

**INDEPENDENCE COMMUNITY COLLEGE  
BOARD OF TRUSTEES REGULAR MEETING  
ICC Administration Building  
April 16, 2012 – 5:30 P.M.**

**MINUTES**

**Members Present:**

Jay Jones  
Kym Kays  
Hoite Caston  
William Kelly

**Others Present:**

Daniel Barwick, President  
Travis Githens, Interim Dean of Instruction  
Beverly Harris, Executive Assistant  
Greg Eytcheson, Vice-President for Information and Operations  
Debbie Phelps, Director of Institutional Research  
Jan Fischer, Vice-President for Financial and Employee Services  
Tammie Geldenhuys, Vice-President for Student Affairs and Athletics  
Ben Seel, Political Science Instructor  
John Eubanks, Business/Accounting Instructor  
Marsha Hayes, English/Communications Instructor  
Isaias McCaffery, History/Geography Instructor

**Guests:**

Greg Lower, Reporter  
Jason Rutledge, Rotary Club Member  
San Forrer, Community Member  
David Hayes, Community Member

**Call to Order**

Jay Jones called the regular monthly Board meeting for April to order at 5:30 p.m.

**Pledge of Allegiance**

Jason Rutledge, Independence Rotary Club member, led the group in the Pledge of Allegiance.

**Character First**

Fifteen minutes were devoted to the Character First initiative; the Trustees watched the video and discussed “determination”, the Character First trait for April.

 **Approval of Minutes**

Hoite Caston moved to approve the minutes of the regular meeting held on March 15, 2012 and the special meeting held April 2, 2012. The motion was seconded and carried 4-0.

 **Approval of Agenda**

Jay Jones noted an amendment to the agenda requiring action on bids submitted for resurfacing the East half of the South parking lot. William Kelly moved to approve the amended agenda. The motion was seconded and carried 4-0.

**Recognition of Guests and Public Participation**

Jay Jones welcomed the guests. There was no public comment on items pertaining to the agenda.

**Reports**

A. College Report- The College Report was not given due to other presentations scheduled during the meeting.

- B. June 7-8, 2012 KACCT/COP Meeting - Hoite Caston and Jay Jones will attend the meeting being hosted by Johnson County Community College.
- C. Additions to Personnel Report - Jan Fischer presented the Personnel Report which included: termination of Nicole Nee in the position of Head Cheer/Dance Coach; employment of Lavon Kent in the position of Head Cheer/Dance Coach at an annualized salary of \$24,300; employment of Stacia Breth in the position of Student Support Services Math/Science Specialist at an annualized salary of \$27,000; employment of Nancy Waggoner in the position of Allied Health Technical Trainer in the area of Long-Term Care at an annualized salary of \$45,000; employment of Sara Harris in the position of Vice-President of Academic Affairs at an annualized salary of \$70,000; employment of Heather Mydosh in the position of Associate Professor of English at Step 1 Class II and an annualized salary of \$33,500 pending the outcome of 2012 Negotiations; and employment of Meagan Prather in the position of Pirate Cove full-time Teacher at an hourly wage of \$7.75. It was noted that all the positions presented for employment include College support toward employee participation in ICC's group health insurance plan.

### Old Business

- A. Report on Recent Hardware and Software System Problems - Greg Eytcheson provided a detailed presentation of the recent hardware and software problems with a bulleted listing of the "single points of failure" involved. In response to the question regarding potential collaboration with area community colleges to upgrade our current system, Greg noted the inconsistency in systems utilized and major expenses associated with conversion. Jay Jones thanked Greg for his determination and commitment to resolving the problem. Over the next few months, Dan Barwick will develop at least three alternative methods of notifying our students with plans for implantation during the Fall semester.
- B. Strategic Plan Discussions - Dan Barwick noted that the College has operated over the past several years with no Strategic Plan for guidance and provided background information on the process involved in developing the five-year Strategic Plan for Board of Trustees' consideration and approval. Jay Jones moved to approve the Strategic Plan with deletion of "to \$250,000" from item X. and the inclusion of the Board of Trustees in the Responsibilities section of item X. The motion was seconded and failed 2-2. Kym Kays moved to approve the Strategic Plan as written. The motion was seconded and carried 3-1. Dr. Barwick thanked the Board of Trustees and everyone at the College who worked diligently on development of the Strategic Plan.

### New Business

-  Act on Financial Report and Allow Payables - Hoite Caston moved to approve the financials and allow payables. The motion was seconded and carried 4-0.
-  Act on Tuition Waiver Continuation - After suggesting changing the language to "scholarship", Kym Kays moved to approve continuation of the tuition waiver for residents who demonstrate that they and/or their dependents pay real estate property taxes in northern Montgomery County; all other sources of financial aid must be applied prior to tuition being waived. Dan Barwick noted that Misty Githens is developing language for designating the benefit as a scholarship and stated that input from our students and community regarding the initiative has been positive. The motion was seconded and carried 4-0.
-  Act on Early Retirement Benefit Continuation - Jan Fischer noted that ICC currently has 7-8 individuals in the Early Retirement Program. William Kelly questioned Paragraph 1: Early Retirement Incentive; which allows "an annual retirement benefit, actuarially reduced for early retirement, for those Faculty Members first employed on or after July 1, 2011, who retire before attaining age 65 and have attained age 55 with the completion of 10 years of credited service and less than 30 years of credited service". Action associated with continuation of the Early Retirement benefit was tabled until after Executive Session to facilitate research regarding the origin of the aforementioned language.
-  William Kelly moved to approve the bid received from Heartland Seating Inc. in the amount of \$10,771 for installation of bleacher handrails in the Fieldhouse. The motion was seconded and carried 4-0.
-  Jay Jones moved to approve the bid received from SEK Construction in the amount of \$24,380 for replacement of the roof and gutters on the Administration Building. The motion was seconded and carried 4-0.
-  Jay Jones moved to approve the bid received from Asphalt Services of Jane, Missouri in the amount of \$56,883 for resurfacing the east half of the south parking lot. The motion was seconded and carried 4-0.

 Executive Session

Jay Jones moved the Board enter into Executive Session, to include Dan Barwick and Jan Fischer, for one hour after a five-minute break for the discussion of non-elected personnel and the Negotiated Agreement. Kym Kays seconded the motion. The motion carried 4-0. The Board entered Executive Session at 7:52 p.m. The Board returned to Open Session at 8:52 p.m. Jay Jones moved for the Board to enter Executive Session, to include Dan Barwick and Jan Fischer, for an additional 20 minutes for the discussion of non-elected personnel and the Negotiated Agreement. Kym Kays seconded the motion. The motion carried 4-0. The Board entered Executive Session at 8:53 p.m. The Board returned to Open Session at 9:13 p.m. Jay Jones moved for the Board to enter Executive Session, to include Dan Barwick and Jan Fischer, for an additional 10 minutes for the discussion of non-elected personnel and the Negotiated Agreement. Kym Kays seconded the motion. The motion carried 4-0. The Board entered Executive Session at 9:13 p.m. The Board returned to Open Session at 9:23 p.m. Jay Jones moved for the Board to enter Executive Session, to include Dan Barwick and Jan Fischer, for an additional 5 minutes for the discussion of non-elected personnel and the Negotiated Agreement. Kym Kays seconded the motion. The motion carried 4-0. The Board entered Executive Session at 9:24 p.m. The Board returned to Open Session at 9:29 p.m. Hoite Caston moved for the Board to enter Executive Session, to include Dan Barwick and Jan Fischer, for an additional 10 minutes for the discussion of non-elected personnel and the Negotiated Agreement. Jay Jones seconded the motion. The motion carried 4-0. The Board entered Executive Session at 9:30 p.m. The Board returned to Open Session at 9:40 p.m.

Jay Jones stated that the Board had discussed non-elected personnel and the Negotiated Agreement during Executive Session. Kym Kays moved to continue the Early Retirement Benefit upon resolution of the questioned language to the satisfaction of the parties involved. The motion was seconded and carried 4-0. Kym Kays moved to approve the tentative Negotiated Agreement subject to resolution, to the satisfaction of both parties, of the language utilized in the Early Retirement section. The motion was seconded and carried 4-0.

 Adjournment

William Kelly moved to adjourn. The motion was seconded and carried 4-0. The meeting adjourned at 9:44 p.m.

---

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 handicap 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.