds should also declare a financial emergency in order to ensure we have as many tools at our disposal as possible as we plan for the coming reductions to our operating budget.

We remain fully committed to the set of values which have been consistently used throughout these difficult times and decisions:

- Remember who we are and who we serve
- Minimize impact on student access/support
- Minimize impact on employees
- Ensure open communication and feedback (process transparency)
- Generate additional revenue as a first resort
- Look at all funds

As such, we do not take this step lightly. However, we believe it is entirely possible that reductions in staffing beyond normal attrition or early retirement may be required, depending on the nature and size of the coming budget cuts, and the college needs to be positioned to take those actions deemed necessary to best mitigate the coming budget reductions.

Recommendation

The staff of Edmonds Community College recommends that the Board of Trustees adopt the resolution authorizing the formal declaration of financial exigency.



Board of Trustees

Washington Community College District 23

Resolution No. 10-10-2

DECLARATION OF FINANCIAL EXIGENCY

WHEREAS RCW 28B.50.873 provides an expedited layoff process applicable to tenure track faculty for use during a financial emergency, and

WHEREAS the State Board has authority to declare a financial emergency if there is: A reduction of allotments by the Governor; A reduction of appropriated funds by action of the legislature, within a biennium (adjusted for inflation), or from one biennium to the next, and

WHEREAS the State Board did declare a financial emergency, given the unprecedented reduction in the state allocation to the community and technical college system this (2009-2011) biennium, authorizing individual colleges to follow suit, and

WHEREAS the College is facing an additional mid-year allocation cut estimated at just over \$1 million for this fiscal year and facing a projected additional cut of as much as 10% (an additional \$2.6 million) in the first year of the coming (2011-2013) biennium, along with a great deal of uncertainty beyond the first year of the biennium, and

WHEREAS the College is going to need maximum flexibility to find ways to mitigate the coming budget reductions, and

WHEREAS it is entirely possible that reductions in staffing beyond normal attrition or early retirement may be required, depending on the nature and size of the coming budget cuts, and the college needs to be positioned to take those actions deemed necessary to best mitigate the coming budget reductions, and

WHEREAS the State Board has already indicated it will renew its declaration of financial emergency for the 2011-2013 biennium,

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees approves the declaration of financial exigency for the remainder of the 2010-2011 fiscal year and the 2011-2013 biennium.

Emily Yim, Chair

Date Approved

ATTEST:

Jack Oharah, Secretary



Board of Trustees

Washington Community College District 23

President's Report October 14, 2010

Campus activities, events and meetings since September 13 include the following:

- September 14 – Attended the Edmonds CC Foundation Board meeting
- September 14 – Fall Kick-off event; provided the welcome speech for all returning faculty and staff
- September 14 – Met with donor Al Holte and John Michaelson
- September 15 – Attended the Economic Development Council meeting
- September 16 – Attended the Blueprint 2015 Steering Committee meeting
- September 16 – Provided a welcome for the new employee orientation (two sessions)
- September 17 – Attended the annual Edmonds CC Foundation Golf Tournament at the Everett Golf and country Club
- September 21 – Met with the President and representatives from the University of Maryland for the signing of an instructional articulation agreement.
- September 21 – Provided an update at the Instructional Leadership meeting
- September 22 – Met with student administrative liaison, Ean Olsen
- September 22 – Attended the Economic Development Council meeting
- September 23 – Fundraising golf event with John Harter and guests
- September 24 – Attended a meeting at the Washington Aerospace Training and Research Center for a tour, 180 online demonstration, and work on the Governor's Council presentation
- September 27 – Met with Board Chair, Emily Yim
- September 28 – Met with trustees to discuss the October 14 Board meeting agenda

- September 29 – Met with Frederick Brookhouse to discuss opportunities with Snap-on Tools
- September 29 – Provided a welcome for the Sustainable Works Kick-off evening event
- October 4 – Met with the Narita Aviation College President and representatives during their visit to our campus for a short term program
- October 5 – Met with Sadayoshi Nojima and Hiroshi Moritani for a formal farewell
- October 6 – Attended the Student Services Leadership Team meeting to provide an update
- October 6 – Attended a lunch with Ken Nakano, Mr. Arita, and David Cordell
- October 6 – Met with student administrative liaison, Ean Olsen
- October 6 – Attended a College Relations mini-retreat
- October 8 – Provided a presentation about the College to the Alderwood Terrace Rotary
- The College received a five-year \$8+ million grant to expand health care training in our area. Everett CC is a partner in this grant.
- Continue to expand training for aerospace companies through the Business Training Center, Employment Resource Center, and the Washington Aerospace Training and Research Center.
- Have held several meetings with President's Cabinet members for the purpose of developing plans to deal with continuing revenue reductions.
- EdCAP enrollment for fall quarter is highest in history and we project that we could have as many as 100 more students this year over last year.



Board of Trustees

Washington Community College District 23

Background

APPOINTMENT OF HEARING EXAMINER

Subject

Appointment of Hearing Examiner

Background

Due to lack of enrollment in the Theatre Arts program, President Jack Oharah gave written notice on September 22, 2010 of the intent to implement a Reduction In Force (RIF) of Ms. Joanna Goff's position as a tenured faculty member from the Theater Arts program. On September 30, 2010, Ms. Goff requested a hearing to appeal this decision.

Section 4.6.7 of the College's labor agreement with the Edmonds Community College Federation of Teachers specifies that the President of the College shall notify the Board of Trustees of this request for hearing, and request that the Board of Trustees appoint an impartial hearing examiner.

The College has consulted with the Federation of Teachers concerning this appointment per the labor agreement. Three potential hearing examiners were identified. The Federation did not object to any of them. Frederick J. Rosenberry, an arbitrator/mediator from Edmonds, Washington was one of the identified examiners. The Federation was not as familiar with Mr. Rosenberry as the other two possible examiners; however, Mr. Rosenberry's immediate availability for this hearing coupled with his solid reputation and experience as an impartial hearing examiner make this a good choice for the Board.

A summary of Frederick J. Rosenberry's professional experience is attached as page 2 of this Background Statement for reference.

Recommendation

The President of Edmonds Community College recommends that the Board of Trustees adopt the resolution authorizing the appointment of Frederick J. Rosenberry as hearing examiner for the Joanna Goff appeal of her proposed RIF.

FREDERICK J. ROSENBERRY
Arbitrator - Mediator
Edmonds, Washington 98026

Professional Summary (1967-2010)

43 years of experience in the practice of labor relations dispute resolution and collective bargaining. In addition to the knowledge acquired through hands-on practice, professional skills have been honed by participation in continuing education programs offered by the National Judicial College, Association of Labor Relations Agencies, Federal Mediation and Conciliation Service and other sources.

Adjudicator & Mediator (1983-2007)

24 years of service with the State of Washington as a labor relations adjudicator and mediator for the Public Employment Relations Commission (PERC). Served as mediator, arbitrator, examiner, and hearing officer in hundreds of public sector cases that involved a broad spectrum of employers, occupations and issues.

Field Services Manager (2000-2007)

Served as a PERC field services manager for seven years. Responsible for a personal case load and the supervision, training and professional growth of a team of labor relations adjudicators and mediators.

Collective Bargaining (1967-1983)

16 years of private sector collective bargaining experience prior to employment by PERC.

Decisions

Written decisions issued while serving as a PERC examiner, hearing officer and arbitrator are available at the agency's website, "www.perc.wa.gov".



Board of Trustees

Washington Community College District 23

Resolution No. 10-10-3

APPOINTMENT OF HEARING EXAMINER

WHEREAS, the Agreement between the Board of Trustees of Edmonds Community College and the Edmonds Community College Federation of Teachers, Local 4254 AFT, AFL/CIO provides that the Trustees appoint a hearing examiner to consider instructor appeals of a Reductions In Force (RIF), and

WHEREAS, Ms. Joanna Goff was given written notice by President Jack Oharah of his intent to RIF her position from the Theatre Arts program due to lack of enrollment, and

WHEREAS, Ms. Joanna Goff has submitted a timely request for a hearing to challenge this decision, and

WHEREAS, Mr. Fredrick J. Rosenberry is qualified to serve as an impartial hearing examiner to consider this challenge in a timely manner under the terms of the labor agreement,

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of Edmonds Community College approves the President's request for the appointment of Fredrick J. Rosenberry to serve as hearing examiner in the above-described matter.

Emily Yim, Chair

Date Approved

ATTEST:

Jack Oharah, Secretary