

BOARD OF TRUSTEES REGULAR MEETING  
CIE 104 (West Classroom of Center For Innovation and Entrepreneurship) 6:00 p.m.  
July 11, 2019

MINUTES

**Members Present**

Val DeFever  
Terry Clark  
Norman Chambers  
Jana Shaver  
Mike Wood

**Others Present**

Tammie Geldenhuys, Vice-President of Student Affairs/Athletics  
Brittany Thornton, Director of Enrollment/Retention Management  
Beverly Harris, Executive Assistant/Board Clerk  
Lori Boots, Human Resources Director  
Jonathan Sadhoo, Chief Finance Officer  
Tamara Blaes, Faculty Senate President  
Eric Montgomery, Director of Information Technology  
Cordell Jordan, Direct of Marketing  
John Eubanks, Business/Accounting Instructor  
Melissa Ashford, Business/Accounting Instructor  
Ben Seel, Political Science Instructor  
Breta Campus, Student Support Services TRIO Program Director  
Mallory Byrd, Allied Health Director  
Laura Schaid, Program Developer  
Allen Shockley, Developmental Math Instructor  
Cody Westerhold, Head Stunt Team Coach  
Thomas Weaver, Biology Instructor

**Guests**

Susan Scovel, Reporter  
Andy Taylor, Montgomery County Chronicle  
Karl Johnson, Community Member  
Melissa Johnson, Community Member  
Kristen Torrey, Community Member  
Wayne Stephany, Community Member  
Ashley Osburn, Community Member  
Allen Smith, Community Member

I. ROUTINE

- A. Call to Order – Val DeFever called the meeting to order at 6:00 p.m.
- B. Approval of Agenda – Jana Shaver moved to approve the agenda as presented. Norman Chambers seconded the motion and the motion carried 5-0.
- C. Welcome Guests – Val DeFever welcomed the guests and provided an overview of options for public comment on items pertaining to the agenda.
- D. Pledge of Allegiance – Val DeFever led the group in recitation of the Pledge of Allegiance.
- E. Mission Statement – Val DeFever read the College Mission Statement.
- F. Vision Statement – Val DeFever read the College Vision Statement.

- G. Approval of June 27, 2019 Meeting Minutes – Mike Wood moved to approve minutes of the June 27, 2019 meeting. Terry Clark seconded the motion and the motion carried 5-0.

## II. EXECUTIVE SESSION – Non-elected Personnel.

Norman Chambers moved that the Board recess for an Executive Session for discussion of a non-elected personnel issue, pursuant to the non-elected personnel exception, K.S.A. 75-4319(b)(1), and to include Tammie Geldenhuys, Dr. George Knox, Jonathan Sadhoo, Cordell Jordan, and Lori Boots. Open Session would resume at 6:35 p.m. in CIE 104 of the Center For Innovation and Entrepreneurship. Jana Shaver seconded the motion and the motion carried 5-0. The Board entered Executive Session in CIE 109 at 6:05 p.m. The Board returned to Open Session in CIE 104 at 6:35 p.m.

## III. INSTITUTIONAL OPERATIONS

- A. Appoint Interim President – Norman Chambers moved to appointment Dr. George Knox as the Interim President for Independence Community College. Terry Clark seconded the motion and the motion carried 5-0.
- B. Appoint Interim President as the Board Secretary – Jana Shaver moved to appoint the Interim President, Dr. George Knox, as the Board Secretary. Terry Clark seconded the motion and the motion carried 5-0. Val DeFever welcomed Dr. Knox; Dr. Knox addressed the meeting attendees and thanked everyone for their support.
- E. Fiscal Dashboard – Jonathan Sadhoo moved overview of the Fiscal Dashboard ahead of 2019-2020 budget discussions. Norman Chambers requested a list of which items of the mandated increases, did not increase.
- C. 2019-2020 Budget – John Eubanks submitted a card for public comment on the 2019-2020 budget. Mr. Eubanks encouraged the Board to perform a detailed review of the budget, as he had concerns over the numbers presented; only \$35,000 was identified for improvements in Academics, while the Athletics budget increased \$90,000. Mr. Eubanks stated that Athletics has overspent their budget over the past few years, and asked why the area was being rewarded with a budget increase.  
Jonathan Sadhoo noted increases to the athletics budget were due in part to increased athletic insurance rates; a recommendation for athletic insurance will be included in the Agenda packet for the next Board meeting. Jana Shaver questioned the \$48,624 increase requested by Inge and stated that Festival revenues did not meet projections this year, so what guarantee does the College have that revenues will off-set the requested increase. Trustee Shaver also questioned the amount of funding earmarked for workforce development and stated that the dollar amount was not sufficient enough to meet Strategic Plan initiatives. Jonathan Sadhoo shared that conversations were held with representatives from respective campus areas prior to any budget cuts. Mr. Sadhoo also noted that one-on-one budget meetings were held with the Trustees and have also been offered to College employees. Jonathan Sadhoo continued that he wants to help College departments/areas achieve their respective goals from a financial standpoint and hopes the College will only utilize the zero-based budgeting process for one or two years. Discussions were held regarding the 2018-2019 cash shortfall; it was suggested that alternative verbiage be considered for identification of this dollar amount. Jonathan Sadhoo informed the group that the draft published budget will be reviewed during the July 25<sup>th</sup> Board meeting.
- D. Allow Payables – Mike Wood moved to allow payables. Norman Chambers seconded the motion and the motion carried 5-0.

- ## IV. CONSENT AGENDA – Mike Wood moved to approve the consent agenda which included receipt of the financial, personnel, and grant progress reports. The personnel report included employment of: Paul Molnar in the position of Theater Arts Instructor at an annualized salary of \$48,100 plus College support toward employee participation in ICC’s group health insurance plan; Alexis Lowder in the position of Choral Instructor at an annualized salary of \$44,800 plus College support toward employee participation in ICC’s group health

insurance plan; Natasha Lacy in the position of Women's Assistant Basketball Coach at an annualized salary of \$35,900 plus College support toward employee participation in ICC's group health insurance plan; and, Brendan Roberts in the part-time position of Men's Assistant Basketball Coach at a monthly salary of \$1,000 for ten months. Also included in the consent agenda was employment of a TRIO specific grant writer in the amount of \$12,000 through services provided by NEC. Breta Campus answered questions Trustee Shaver had regarding the individual being employed as the TRIO-specific grant writer. Norman Chambers seconded the motion and the motion carried 5-0.

Cordell Jordan provided an update of the Marketing Department initiatives which are geared toward increased brand awareness and enrollment growth: implementation of a digital platform for the College; a targeted e-mail campaign; marketing of philanthropic opportunities associated with Last Chance U; the Strategic Marketing Plan geared toward the Strategic Plan; the newly created Crisis Communication Plan; and, the Strategic Admission and Recruitment Plan which will be implemented later in the fall.

- V. EXECUTIVE SESSION – Employer-Employee Negotiations. This Executive Session was not necessary.
- VI. EXECUTIVE SESSION – Attorney/Client Privilege. This Executive Session was not necessary.
- VII. ADJOURN – Terry Clark moved that the meeting adjourn. Jana Shaver seconded the motion and the motion carried 5-0. The meeting adjourned at 7:25 p.m.

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Beverly Harris  
Board Clerk

Independence Community College is committed to a policy of nondiscrimination on the basis of race, sex, national origin, religion, age, and disability in admissions, educational programs or activities, and employment, all as required by applicable laws and regulations under the Title VI Civil Rights Act of 1964, Title IX regulations of 1972, Section 5 of the Social Rehabilitation Act of 1973, and the Americans With Disabilities Act of 1990.