

## EXHIBIT 3

LABETTE COMMUNITY COLLEGE  
Board of Trustees Minutes  
April 14, 2016

The Board of Trustees met at 5:30 p.m. on Thursday, April 14, 2016 in the Conference Room, Student Support Services Building.

### **Members Present**

Mr. Montie Taylor  
Mrs. Sophia Zetmeir  
Mr. David Winchell  
Mr. Carl Hoskins  
Mr. Pat McReynolds  
Mr. Mike Howerter

### **Others Present**

Dr. George Knox  
Leanna Doherty  
Bethany Kendrick  
Sydney Pemberton  
Sue Brouk  
Tammy Fuentez  
Kathy Johnston

Joe Burke  
Mark Watkins  
Janice Every  
Kevin Doherty  
Colleen Williamson  
Jack Burke

Megan Fugate recorded the minutes.

### **Adoption of Agenda (ACTION ITEM)**

Chair Hoskins asked for changes or additions to the revised agenda. President Knox had no changes. Mrs. Zetmeir moved to approve the revised agenda as presented. Mr. Winchell seconded and motion carried 6-0.

### **Approval of Regular Meeting Minutes (ACTION ITEM)**

Chair Hoskins asked for corrections or additions to the March 10, 2016 regular meeting minutes, Mr. Winchell moved to approve the minutes as presented. Mrs. Zetmeir seconded and motion carried 6-0.

### **Reports and/or Board Discussion**

#### **Bluffstone Update**

Dr. Knox reported that the paperwork is moving along and we should have more information after May 9<sup>th</sup>.

#### **Faculty Senate Report**

Jack Burke reported that everything is going well. The faculty picnic is now held in the Fall.

#### **SGA Report**

Sydney Pemberton was present to give a short report.

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### Administrative Report

*Comparison of expenditures to the budget* – Leanna Doherty had placed the March financial report at the table. At the end of February we were 75% of the way through the year, the general fund was 75% expended and the technical education/vocational fund was 66% expended.

She invited questions from the Trustees and welcomed phone calls at a later date.

Kevin Doherty gave an update on the Cherokee Center roof, the former Bank of Parsons building and the dental lab at Cherokee.

### President's Report

Dr. Knox gave a short report.

### PTK

Phi Theta Kappa attended our International Convention in National Harbor, Maryland this past week. Our chapter was named a Top 100 chapter. Grace Workman received an International Distinguished Chapter Member Award. Tanim Dillon, Kynzi Edings, Sydney Pemberton, and Megan Thompson received an International Distinguished Chapter Officer Team Award.

Sydney Pemberton was elected as the International Vice President for Division III of Phi Theta Kappa.

### Old Business (ACTION, INFORMATION OR DISCUSSION ITEMS)

### New Business (ACTION, INFORMATION OR DISCUSSION ITEMS)

#### Executive Session

Executive Session for the purpose of discussing non-elected personnel to protect the interests of the individuals to be discussed.

Mrs. Zetmeir moved to recess into executive session at 5:50pm (time) for 10 minutes for the purpose of discussing personnel matters of nonelected personnel, inviting in Dr. Knox, Joe Burke and Janice Every.

The Board will return to open meeting at 6:00pm in this room. Mr. Taylor seconded and motion carried 6-0.

The executive session is required to protect the privacy interests of the individual(s) to be discussed.

Executive Session for the purpose of discussing non-elected personnel to protect the interests of the individuals to be discussed.

Per the resolution of intent to non-renew a non-tenured teacher's contract, Mr. McReynolds moved that the employment contract of Seth Roach as a teacher be non-renewed for the 2016-2017 school year. Mr. Howerter seconded and motion carried 6-0.

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Mr. McReynolds moved to approve the employment letter for Seth Roach as the Part-Time Music Coordinator, 9 months yearly, beginning on August 15, 2016, at an annual salary of \$26,899. Mrs. Zetmeir seconded and motion carried 6-0.

### Faculty Retirement

Greg Brewer, Graphic Design instructor, submitted his letter of retirement effective at the end of his contract. Mrs. Zetmeir moved to approve the administration to begin a search for a replacement. Mrs. McReynolds seconded and motion carried 5-1. Mr. Howerter abstained with request for more information about the program.

### Faculty Contract Approval

Mr. McReynolds moved to approve a faculty contract for Dr. JoLene Klumpp, Psychology Instructor, starting August 15, 2016 at PhD Step 23, \$60,187. Mrs. Zetmeir seconded and motion carried 6-0.

### Professional Staff Retirement

Mrs. Zetmeir moved to approve the retirement of Nancy Seal, Financial Aid Specialist, release her from her contract, effective April 15, 2016 and authorize the administration to begin a search for a replacement. Mr. Taylor seconded and motion carried 6-0.

### PTA Program Staff Restructure

Mrs. Zetmeir moved to approve the new faculty position and authorize the start of a search for this position. Mr. Winchell seconded and motion carried 6-0.

Mr. McReynolds moved to approve the new Professional Staff position and authorize the start of a search for this position. Mrs. Zetmeir seconded and motion carried 6-0.

### Approval of Bills

Mr. McReynolds moved to approve the Claims Register. Mrs. Zetmeir seconded and motion carried 6-0.

Mrs. Zetmeir moved to approve the Professional Staff Employment Letter for Nichole Reeves, Accounts Receivable Specialist, beginning April 15, 2016, at a salary of \$33,297. Mr. Winchell seconded and motion carried 6-0.

### Public Comment

Mr. Howerter addressed the board regarding questions he has received about a possible athletic expansion. It was explained that an athletic expansion was Phase 2 of the capital campaign by the LCC Foundation.

### Executive Session

Executive Session for the purpose of discussing employer-employee negotiations.

Mrs. Zetmeir moved to recess into executive session at 6:35pm (time) for 5 minutes for the purpose of discussing employer-employee negotiations. Inviting in Dr. George Knox, Leanna Doherty, Joe Burke and Janice Every.

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The Board will return to open meeting at 6:40pm in this room. Mr. McReynolds seconded and motion carried 6-0.

The executive session is required to protect the public interest in negotiating a fair and equitable contract.

The Board reconvened at 6:40pm taking no action.

### **Next Board Meeting: Date, Place, Time, and Tentative Agenda Items**

Chair Hoskins reminded everyone of the next regular meeting of the Board of Trustees scheduled for May 12, 2016 at 5:30 p.m., Conference Room, Student Support Services Building.

### **Adjournment**

Mrs. Zetmeir moved to adjourn the meeting at 6:43pm. Mr. Winchell seconded and motion carried 6-0.

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Megan Fugate, Clerk of the Board

APPROVED