

BOARD OF EDUCATION MEETING

April 16, 2025

Chemeketa Community College
4000 Lancaster Dr. NE
Salem, Oregon

I. Budget Committee Meeting	4–5:30 pm	Web Conferencing/Livestream/Boardroom	1
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer			
II. Regular Session	6 pm	Web Conferencing/Livestream/Boardroom	
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E. Comments from the Public			
F. Approval of Minutes	—College Board of Education Meeting of March 19, 2025		3–9
Jessica Howard, President/Chief Executive Officer			
G. Reports			
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Consent Calendar Process (Items will be approved by the consent calendar process unless withdrawn at the request of a member of the board. Item or items requested to be removed by a member of the board will be removed from the consent calendar by the chairperson for discussion. A separate motion will then be required to take action on the item in question.)		
1.	Acceptance of 2023–2024 Federal Single Audit Report Aaron Hunter, Vice President—College Support Services/Chief Financial Officer	[24-25-135] 63
2.	Approval of 2025–2026 Faculty Sabbatical Leave Requests David Hallett, Vice President—Academic and Student Affairs	[24-25-136] 64–66
3.	Acceptance of Program Donations January 1, 2025–March 31, 2025 Aaron Hunter, Vice President—College Support Services/Chief Financial Officer	[24-25-137] 67
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Chemeketa Community College prohibits unlawful discrimination based on the following:

- | | | |
|--|-----------------------------------|---------------------------------|
| • Race | • Color | • Religion |
| • National Origin | • Sex | • Marital Status |
| • Disability | • Protected Veteran Status | • Age |
| • Gender | • Gender Identity/ Expression | • Sexual Orientation |
| • Pregnancy | • Whistleblowing | • Genetic Information |
| • Domestic Abuse Victim | • Expunged Juvenile Record | • Injured Workers |
| • Protected Hairstyle (CROWN Act) | • Political Affiliation or Belief | • Tobacco Use During Work Hours |
| • Victims of Domestic Violence (Sexual Assault, Stalking, and/or Harassment) | | |

Or any other status protected by federal, state, or local law in any area, activity, or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy and interfering with the individual's rights or privileges granted under federal, state, or local laws.

Under College policies, equal opportunity for employment, admission, and participation in the College's programs, services, and activities will be extended to all persons, and the College will promote equal opportunity and treatment through the application of its policies and other College efforts designed for that purpose.

Section 504/ADA Coordinator for Students

For concerns, inquiries, or complaints regarding student disability accessibility and accommodations contact: Karen Alexander, Director, Student Accessibility and Testing Services
503.399.5276

Affirmative Action for Employees

For concerns, inquiries, or discrimination complaints or to ensure equal opportunity in employment, contact: Patrick Proctor, Associate Vice President, Human Resources
503.315.4586

Persons having questions or concerns about Title IX, which includes gender-based discrimination, sexual harassment, sexual violence, gender-based violence, and stalking, contact the Title IX coordinator, Jon Mathis at 503-584-7323, 4000 Lancaster Dr. NE, Salem, OR 97305, or <http://go.chemeketa.edu/titleix>.

All persons having questions or concerns related to Equal Employment Opportunity or Affirmative Action should contact the Affirmative Action Officer at 503.315.4586, 4000 Lancaster Dr. NE, Salem, OR 97305.

Individuals may also contact the U.S. Department of Education, Office for Civil Rights (OCR), 810 3rd Avenue #750, Seattle, WA 98104, 206.607.1600.

To request this publication in an alternative format, please call 503.399.5192. For language access please call 503.315.4586 or email patrick.proctor@chemeketa.edu.

Budget Committee Meeting
April 16, 2025

AGENDA
BUDGET COMMITTEE
Chemeketa Community College
4000 Lancaster Drive NE
Salem, Oregon

April 16, 2025

The Chemeketa Community College Budget Committee meeting will be held in a hybrid format, located in the Building 2 boardroom for those attending in person and via Zoom for those attending remotely. The meeting will begin at 4 pm.

- A. Call to Order and Roll Call
Budget Committee Chairperson
- B. Approval of Minutes of April 2, 2025
Budget Committee Chairperson
- C. Questions from Prior Meeting
Budget Committee Chairperson
- D. Presentation of 2025–2026 Other Funds
Aaron Hunter, Vice President/Chief Financial Officer
- E. Public Testimony Regarding Proposed Budget
Budget Committee Chairperson
- F. Presentation of Budget Recommendation—Action Required
Aaron Hunter, Vice President/Chief Financial Officer
- G. Discussion of Recommended Budget
Budget Committee Chairperson
- H. Action on Recommended Budget
Budget Committee Chairperson
- I. Adjournment

Land Acknowledgement
April 16, 2025

CHEMEKETA COMMUNITY COLLEGE LAND ACKNOWLEDGEMENT

Prepared by

Ken Hector, Chair—Board of Education

We are gathered today on the land of the Kalapuya (pronounced “**cal-uh-poo-yuh**”), who today are represented by the Confederated Tribes of the Grand Ronde and the Confederated Tribes of the Siletz Indians, whose relationship with this land continues to this day.

We offer gratitude for the land itself, for those who have stewarded it for generations, and for the opportunity to study, learn, work, and be in community on this land. We acknowledge that our college’s history, like many others, is fundamentally tied to the first colonial developments in the Willamette Valley.

Finally, we respectfully acknowledge and honor past, present, and future Indigenous students of Chemeketa Community College

Minutes
April 16, 2025

APPROVAL OF BOARD MINUTES

Prepared by

Julie Deuchars, Executive Coordinator/Board Secretary
Jessica Howard, President/Chief Executive Officer

Minutes of the board meeting of March 19, 2025, are submitted for review by the board.

It is recommended that the College Board of Education officially approve the minutes of the above-referenced meetings as submitted.

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April 16, 2025

CHEMEKETA COMMUNITY COLLEGE

**BOARD OF EDUCATION
MEETING MINUTES**

March 19, 2025

I. WORKSHOP

Ken Hector, Chair, called the workshop to order at 4:45 pm in the Boardroom, Building 2, Room 170, at the Salem Campus.

Members in Attendance: Betsy Earls; Jackie Franke; Ken Hector, Chair; Neva Hutchinson; Iton Udosenata; Diane Watson, Vice Chair. Excused Absence: Ron Pittman.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; David Hallett, Vice President, Academic and Student Affairs; Alice Sprague, Vice President, Governance and Administration; and Aaron Hunter, Vice President/Chief Financial Officer, College Support Services/Finance.

Updates for Agriculture Sciences and Technology

Tim Ray, Dean, Agriculture Science and Technology, provided an overview of the agriculture science and technology department programs. Tim noted that the FTE in all of the programs are up between eight and 305 percent. Faculty and staff members discussed the Bachelor of Applied Science in Leadership and Management; programs in Electronics, Horticulture, Agriculture Workforce Development, and CDL; and department outreach, community engagement and investments. Board members asked clarifying questions during the presentation.

The workshop ended at 5:21 pm.

II. REGULAR SESSION

A. CALL TO ORDER

Ken Hector, Chair, called the board meeting to order at 6:00 pm. The meeting was held in the Boardroom, Building 2, Room 170, at the Salem Campus.

B. PLEDGE OF ALLEGIANCE

The pledge of allegiance was recited.

C. CHEMEKETA LAND ACKNOWLEDGMENT

Ken Hector read the land acknowledgment.

D. ROLL CALL

Members in Attendance: Betsy Earls; Jackie Franke; Ken Hector, Chair; Neva Hutchinson; Ron Pittman (joined via Zoom, 6:18pm); Iton Udosenata; Diane Watson, Vice Chair.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; David Hallett, Vice President, Academic and Student Affairs; Alice Sprague, Vice President, Governance and Administration; and Aaron Hunter, Vice President/Chief Financial Officer, College Support Services/Finance.

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Board Representatives in Attendance: Lillian Anderson; Associated Students of Chemeketa (ASC); Steve Wolfe, Chemeketa Faculty Association (CFA); Aaron King, Chemeketa Classified Association (CCA); and Angela Archer, Chemeketa Exempt Association (CEA).

E. COMMENTS FROM THE PUBLIC

<u>Commenter Name</u>	<u>Topic</u>
Catey Anderson	CCA, CFA, President
James Bowman	Impact of Chemeketa on local communities/advocating for policy improvements
Ryan Ninman	Petition against the potential faculty strike
Autumn Christensen	Contract negotiations

Board members provided feedback concerning public comment they believed to be inappropriate for a meeting of the Chemeketa Board of Education.

F. APPROVAL OF MINUTES

Jackie Franke moved and Diane Watson seconded a motion to approve the Board of Education minutes from February 19, 2025.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Iton Udosenata: yes; Diane Watson, Vice Chair: yes.

The motion CARRIED.

G. REPORTS

Reports from the Associations

Lillian Anderson, Associated Students of Chemeketa (ASC), said the report stands as written and stated that ASC has endorsed the Chemeketa bond for the voters pamphlet. Ken Hector thanked ASC on behalf of the board for the endorsement.

Steve Wolfe, Chemeketa Faculty Association (CFA), said the report stands as written, and noted the the third mediation session with the state mediator is this Friday, March 21st, and CFA is waiting for a counterproposal from the college. Steve reviewed the bargaining timeline. He stated that CFA has been very active; record numbers of new members are joining; there have been in-person strike-ready school sessions; faculty have joined the contract action team; CFA has been collaborating more with CCA; and there are several community events coming up in April.

Aaron King, Chemeketa Classified Association (CCA), said the report stands as written and thanked Steve and the faculty's willingness to talk. CCA has reached out to ASC and they will be drafting questions to ask during that meeting. Aaron read an inspired theme speech that he previously shared at another meeting with classified staff.

Angela Archer, Chemeketa Exempt Association (CEA), said the report stands as written. She stated that the CEA voted to sponsor and endorse Chemeketa's bond renewal, and she submitted the form today for the voter's pamphlet. Ken Hector thanked CEA on behalf of the board for the endorsement.

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Reports from the College Board of Education

Betsy Earls attended the Monmouth Independence Community Awards, Monmouth City Council meeting, Mid-Willamette Valley Council of Governments (MWVCOG) Annual Awards Dinner, and one MWVCOG legislative meeting.

Diane Watson attended a quarterly meeting with President Howard, SEDCOR Ag breakfast meeting, Chemeketa Foundation meeting, Monmouth Independence Community Awards, Keizer Government Affairs Committee, agenda review, Executive Session, Keizer State of the City, Woodburn Annual Distinguished Awards Ceremony, and a meeting with Representative Lesly Munoz.

Ron Pittman attended a McMinnville City Council meeting and breakfast with Paul Davis from Yamhill Valley Campus.

Jackie Franke attended a meeting with Representative Ed Diehl, the Salem State of the City address, MWVCOG Annual Awards Dinner, Executive Session, the Keizer State of the City address, and two East Salem Rotary meetings.

Neva Hutchinson attended the Salem First Citizen Awards, Executive Session, and the American Association of University Women (AAUW) meeting.

Iton Udosenata attended a quarterly breakfast with President Howard and the SEDCOR Ag breakfast.

Ken Hector attended the SOAR graduation, SEDCOR Ag Breakfast, a meeting with Senator Deb Patterson, the Economic Forum, a meeting with Senate President Rob Wagner, a Capital Projects Action Team (CPAT) meeting, the Oregon Community College Association (OCCA) Legislative Summit, group presentations at Salem Chamber and Keizer Chamber on the bond, agenda review, the Annual Stayton/Sublimity Chambers Award presentation, a meeting with Representative Munoz, bond committee meetings, and two legislative OCCA committee meetings.

Ken Hector read a public statement on behalf of the Chemeketa Board of Education in response to public comment and reports to the board from the CCA, CFA, and a flyer that was distributed to attendees at the last board meeting. Ken responded to previous statements regarding the college's financial resources. Ken asked Aaron Hunter to provide a report to clearly illustrate the available fund balances of the college.

Aaron Hunter discussed the various ending fund balances, the college's total net position, and methodology and details regarding the college's budgeting process. Aaron stated that the college is committed to long-term fiscal sustainability and ensuring that funding remains available for the unexpected, and that this is more critical than ever due to the federal and state funding issues and potential impacts to enrollment.

H. INFORMATION

2025–2026 Faculty Sabbatical Leave Requests

Justus Ballard, Co-Chair, Sabbatical Review Committee, said there are six faculty sabbatical

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leave proposals with a variety of projects, disciplines, and faculty across the college, and a recommendation for approval will be brought forward to the board at the April meeting. Diane Watson asked if there would be a report back on what happened during the sabbaticals. Tim Ray, Co-Chair, Sabbatical Review Committee, said a proposal is being worked on for that and Justus said ideally it will be at the fall inservice.

CAMP and TRiO Programs Outstanding Achievements

Haley Gibbs, Program Coordinator, College Access Programs, highlighted the information in the slides on the populations served, and statistics, and introduced two students in the CAMP and TRIO programs who shared their stories. Liliانا Landa-Villalba, Director, College Access Programs, noted that this is a pivotal year as four of the seven programs are up for renewal, and thanked the board in advance for their advocacy at the federal and state levels. Ken thanked both students for sharing their personal journeys.

Results of the 2024 Certification and Licensure Examinations

Francisco Saldivar, Executive Dean, said there has been an increase in most of the programs from last year to this year in terms of certification tests taken and being passed. Apprenticeship has seen an increase in the number of awards from 30 to 99. In the Automotive program, the increase in total students participating in certifications went from 150 to 190, and the Emergency Management program, and medical services program, experienced an increase of 18 percent.

Oregon Community College Association (OCCA) Board Update

Ken Hector said the report stands as written, and stated that the legislative session is becoming really active; hearings are being called up on shorter notice; the OCCA lobbyist is doing a great job; and staff and board members are at the Capitol when needed to meet legislators and attend hearings.

Affirmative Action Report for 2023

Patrick Proctor, Associate Vice President, Human Resources, said the report stands as written and discussed a few highlights. He thanked Colton Christian, Dean, Academic and Organization Effectiveness; Vivi Caleffi Prichard, Associate Vice President, Culture and Community; and Mercedes Wingo. This annual Equal Opportunity and Affirmative Action Report is conducted per 41 CFR part 60, which analyzes the colleges' workforce by exempt, classified, and faculty classification categories. In addition, to ensure compliance with various state and federal laws and regulations governing nondiscrimination, the college adheres to the comprehensive equal opportunity and affirmative action plan which encompasses a wide range of areas. By implementing this plan throughout these areas, the college strives to extend fair and equal opportunities to all applicants, employees, and students. Patrick reviewed the data from the tables that provide an analysis of Chemeketa's workforce and recruitment data from January 1, 2023, to December 31, 2023.

I. STANDARD REPORTS

Personnel Report

Patrick Proctor said the report stands as written. There were eight new hires – five in the general fund – and seven who changed positions at the college.

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Budget Status Reports

Aaron Hunter noted on the Statement of Resources and Expenditures that the property taxes are coming in slower this year and the tuition and fees are beginning to include registration for spring term. On the Budget Status Report, expenses are trending as expected, personnel services are lower due to ongoing negotiations with both associations, and in the non-personnel services section the spend is low; however, that is due to the timing of transfers. On the Status of Investments, the third and final payment from the state for this biennium was received in February. This is a high-level mark for the college's cash investment, and between now and August those will be drawn down. There were two new maturities and two reinvestments.

Capital Projects Report

Aaron Hunter said the report stands as written and noted facilities are working on the Building 14 seismic rehab project and the Building 7 renovation.

Student Momentum Report—Persistence and Credit Completion Rate

Colton Christian, Dean, Academic and Organization Effectiveness discussed first term success rate metrics and fall-to-winter persistence rates for the cohort of students that started between 2019–2024.

Recognition Report

Jessica Howard acknowledged employees in the written report.

J. SEPARATE ACTION

Approval of Resolution No. 24-25-15, Appointment of Budget Committee Member for Zone 5

Alice Sprague noted this particular position would be an appointment for one year to the Budget Committee, and the recommendation is for Matthew Reynolds to be appointed for Zone 5.

Iton Udosenata moved and Neva Hutchinson seconded a motion to approve the appointment of the budget committee member to Zone 5.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Iton Udosenata: yes; Diane Watson, Vice Chair: yes.

The motion CARRIED.

Approval of Retirement Resolution No. 24-25-16, Kelli Stahr and No. 24-25-17, Jack Jones

Board members read the retirement resolutions. The retirees provided 30 years and nine months of service to the college. Alice Sprague read a letter from Kelli Stahr.

Jackie Franke moved and Betsy Earls seconded a motion to approve Kelli Stahr's retirement resolution.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Iton Udosenata: yes; Diane Watson, Vice Chair: yes.

The motion CARRIED.

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Diane Watson moved and Neva Hutchinson seconded a motion to approve Jack Jones' retirement resolution.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Iton Udosenata: yes; Diane Watson, Vice Chair: yes.

The motion CARRIED.

K. ACTION

Jackie Franke moved and Neva Hutchinson seconded a motion to approve consent calendar items No. 1-4.

1. Approval of Academic Calendar: Revised 2025–2027 and New 2027–2028 [24-25-131]
2. Approval of Suspension of Anesthesia Technology Program [24-25-132]
3. Approval of Suspension of Machining Technology Program [24-25-133]
4. Approval of Public Safety Building 14 Seismic Retrofit Contract Award [24-25-134]

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Iton Udosenata: yes; Diane Watson, Vice Chair: yes.

The motion CARRIED.

L. APPENDICES

College mission, vision, and values; campus and district maps.

M. FUTURE AGENDA ITEMS

None were heard.

N. BOARD OPERATIONS

O. ADJOURNMENT

The meeting adjourned at 7:45 pm.

Respectfully submitted,

Julie Deuchars
Executive Coordinator

Jessica Howard
President/Chief Executive Officer

Board Chair

Date

ASSOCIATED STUDENTS OF CHEMEKETA (ASC)

Prepared by

Lillian Anderson, ASC Executive Coordinator

PAST EVENTS

Winter term baile

- On Wednesday, March 12th, ASC hosted a fun night of dancing, food, music, and more to celebrate the end of the term! Over 100 students attended.

Kindness carts partnership

- During Finals week ASC in partnership with the Chemeketa Service Leaders Club, brought around carts of snacks, drinks, and stress toys to encourage students in their studying.

Lobby Welcome

- On Monday, March 31st, ASC staffed a table in the Building 2 lobby to hand out snacks and drinks as well as give directions and information to students on the first day of the term.

Pizza Kickoff

- On Wednesday, April 2nd, students got free pizza while they learned about campus resources from the many information tables in the student center. This event aimed to make sure students are going into the new term knowing the resources that are here to ensure their success!

Karaoke

- On Wednesday, April 9th, students enjoyed refreshments while they sang their favorite songs and spent some time getting to know each other. ASC's goal for this event was to provide an opportunity for students to connect outside of classes, and to start the term off with excitement and community

CURRENT INITIATIVES

Raffle stamps

- All term students will have the opportunity to get a stamp on a stamp card at each event they attend. When they fill out the stamp card completely (attend four events) they can enter to win prizes at the end-of-term raffle that will be held at the Spring Term Kickback.

Class Presentations

- At the start of each term, the ASC board gives short presentations in classrooms about ASC, campus engagement opportunities, and resources, to make sure that students are aware of all that is available to them.

This term, ASC plans to use the class presentation format to get information to students about voting in general, as well as information about the bond. Thank you to Marie Hulett for making amazing flyers for the bond that we can pass out at the presentations!

FUTURE EVENTS

Spring Club Fair

- On Wednesday, April 23rd, each active club will staff a table in the student center so that students can stop by to learn about all the clubs they could join. ASC's goal is to increase club participation and awareness of campus activities.

Silver Falls Student Hike

- On Friday, May 9th, ASC will take a group of 20 students to go on a hike at Silver Falls State Park. ASC's goal with this event is to provide an opportunity for students to get outdoors and active in a fun and encouraging environment.

Bingo

- On Tuesday, May 13th, ASC will host games of Bingo in the student center. Students will enjoy refreshments and get the chance to win prizes! Our goal with this event is to bring students together to keep the energy on campus going after midterms.

Spring Term Kickback

- On Thursday, May 29th, ASC, in partnership with CAP, will put on the Spring Term Kickback: an outdoor event that includes attractions such as a dunk tank, obstacle course, mechanical bull, games, food trucks, and more! The Spring Term Event Raffle will be held at this event. The goal is to create an opportunity for students to celebrate all the hard work they did over the academic year and make more great memories at Chemeketa!

BBQ

- On Wednesday, June 4th, there will be a barbecue at the New Quad. The goal is to bring the campus community together before summer and get out in the sun!

Kindness carts partnership

- During Finals week, ASC in partnership with the Chemeketa Service Leaders Club, will bring around carts of snacks, drinks, and stress toys to encourage students in their studying.

CHEMEKETA COMMUNITY COLLEGE FACULTY ASSOCIATION (CFA)

Prepared by

Steve Wolfe, President—Chemeketa Faculty Association

TENTATIVE AGREEMENT REACHED ON NEW FACULTY CONTRACT

On Friday, March 21, after another nine hours in mediation, the CFA and College bargaining teams reached a tentative agreement on a contract. The new contract runs from July 1, 2024, through June 30, 2027. Negotiations lasted just over 14 months.

The CFA recognizes the dedication and hard work of bargaining team members Megan Gonzalez, Michelle Kennedy, Carlos Lopez, Taylor Marrow, Chris Nord, and co-chairs Amanda Knopf and Steve Wolfe. The CFA would also like to acknowledge Action Team co-chairs Jessica Schrunk and Shannon Othus-Gault as well as the scores of other faculty who participated in actions to support the bargaining team. Without their steadfast support, this agreement would not have been reached.

Thanks are also extended to everyone (students, staff, faculty, and community members) who attended Board of Education meetings and especially to those who spoke in support of both classified staff and faculty.

Information sessions to explain the details of the tentative agreement to faculty will be held the week of April 7 through 11. A ratification vote will take place the following week.

The Chemeketa faculty stands in full support of their classified colleagues. Now that the faculty have reached an agreement, it is hoped that the College will bargain in good faith with the Classified Association to also reach a fair agreement quickly.

**CHEMEKETA COMMUNITY COLLEGE
CLASSIFIED EMPLOYEES ASSOCIATION (CCA)**

Prepared by

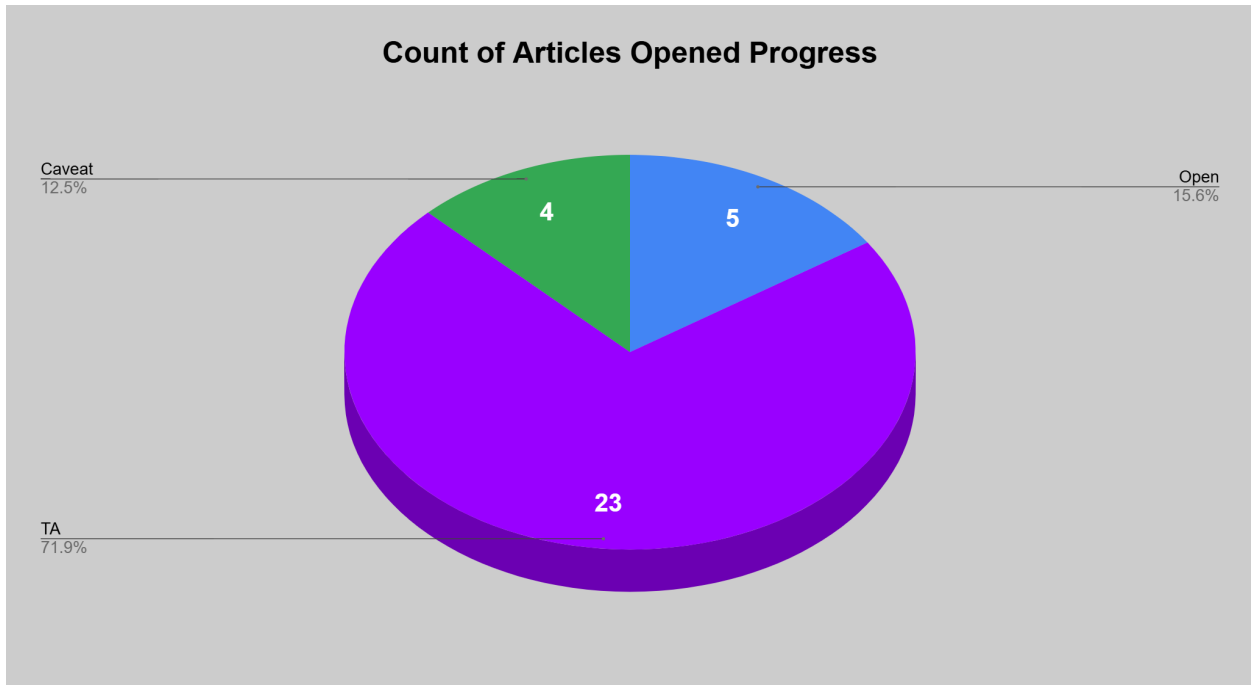
Timothy King, External Vice-President
Trina Butler, Director of Membership
Aaron King, President

PRESIDENT'S MESSAGE

Bargaining Update

The bargaining process continues to progress, with **32 articles opened** for negotiation. Of these:

- **23 articles** have reached **Tentative Agreements (TAs)**.
- **4 articles** have no changes to language but are pending TA status as part of a **package deal** (they must align with other open articles before finalizing).
- **5 articles** remain open, **3 of which involve financial matters**.



During our last session, we saw movement on Cost of Living Allowances (COLAs)—a key priority in our negotiations. To ensure that the concerns and priorities of classified staff remain central, a survey was distributed to gather feedback. An update will be provided at the upcoming Board Meeting.

Timelines

It has been:

- **883 days** since the Classification & Compensation workgroup first convened (November 15, 2022).
- **453 days** since formal bargaining began (January 19, 2024).

Retroactive Pay Update

Classified staff are currently owed **1 year, 3 months, and 15 days of back pay** under the **MOU**. With an additional **45 days required for a payout**, this will total **1 year and 5 months of retroactive pay**.

While this has been a long and complex process, **significant progress is being made**. The **CCA Negotiations Team remains committed** to securing an equitable resolution that brings both the **MOU and the full CBA to Tentative Agreements**.

Question to Classified Staff on Endorsing Bond Measure

On May 20th, voters will decide on a bond measure to fund career and technical education (CTE) program expansion, campus safety, and facility improvements at Chemeketa Community College. We wanted to hear from the Classified staff sending out a survey asking them to take a moment to answer this single question. Should the CCA publicly endorse the bond measure? An update will be provided at the April Meeting.

Free Speech Concerns at Chemeketa Community College

Background on Free Speech Policies

In January 2021, Chemeketa Community College revised its free speech policies after a lawsuit by the Alliance Defending Freedom on behalf of Chemeketa Students for Life. Prior to the changes, student protests were limited to small designated areas and required two-week advance approval. The settlement resulted in:

- Students gaining the right to distribute materials, picket, make speeches, or pass out petitions in outdoor areas without prior permission.
- These activities were permitted as long as they did not obstruct traffic, disrupt classes, or involve weapons.
- Indoor postings remain subject to an advance reservation policy.
- The college paid \$25,000 in legal fees.

The current Free Speech Guidelines (dated May 3, 2019) does not explicitly mention a process for posting information on the Free Speech board.



Incident: Removal of Fair Contracts Now! Poster

On February 28, 2025, a **Fair Contracts Now!** poster was placed on the Free Speech Board in Building 2. By March 5, 2025, it had been removed, while other materials remained.



Investigation Findings

- A Public Records request was submitted for video footage of the Free Speech Board.
- A follow-up request was sent on March 12, 2025.
- On March 18, 2025, a response confirmed that Public Safety and a Classified employee had reviewed the footage.
- The review identified an Executive team member, as the individual who removed the poster on March 4, 2025, at 9:46 AM.

Concerns and Implications

1. **Inconsistency in Policy Enforcement**
 - The Free Speech Board is intended to be content-neutral, but the removal of a specific poster while others remained raises concerns of bias.
 - Why was only the **Fair Contracts Now!** poster removed if a neutral policy is in place?
2. **Lack of Transparency & Accountability**
 - The current process for reviewing and approving materials lacks clarity.
 - There is no clear documentation or process for appealing removals.
3. **Legal & Institutional Risks**
 - Chemeketa previously faced legal challenges and financial costs over free speech restrictions.
 - If rights are perceived as being restricted again, the college may face further legal scrutiny or reputational harm.

Recommendations

To ensure fairness and transparency, the following actions are recommended:

1. **Clarify and Reinforce Free Speech Board Policies**
 - Reaffirm that the Free Speech Board is content-neutral.
 - Provide clear guidelines on what can be removed and why.
2. **Improve Transparency in Policy Enforcement**
 - Require documentation and justification for all removals.
 - Implement a formal appeal process.
3. **Conduct an Internal Review**
 - Investigate whether bias influenced the removal decision.
 - Review past removals to identify patterns of selective enforcement.
4. **Train Staff on Free Speech Protections**
 - Ensure employees handling free speech matters receive training on viewpoint neutrality and First Amendment protections.

Conclusion

Free speech is a fundamental right and a key principle of higher education. While Chemeketa Community College has made policy improvements since the 2021 lawsuit, recent incidents highlight the need for further action. Addressing these concerns proactively will reinforce the college's commitment to free expression and help prevent future conflicts.

We urge the **Board of Education** to review these findings and consider policy adjustments to uphold Chemeketa's dedication to free speech.

NEW HIRES

Duncan Minalga, Maintenance/Trades Technician I–Capital Projects & Facilities, 100 percent, 12-month assignment, effective April 7, 2025.

Riley Hoyt, Instructional Specialist–Library & Learning Resources, Student Affairs, 100 percent, 12-month assignment, effective April 7, 2025.

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Melissa Scharnagl, Department/Project Coordinator/Analyst–Institutional Advancement, College Support Services, 100 percent, 12-month assignment, effective March 28, 2025.

Michael Meyer, Instructional Specialist–Education & Early Childhood Education, Student Affairs 2025.

Bradley W Johnston, Instructional Specialist–Chemeketa Center for Business & Industry, Career & Technical Education, 100 percent, 12-month assignment, effective March 21, 2025.

Ricardo Soto Gonzales, Student Services Specialist–Student Affairs, 100 percent, 12-month assignment, effective March 10, 2025.

POSITION CHANGES

Shelly Tracy, Instructional Coordinator/Analyst I–Apprenticeship, Career & Technical Education, 100 percent, 12-month assignment, from Hourly to Classified, effective March 3, 2025.

SEPARATIONS

Alondra Garcia-Arellano, Department Technician II, effective Mar 21, 2025.

Ninfa Rodriguez, Student Services Specialist, effective March 28, 2025.

NEWS

The Association is pleased to announce the addition of two new Board members this month: Kevin Rowely (Integrated Technology); Director of Public Relations; and Justin Clovis (Integrated Technology); Director of Training.

CHEMEKETA COMMUNITY COLLEGE EXEMPT ASSOCIATION

Prepared by

Angela Archer, President—Chemeketa Community College Exempt Association
Elizabeth Facanha, Vice President—Chemeketa Community College Exempt Association

The Exempt Association president will provide a verbal report at the April 16, 2025, Board of Education meeting.

STEPHEN MUSHAW, the Auditorium Coordinator, shared programs that will happen at Chemeketa's auditorium this spring and summer. The season begins with competitions like the Battle of the Books and a Regional Choir Concert, followed by two Spanish musical performances to celebrate Cinco de Mayo. There will be two Children's events, a summer musical, and performances from five individual dance companies to end the season.

RUSSELL JONES: YVC is hosting the 4th Annual Discover Chemeketa Day Event for eight Yamhill County high schools. The event will provide campus tours, program information, and Chemeketa pathways. Students will have an opportunity to meet with faculty and staff. Lunch and free Chemeketa swag will be provided. 225 students attended last year's event.

Yamhill Valley Campus student, SUSAN PINTO, was featured in the News-Register article. Susan is working towards becoming an Art Therapist and is about to complete a two-year program at Chemeketa with a 3.85 GPA. Susan mentions that classroom learning wasn't as enjoyable when she was growing up as it is now as an adult. She has been inspired to continue her education by setting goals to earn a four-year degree at Linfield University and then a master's degree at Lewis and Clark. In addition, Susan has received numerous scholarships from the local community.

BRETT MATTI completed the Info-Tech Research Group's AI Workforce Development Leadership track certificate. The training focused on creating an AI strategy that aligns with institutional strategy, creating an AI governance framework, evaluating AI project readiness, and providing an overview of different AI technologies.

JON MATHIS: The Bridging Institute wrapped up another cohort in the cultural competency certificate program this winter. This cohort was represented by classified, faculty, and exempt employees. This spring, a new cohort will start. Thank you to LORI GILLESPIE and SUSANA GARCIA for the partnership through Future Ready Oregon to offer this certificate to members of the community, including a cohort of high school students. This opportunity to embrace a variety of cultures has strengthened the collective care, compassion, and commitment to learning within the district, and it is greatly appreciated.

ANGELA ARCHER: Salem Advising will offer drop-in advising for an entire week during the STORM Registration Week. Both in-person and remote advising sessions will be available. This event, which started in the fall term, proved to be highly successful in helping students register for the upcoming term. To make the experience more comfortable, advising will provide refreshments and snacks while students wait. During the winter term STORM Registration Week, held at the Salem Campus from March 10–14, 429 students were assisted and 316 students successfully registered for spring term.

PRESENTATION OF 2023–2024 FEDERAL SINGLE AUDIT REPORT

Prepared by

Rich Kline, Director—Business Services

Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

Representatives from the audit firm of Kenneth Kuhns and Company will be in attendance to make the presentation of the college's federal single audit.

Action to accept the report by the College Board of Education will be requested during the April board meeting.

OREGON COMMUNITY COLLEGE ASSOCIATION (OCCA) UPDATES

Prepared by

Ken Hector, Chair—Board of Education/OCCA Board Member

Board chair Ken Hector will provide a verbal update at the Board of Education meeting.

PROPOSED SCHEDULE OF BOARD OF EDUCATION MEETING FOR 2025–2026

Prepared by

Jessica Howard, President/Chief Executive Officer

The following dates have been selected for the 2025–2026 College Board of Education meeting schedule. The dates generally fall on the third Wednesday of each month. Some meetings may be held at outreach centers or Yamhill Valley campus. All other board meetings will be hybrid, in person on the Salem campus, via web conferencing, and livestream.

July 7 (8:45 a.m.)—Special Board Meeting

July 16

August 27—Board Retreat

September 17

October 15

November 19

December 10

January 21

February 18

March 18

April 1—Budget Meeting

April 15—Budget and Board of Education meetings

April 22—Budget Meeting (Optional)

May 20

June 10

Tentative 2026–2027

July 15

The College Board of Education will be asked to approve the proposed schedule of board meetings for 2025–2026 at the May board meeting.

PRESIDENTIAL EVALUATION PROCESS

Prepared by

Ken Hector, Chair—Board of Education

The annual performance evaluation of President Jessica Howard will be completed and reported to the public on June 18, 2025, in accordance with board policy and ORS 192.660(1)(i).

The following timeline is proposed for consideration of completing and reporting the annual presidential evaluation:

- | | |
|----------|---|
| October | The president presents a draft of goals for the upcoming year concerning her personal performance to the board. |
| November | Board agrees on the final set of goals for the upcoming year. |
| April | Board Information item on the process used to evaluate the president |
| May | The annual formal evaluation process will begin in May with the president giving a presentation to the board based on her performance in the following areas: |

Part I

- A. The Board of Education
- B. Management Competencies
 - B1. Achieves Results (Value: Quality)
 - B2. Communicates Effectively (Values: Adaptability, Belonging)
 - B3. Facilitates Team Success (Values: Belonging, Quality)
- C. The Community (Values: Community)
- D. Educational Planning and Leadership (Values: Adaptability, Belonging, Opportunity, Quality)
- E. Business, Finance, and Facilities (Values: Adaptability, Opportunity, Quality)
- F. College Personnel (Values: Belonging, Quality)

Part II

Evaluation of Performance in Relation to the Annual College Strategic Initiatives

The president will indicate how her goals, with respect to her personal performance, were addressed.

Board members would use the attached President's Evaluation Worksheet to rate her performance and to make notes on what they would like to share and discuss with fellow board members in June.

Board members will agree on how the board wants to express their evaluation results.

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- June The board meets with the president in a special executive session to discuss the evaluation.
- The President's Evaluation Committee drafts an evaluation reflecting the board's evaluation discussion and any summary comments.
- The President's Evaluation Committee meets with the president to present the draft evaluation document and edit any changes prior to the June board meeting
- The President's Evaluation Committee prepares a summary statement to be read at the June board meeting.
- Worksheet (See attached copy)



Name _____

Date _____

ANNUAL PRESIDENT’S EVALUATION

The President will be evaluated in the following categories. Using a compilation of the Board of Education’s President’s Evaluation Worksheet, notes should be provided to explain results in each category, especially for ratings of 1, 2, or 5.

PART I

A. The Board of Education

1) Keeps the board informed of the needs, issues, and operations of the college.
2) Offers professional advice to the board on matters requiring board action, with the appropriate recommendations based on careful study and analysis.
3) Maintains a professional working relationship with the board.
4) Recommends to the board for consideration changes in the college/board policies.
5) Recommends to the board the annual budget along with advice regarding the resources to fund the budget.
6) Has an understanding of, and demonstrates support for, governance and collective bargaining in an academic setting and conciliation in grievance processing.

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

B. Management Competencies

B1. Achieves Results (Value: Quality)

1) Overcomes obstacles to complete projects successfully.
2) Effects outcomes that set high standards for others.
3) Achieves results that have a positive impact on the organization as a whole.
4) Seeks to improve own skills and knowledge.

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

B2. Communicates Effectively (Values: Adaptability, Belonging)

- | |
|---|
| 1) Expresses thoughts clearly in writing. |
| 2) Is an effective, articulate speaker. |
| 3) Covers an issue thoroughly without overdoing it. |
| 4) Communicates in a straightforward manner, even when dealing with sensitive topics. |
| 5) Makes current information readily available to others. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

B3. Facilitates Team Success (Values: Belonging, Quality)

- | |
|--|
| 1) Resolves conflict fairly. |
| 2) Creates an atmosphere of team cooperation over competition. |
| 3) Builds consensus on decisions. |
| 4) Leads team in formulating goals that complement the organization’s mission. |
| 5) Brings capable people into the group. |
| 6) Uses the diverse talents and experiences of the group to maximum advantage. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

C. The Community (Value: Community)

- | |
|---|
| 1) Gains respect and support from the community for the conduct of the college. |
| 2) Maintains cooperative relationship with the news media. |
| 3) Participates in community life and affairs. |
| 4) Works effectively with public and private agencies. |
| 5) Represents the views, policies and acts of the board to the public and legislative bodies. |
| 6) Helps establish a sense of community. |
| 7) Is proactive in ensuring strong linkages and partnerships between the college and business, community-based organizations, industry, and government. |
| 8) Vigorously advocates for Chemeketa in particular and the community college movement in general, wherever possible, especially in statewide forums. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

D. Educational Planning and Leadership (Values: Adaptability, Belonging, Opportunity, Quality)

1) Implements the philosophy of a comprehensive community college and provides quality education and training for all district residents.
2) Organizes a planned program of curriculum development, emphasizing effective and innovative methodology, and practices to ensure student success in achieving their educational goals.
3) Provides participatory procedures in curriculum work, utilizing the abilities and talents of the entire professional staff and lay people in the district.
4) Provides opportunity for student leadership and participation in the college co-curricular activities.
5) Provides a strong program of student support and enrollment services, including student recruitment, testing, placement, advising, orientation, and student success courses, as well as educational and career counseling and financial aid.
6) Provides an environment that values diversity and creates an authentic sense of belonging for all who engage with the college.
7) Displays knowledge and understanding of the appropriate [remove management] systems, tools, and planning strategies for an effective organization.
8) Provides for ongoing evaluation and improvement of educational programs and support services.
9) Fosters an environment in which teaching, learning, student access and success are central to the college's mission.

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

E. Business, Finance, and Facilities (Values: Adaptability, Opportunity, Quality)

1) Supervises fiscal operations in accordance with board policies and state/federal laws and rules, insisting on competent, efficient and prompt performance.
2) Determines that funds are spent wisely and that adequate control and accounting are maintained.
3) Evaluates financial needs and makes recommendations for adequate funding.
4) Strives to develop [remove creative] sources of revenue.
5) Considers sustainability in operations, whether environmental, financial, or otherwise.
6) Work with associations to obtain a settlement within Board of Education parameters.
7) Continue to build buildings and infrastructure to serve immediate needs with flexibility to serve future needs.
8) Explore and implement opportunities to leverage college resources including new partnerships and grants.
9) Continue to support the Chemeketa Foundation in its fundraising efforts.

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

F. College Personnel (Values: Belonging, Quality)

- | |
|---|
| 1) Develops and executes sound personnel procedures and practices, with particular attention to collective bargaining and implementation of agreements. |
| 2) Recruits, recommends and assigns the most competent personnel available. |
| 3) Encourages participation of staff members and faculty groups in college planning, procedures, and policy development and implementation. |
| 4) Provides leadership in the development of college personnel at all levels. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5	4	3	2	1

Notes:

PART II – EVALUATION OF PRESIDENT’S PERFORMANCE IN RELATION TO THE ANNUAL COLLEGE STRATEGIC INITIATIVES.

Notes:

ADDITIONAL COMMENTS/OVERALL IMPRESSION:

President Comments:

Signatures: This evaluation was reviewed with me by the College Board of Education. My signature does not necessarily indicate agreement or approval.

President/CEO _____ Date _____
 Board Chair _____ Date _____
 Human Resources _____ Date _____

EMERGENCY MEDICAL SERVICES CERTIFICATE OF COMPLETION

Prepared by

Chris Arbuckle, Program Chair—Emergency Medical Services (EMS)
Jordan Bermingham, Dean—Emergency Services and Diesel Technology
Francisco Saldivar, Executive Dean—Career and Technical Education
David Hallett, Vice President—Academic and Student Affairs

The Emergency Medical Technology program is seeking board approval to add a new, one-year, Emergency Medical Services (EMS) certificate.

The purpose is to prepare competent entry-level Emergency Medical Technicians (EMT) in the cognitive (knowledge), psychomotor (skills) and affective (behavior) learning domains with or without exit points at the Advanced Emergency Medical Technician and/or Emergency Medical Technician, and/or Emergency Medical Responder levels.

Chemeketa's EMS Certificate with an EMT focus is accredited by Oregon Higher Education Coordinating Commission and the Commission on Accreditation of Allied Health Education Programs upon the recommendation of the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP). The focus will be on individuals looking for EMS-focused degrees to further their careers in our communities, which are focused on First responder employment in fire, medical, and hospital-focused areas.

EMT certification will make for a seamless process for potential admission into the Chemeketa Paramedic Degree or EMS Degree. This certificate will also align with other institutions for access into their Paramedic programs if they desire.

After completing the EMT certificate, the student will be eligible for the National Registry of Emergency Technician level licensing exam, which is required for the State of Oregon to provide licensure to work in Oregon.

The new certificate is approved by both the EMS Program Advisory Committee and the Chemeketa Curriculum Committee.

The College Board of Education will be asked to approve the EMS Certificate, to begin fall 2025, at the May 2025 board meeting.

EMERGENCY MEDICAL SERVICES CERTIFICATE OF COMPLETION

Course No.	Course Title	Credit Hours
	Term 1	
WR121Z	Composition 1	4
EMT153	One-Term EMT	12
-or-		
EMT151	EMT, Part 1	6
ES173	Principles of Emergency Services	3
-or-		
EMT175	Into to Emergency Medical Services	3
-or-		
ES172	Introduction to Emergency Services	4
	Term Total	13
	Term 2	
EMT152	EMT, Part 2	6
EMT176	Emergency Response Patient Transport	2
PSY101	Psychology of Human Relations	4
SOC/ART	Elective	4
	Term Total	16
	Term 3	
FRP256	Emergency Services Safety and Survival	4
-or-		
EMT169	Emergency Medical Technician Rescue	3
EMT200	EMS Anatomy and Physiology for Pre-Hospital	4
HM120	Medical Terminology 1	3
MTH070 (or higher)	Elementary Algebra	4
	Term Total	15
	Certificate Total	44

**BASIC FIRE PREVENTION – COMMUNITY RISK REDUCTION
CERTIFICATE OF COMPLETION**

Prepared by

Joshua Darland, Program Chair—Fire Protection Technology
Jordan Bermingham, Dean—Emergency Services and Diesel Technology
Francisco Saldivar, Executive Dean—Career and Technical Education
David Hallett, Vice President—Academic and Student Affairs

The Fire Protection Technology program is seeking board approval to add a new, one-year, Basic Fire Prevention–Community Risk Reduction Certificate.

The Fire Protection Technology programs offer career training and education in Fire Prevention and Fire Suppression. Both degree programs include training and education for those entering the career field and for those already employed. The Basic Fire Prevention Risk Reduction Certificate will prepare students with an entry level skill set and certifications to meet minimum qualifications to enter the industry.

Chemeketa has a well-equipped fire station and training center on the Salem Campus and at the Emergency Services Regional Training Center in nearby Brooks, Oregon. Coursework is accredited by the Oregon Board on Public Safety Standards and Training and by the International Fire Service Accreditation Congress. Classes in this program will be delivered in a variety of formats including in person, remote and online (hybrid). Some course work and skills labs are required to be face to face, but the goal is to make any classroom course work available in remote or online/hybrid format to make the program flexible to promote attendance by “non-traditional” students who cannot come to campus to class three to five days per week.

Additionally, students who are currently working in the industry may earn college credit for prior learning such as local training and work experience, individualized instructional contracts, transfer credits from local schools, and independent study courses online or by correspondence. Program staff will review and approve any credit for prior learning or certifications.

The new certificate is approved by both the Fire Program Advisory Committee and the Chemeketa Curriculum Committee.

The College Board of Education will be asked to approve the Basic Fire Prevention–Community Risk Reduction Certificate, to begin fall 2025, at the May 2025 board meeting.

**BASIC FIRE PREVENTION – COMMUNITY RISK REDUCTION
 CERTIFICATE OF COMPLETION**

Course No.	Course Title	Credit Hours
Term 1		
BLD101	Essentials of Bluebeam	1
BLD158	Construction Materials, Systems, and Drawings	2
ES173	Principles of Emergency Services	3
FRP175	Hazardous Materials Operations	1
FRP168	NFPA Fire & Life Safety Educators I and Instructor I	4
FRP260	Fire Prevention	3
Term Total		14
Term 2		
FRP159	Fire Behavior and Combustion	3
FRP171	Fire Protection Systems and Extinguishers	3
FRP181	Fire Protection Hydraulics, Water Supply and Access	3
FRP266	Building Construction for Fire Suppression	3
FRP279	Wildland Urban Interface Risk Reduction	3
Term Total		15
Term 3		
FRP156	Principles of Fire and Emergency Services Safety & Survival	3
FRP176	Fire Investigation I	4
FRP185	NFPA Fire Inspector I	4
FRP280B	Cooperative Work Experience	2
Term Total		13
Certificate Total		42

INTERMEDIATE FIRE PREVENTION – COMMUNITY RISK REDUCTION CERTIFICATE OF COMPLETION

Prepared by

Joshua Darland, Program Chair—Fire Protection Technology
Jordan Bermingham, Dean—Emergency Services and Diesel Technology
Francisco Saldivar, Executive Dean—Career and Technical Education
David Hallett, Vice President—Academic and Student Affairs

The Fire Suppression program is seeking board approval to add a new, one-year, Intermediate Fire Prevention–Risk Reduction Certificate.

The Fire Protection Technology program offers career training and education in Fire Prevention and Fire Suppression. Both degree programs include training and education for those entering the career field and for those already employed. The Intermediate Fire Prevention–Community Risk Reduction Certificate is designed to provide ongoing training and education for those who may already be an entry level employee or to provide training and certifications that may exceed entry level requirements and/or provide preference to students entering the job market.

Chemeketa has a well-equipped fire station and training center on the Salem Campus and at the Emergency Services Regional Training Center in nearby Brooks, Oregon. Coursework is accredited by the Oregon Board on Public Safety Standards and Training and by the International Fire Service Accreditation Congress. Classes in this certificate will be delivered in a variety of formats including in person, remote, and online (hybrid). Some course work and skills labs are required to be face to face, but the goal is to make any classroom course work available in a remote or online (hybrid) format to make the program flexible to promote attendance by “non-traditional” students who cannot come to campus for class three to five days per week. Additionally, students who are currently working in the industry may earn college credit for prior learning such as local training and work experience, individualized instructional contracts, transfer credits from local schools, and independent study courses online or by correspondence. Program staff will review and approve any credit for prior learning or certifications.

There is a close “real life” working relationship between fire service prevention personnel and local building officials. For this reason, we have worked closely with the Building Inspection Technology program to coordinate “shared” courses. This not only assists both programs with enrollment but fosters an early “working relationship” with building officials that is required in the “real world.”

The new certificate is approved by both the Fire Program Advisory Committee and the Chemeketa Curriculum Committee.

The College Board of Education will be asked to approve the Intermediate Fire Prevention–Community Risk Reduction Certificate, to begin fall 2026, at the May 2025 board meeting.

**INTERMEDIATE FIRE-PREVENTION – COMMUNITY RISK REDUCTION
 CERTIFICATE OF COMPLETION**

Course No.	Course Title	Credit Hours
Term 1		
BLD260	Fire Protection for Buildings	4
FRP173	Law for Emergency Services	3
FRP268	NFPA Fire & Life Safety Educator II and Instructor II	4
WR121Z	Composition I	4
Term Total		15
Term 2		
CIS101	Computing Concepts	3
FRP282	Juvenile FireSetter Intervention	3
FRP284	Public Information for the Fire Service	3
FRP285	NFPA Fire Inspector II	4
Term Total		13
Term 3		
BLD273	International Fire Codes for Building Departments	3
FRP276	Fire Investigation II	4
FRP280B	Cooperative Work Experience	2
WR227Z	Technical Writing	4
Term Total		13
Certificate Total		41

**FIRE PREVENTION – COMMUNITY RISK REDUCTION
ASSOCIATE OF APPLIED SCIENCE DEGREE (AAS)**

Prepared by

Josh Darland, Program Chair—Fire Protection Technology
Jordan Bermingham, Dean—Emergency Services and Diesel Technology
Francisco Saldivar, Executive Dean—Career and Technical Education
David Hallett, Vice President—Academic and Student Affairs

The Fire Protection Technology program offers career training and education in Fire Prevention and Fire Suppression. Both degree programs include training and education for those entering the career field and for those already employed. The Fire Prevention-Community Risk Reduction Program offers an associate degree and two certificates.

Basic Fire Prevention Risk Reduction Certificate will prepare students with an entry level skill set and certifications to meet minimum qualifications to enter the industry. The Intermediate Prevention Risk Reduction Certificate is designed to provide ongoing training and education for those who may already be an entry level employee or to provide training and certifications that may exceed or provide preference to students entering the job market. The Community Risk Reduction Associate of Applied Science degree (AAS) is achieved by completing both the Basic and Intermediate Prevention Certificate coursework and 12 additional credit hours of general education coursework. Core course work also aligns and meets all core prerequisite courses to attend Eastern Oregon University (EOU) the only four-year state college to offer a bachelor's degree in Fire Service Administration.

Chemeketa has a well-equipped fire station and training center on the Salem Campus and at the Emergency Services Regional Training Center in nearby Brooks, Oregon. Coursework is accredited by the Oregon Board on Public Safety Standards and Training and by the International Fire Service Accreditation Congress. Classes in this program will be delivered in a variety of formats including in person, remote and online (hybrid). Some course work and skills labs are required to be face to face, but the goal is to make any classroom course work available in remote or online (hybrid) format to make the program flexible to promote attendance by “non-traditional” students who cannot come to campus to class three to five days per week. Additionally, students who are currently working in the industry may earn college credit for prior learning such as local training and work experience, individualized instructional contracts, transfer credits from local schools, and independent study courses online or by correspondence. Program staff will review and approve any credit for prior learning or certifications.

The program is designed to provide students with a solid base of skills and knowledge to be successful as an entry-level fire prevention professional. Program courses are a mix of skills training and educational core courses meeting National Fire Protection Agency (NFPA) firefighter standards and are in line with Fire and Emergency Services Higher Education Initiative (FESHE). The program is accredited by the International Fire Service Accreditation Congress (IFSAC) and can issue certifications from the Department of Public Safety Standards and Training (DPSST).

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April 16, 2025

The new degree is approved by both the Fire Program Advisory Committee and the Chemeketa Curriculum Committee.

The College Board of Education will be asked to approve the Fire Prevention–Community Risk Reduction AAS degree at the May 2025 board meeting.

**FIRE PREVENTION – COMMUNITY RISK REDUCTION
 ASSOCIATE OF APPLIED SCIENCE DEGREE (AAS)**

Course No.	Course Title	Credit Hours
Term 1		
FRP168	NFPA Fire & Life Safety Educator I and Instructor I	4
BLD101	Essentials of Bluebeam	1
BLD158	Construction Materials, Systems, and Drawings	2
ES173	Principles of Emergency Services	3
FRP175	Hazmat Operations	1
FRP260	Fire Protection	3
Term Total		14
Term 2		
FRP181	Fire Protection Hydraulics, Water Supply and Access	3
FRP159	Fire Behavior and Combustion	3
FRP171	Fire Protection Systems and Extinguishers	3
FRP266	Building Construction for Fire Suppression	3
FRP279	Wildland Urban Interface Risk Reduction	3
Term Total		15
Term 3		
FRP156	Principles of Fire and Emergency Services Safety & Survival	3
FRP176	Fire Investigation I	4
FRP185	NFPA Fire Inspector I	4
FRP280B	Cooperative Work Experience	2
Term Total		13
Term 4		
COMM115	Intercultural Communication	4
MTH095	Intermediate Algebra	4
PSY101	Psychology of Human Relations	4
Term Total		12
Term 5		
BLD260	Fire Protection for Buildings	4
FRP173	Law for Emergency Services	3
FRP268	NFPA Fire & Life Safety Educator II and Instructor II	4
WR121Z	Composition I	4
Term Total		15

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Course No.	Course Title	Credit Hours
	Term 6	
CIS101	Computing Concepts	3
FRP282	Juvenile Fire Setter Intervention	3
FRP285	NFPA Fire Inspector II	4
FRP284	Public Information for the Fire Service	3
	Term Total	13
	Term 7	
BLD273	International Fire Codes for Building Departments	3
FRP276	Fire Investigation II	4
FRP280B	Cooperative Work Experience	2
WR227Z	Technical Writing	4
	Term Total	13
	Certificate Total	95

**APPRENTICESHIP – CONSTRUCTION TRADE, GENERAL APPRENTICESHIP:
LIMITED ENERGY TECHNICIAN ASSOCIATE OF APPLIED SCIENCE DEGREE (AAS)**

Prepared by

Nol Cobb, Interim Director—Apprenticeships
Francisco Saldivar, Executive Dean—Career and Technical Education
David Hallett, Vice President—Academic and Student Affairs

This new Construction Trade, General Apprenticeship: Limited Energy Technician Associate of Applied Science (AAS) degree is responding to the growing immediate demand for skilled technicians across various industries, including construction and renewable energy sectors. As the green economy continues to expand, the need for skilled professionals in renewable energy sectors, such as solar installation, is expected to grow, contributing to the overall employment increase in the Mid-Valley area.

Moreover, individuals holding this associate degree can effortlessly bridge the gap and pursue Chemeketa's Bachelor of Applied Science (BAS) in Leadership and Management, thereby expanding their educational and career prospects. This reflects Chemeketa's commitment to meeting the evolving needs of students and the community and providing high-quality education and workforce training that positively impacts the lives and well-being of individuals and families.

The new degree is approved by both the Joint Apprenticeship Training Committee (JATC) and the Bureau of Labor and Industries. The JATC is made up of employers and employees of the trade in Chemeketa's service district.

The College Board of Education will be asked to approve the Construction Trade, General Apprenticeship: Limited Energy Technician AAS degree at the May 2025 board meeting.

**APPRENTICESHIP – CONSTRUCTION TRADE, GENERAL APPRENTICESHIP:
 LIMITED ENERGY TECHNICIAN ASSOCIATE OF APPLIED SCIENCE DEGREE (AAS)**

Course No.	Course Title	Credit Hours
	Construction Trades General Education Requirements	
MTH095	Intermediate Algebra	4
WR121Z	Composition 1	4
	Credit for Professional Certificate	22
	Digital Literacy Elective	3
	General Education Electives	8
	Human Relations Elective	4
	General Education Total	45
	Other General Education requirements for AAS degree	11
	Limited Energy Technician Required Courses	
APR 153A	Electrician Apprenticeship Fundamentals	5
APR 143C	Large-Scale Ground-Mounted PV Installation Safety	1
APR 143B	Fundamentals of Grid-Direct Solar Design and Installation	6
APR 143F	Advanced PV Design and NEC Code	6
APR 143D	Residential and Commercial Roof-Mounted PV Installation Safety	1
APR 143E	Hazards of Electrochemical Storage Systems in Solar & Storage	1
APR 143G	Fundamentals of Battery-Based PV Systems	4
APR 143H	Tools and Techniques for PV Operations and Maintenance	4
APR 143I	PV and Energy Storage and NEC Code	1
APR143J	NABCEP Installation Professional Board Certification	5
	Limited Energy Technician Total	34
	Degree Total	90

**APPRENTICESHIP – CONSTRUCTION TRADE, GENERAL APPRENTICESHIP:
IRONWORKER SPECIALIZATION ASSOCIATE OF APPLIED SCIENCE DEGREE (AAS)**

Prepared by

Nol Cobb, Interim Director—Apprenticeships
Francisco Saldivar, Executive Dean—Career and Technical Education
David Hallett, Vice President—Academic and Student Affairs

The new Construction Trade, General Apprenticeship: Ironworker Specialization Associate of Applied Science (AAS) degree prepares the student to earn a journey-level status in Ironworking, as well as an Associate of Applied Science degree. A four-year apprenticeship emphasizes the skill set required to be a highly skilled craftsman. The Ironworker erects, assembles, and installs fabricated structural metal products, usually large metal beams, in the erection of industrial, commercial, or large residential buildings. Structural Ironworkers erect the steel framework of bridges and buildings. Reinforcing Ironworkers set steel bars or mesh in concrete forms to strengthen concrete in buildings and bridges. Ironworkers install metal stairways, catwalks, gratings, grills, screens, fences, and decorative ironwork. The Rigger is an ironworker whose job is to move heavy machinery, using rollers, forklifts, and other sources of power.

Moreover, individuals holding this associate degree can effortlessly bridge the gap and pursue Chemeketa's Bachelor of Applied Science (BAS) in Leadership and Management, thereby expanding their educational and career prospects. This reflects Chemeketa's commitment to meeting the evolving needs of students and the community and providing high-quality education and workforce training that positively impacts the lives and well-being of individuals and families.

The new degree is approved by both the Joint Apprenticeship Training Committee (JATC) and the Bureau of Labor and Industries. The JATC is made up of employers and employees of the trade in Chemeketa's service district.

The College Board of Education will be asked to approve the Construction Trade, General Apprenticeship: Ironworker Specialization AAS degree at the May 2025 board meeting.

**APPRENTICESHIP – CONSTRUCTION TRADE, GENERAL APPRENTICESHIP:
IRONWORKER SPECIALIZATION ASSOCIATE OF APPLIED SCIENCE DEGREE (AAS)**

Course No.	Course Title	Credit Hours
	Construction Trades General Education Requirements	
MTH095	Intermediate Algebra	4
WR121Z	Composition 1	4
	Credit for Professional Certificate	22
	Digital Literacy Elective	3
	General Education Electives	8
	Human Relations Elective	4
	General Education Total	45
	Ironworker Specialization Required Courses	
APR 141S	Iron Workers Safety 1	4
APR 141A	Iron Workers Fundamentals 1	4
APR 141B	Iron Workers Fundamentals 2	4
APR 141C	Iron Workers Fundamentals 3	4
APR 141D	Iron Workers Welding 1	5
APR 141E	Iron Workers Welding 2	5
APR 141F	Iron Workers Welding 3	5
APR 241G	Iron Workers Welding 4	5
APR 241H	Iron Workers Intermediate 1	5
APR 241I	Iron Workers Intermediate 2	5
APR 241J	Iron Workers Advanced 1	5
APR 241K	Iron Workers Welding 5	5
APR241L	Iron Workers Advanced 2	5
	Ironworker Specialization Total	61
	Degree Total	106

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CHEMEKETA ATHLETICS WEBSITE LAUNCH

Prepared by

David Abderhalden, Director—Chemeketa Athletics
Manuel Guerra, Executive Dean—Student Affairs
David Hallett, Vice President—Academic and Student Affairs

The Chemeketa Athletics department is very excited to announce that their new Chemeketa Athletics website is live. They have worked diligently over the past several months to get their website published. The Athletics Department will provide an overview of its new website, chemeketastorm.com, during the April board meeting.

PERSONNEL REPORT

Prepared by

Patrick Proctor, Associate Vice President—Human Resources
Alice Sprague, Vice President—Governance and Administration

NEW HIRES

William J. Hamlin, Learning Technology Facilitator—Center for Academic Innovation, Academic Affairs Division, Limited duration, 100 percent, 10-month assignment, Range F9, Step 4.

Ricardo Soto Gonzales, Student Services Specialist—Pre-College Programs, Student Affairs Division, 100 percent, 12-month assignment, Range B3, Step 3.

Bradley W. Johnston, Instructional Specialist—Chemeketa Center for Business and Industry, Career and Technical Education Division, 100 percent, 12-month assignment, Range B3, Step 7.

Michael Meyer, Instructional Specialist—Education and Early Childhood Education (ECE), General Education and Transfer Studies Division (GETS), 100 percent, 12-month assignment, Range B3, Step 7.

Melissa Rose Scharnagl, Department/Project Coordinator/Analyst—Institutional Advancement, College Support Services Division, 100 percent, 12-month assignment, Range C1, Step 5.

SEPARATIONS

Alondra Garcia-Arellano, Department Technician II, Yamhill Valley Campus General Education and Student Affairs, General Education and Transfer Studies Division (GETS), effective March 21, 2025.

Jose Ceja Garibay, Instructor-High School Programs—High School Programs, Workforce Innovation and Strategic Engagement Division, effective March 31, 2025.

Antonia M. Morales, Instructional Specialist—Library and Learning Resources, Student Affairs Division, effective April 2, 2025.

Dellaniry A. Rodriguez, Instructional Specialist-10month—Business Programming and Early Childhood Education, Academic Affairs Division, effective December 3, 2024.

Ninfa L. Rodriguez, Student Services Specialist—Woodburn Center, General Education and Transfer Studies Division (GETS), effective March 28, 2025.

BUDGET STATUS REPORT

Prepared by

Rich Kline, Director—Business Services
Brian Knowles, Director—Budget and Finance
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

The financial reports of the general fund and investments for the period from July 1, 2024, through March 31, 2025, are attached.

The following items are included in the report:

- General Fund Revenue and Expense Statement
- General Fund Budget Status Report
- Status of Investments as of January 2025
- Quarterly Update of Other Funds

**Chemeketa Community College
Statement of Resources and Expenditures
As of March 31, 2025**

Fund 100000 - General Fund Unrestricted

	ADJUSTED BUDGET	YEAR-TO-DATE ACTUAL	% OF BUDGET	VARIANCE TO BUDGET
Resources:				
Beginning Fund Balance	20,308,042	21,646,366	106.59%	1,338,324
Property Taxes	30,070,205	27,934,254	92.90%	(2,135,951)
Tuition and Fees	18,931,433	21,513,839	113.64%	2,582,406
State Appropriations - Current	30,932,329	31,549,777	102.00%	617,448
<i>State Appropriations - Carryover from FY24</i>	10,408,422	10,408,422	100.00%	-
Indirect Recovery	985,074	877,269	89.06%	(107,805)
Interest	2,520,484	2,575,562	102.19%	55,078
Miscellaneous Revenue	536,488	131,679	24.54%	(404,809)
Transfers In	100,000	-	0.00%	(100,000)
Total Resources	114,792,477	116,637,168	101.61%	1,844,691
Expenditures:				
Instruction	38,233,465	26,857,047	70.24%	11,376,418
Instructional Support	13,026,268	8,843,543	67.89%	4,182,725
Student Services	10,025,771	7,005,020	69.87%	3,020,751
College Support Services	23,461,656	11,624,031	49.54%	11,837,625
Plant Operation and Maintenance	8,566,208	5,443,542	63.55%	3,122,666
Transfers	5,856,200	5,007,773	85.51%	848,427
Total Expenditures (Excluding Contingency)	99,169,568	64,780,956	65.32%	34,388,612
Contingency	15,622,909	-	0.00%	15,622,909
Total Expenditures	114,792,477	64,780,956	56.43%	50,011,521

Chemeketa Community College
Budget Status Report
As of March 31, 2025

Fund 100000 - General Fund Unrestricted

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance
6110	Exempt Salaries	11,228,450	7,349,467	2,440,429	1,438,554
6120	Classified Salaries	14,940,038	9,316,634	3,045,209	2,578,195
6124	Part-Time Hourly & Student Wages	1,275,538	770,812	-	504,726
6130	Faculty Salaries	18,050,071	12,400,718	3,512,203	2,137,150
6132	Part-Time Faculty	9,145,643	5,955,050	4,495	3,186,098
6510	Fixed Fringe Benefits	10,442,414	6,720,902	-	3,721,512
6511	Variable Fringe Benefits	17,678,301	11,220,039	-	6,458,262
6512	Other Fringe Benefits	380,000	359,200	-	20,800
	Subtotal Personnel Services	83,140,455	54,092,822	9,002,336	20,045,297

65.06%

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance
710	Materials & Services	1,675,439	740,782	600	934,057
720	Equipment \$500-\$4,999	128,768	64,378	8,313	56,077
7300	Legal Services	241,325	43,891	46,300	151,134
7310	Insurance	1,066,125	965,257	-	100,868
7320	Maintenance	378,386	347,819	34,167	(3,600)
7330	Communications	915,523	528,985	-	386,538
7340	Utilities	2,715,576	1,357,370	35,890	1,322,316
7350	Staff Development	130,056	73,106	-	56,950
7360	Travel	366,337	137,518	-	228,819
7370	Other Services	2,055,378	1,334,955	356,555	363,868
7550	Capital Outlay	500,000	86,300	23,706	389,994
8150	Transfers Out	5,856,200	5,007,773	-	848,427
	Subtotal Non-Personnel Services	16,029,113	10,688,134	505,531	4,835,448

66.68%

8500	Contingency	15,622,909	-	-	15,622,909
	Report Totals	114,792,477	64,780,956	9,507,867	40,503,654

56.43%

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Status of Investments
March 31, 2025

<u>Oregon State Treasurer Investments</u>		Statement Date	Maturity Date	Account Balance	Rate as of 3/31/2025
Oregon Short-Term Fund - General		3/31/2025	On demand	\$ 33,449,240.96	4.600%
Oregon Short-Term Fund - Capital		3/31/2025	On demand	\$ 9,961,368.02	4.600%
Total Oregon State Treasurer Investments				\$ 43,410,608.98	
<u>Other Investments</u>		Investment Date	Maturity Date	Amount Invested	Yield
Gov't Agency - Federal Home Loan Bank		5/7/2024	4/14/2025	\$ 2,875,170.00	5.108%
Corporate Note - Bank of New York		4/15/2024	4/24/2025	\$ 2,895,990.00	5.114%
Corporate Note - US Bancorp		5/31/2024	5/12/2025	\$ 1,930,360.00	5.266%
Treasury Note - United States Treasury		5/31/2024	5/31/2025	\$ 1,955,340.00	5.195%
Corporate Note - Royal Bank of Canada		8/28/2024	6/10/2025	\$ 2,922,870.00	4.526%
Treasury Note - United States Treasury		6/17/2024	6/15/2025	\$ 2,937,990.00	5.032%
Corporate Note - Bank of America Corp		12/13/2024	8/1/2025	\$ 1,995,320.00	4.245%
Treasury Note - United States Treasury		10/1/2024	8/15/2025	\$ 3,000,000.00	3.961%
Certificate of Deposit - Willamette Valley Bank		4/25/2024	8/24/2025	\$ 2,000,000.00	4.750%
Certificate of Deposit - Willamette Valley Bank		9/12/2024	9/10/2025	\$ 3,000,000.00	5.000%
Treasury Note - United States Treasury		11/22/2024	9/30/2025	\$ 2,897,430.00	4.100%
Gov't Agency Federal Farm Credit Bank		10/30/2024	10/1/2025	\$ 2,000,000.00	4.286%
Corporate Note - Australia & New Zealand Banking Group		12/13/2024	10/3/2025	\$ 3,036,570.00	4.119%
Treasury Note - United States Treasury		12/11/2024	11/15/2025	\$ 2,945,970.00	4.248%
Corporate Note - Visa		12/12/2024	12/14/2025	\$ 2,972,970.00	4.070%
Treasury Note - United States Treasury		12/12/2024	12/15/2025	\$ 2,994,090.00	4.201%
Corporate Note - TD Bank		12/12/2024	1/9/2026	\$ 3,027,510.00	4.220%
Gov't Agency Federal Home Loan Bank		2/4/2025	1/23/2026	\$ 3,002,041.25	4.185%
Treasury Note - United States Treasury		1/9/2025	2/28/2026	\$ 2,947,830.00	4.081%
Corporate Note - Exxon Mobile Corp		1/9/2025	3/1/2026	\$ 2,962,500.00	4.173%
Treasury Note - United States Treasury		3/28/2025	4/15/2026	\$ 2,491,650.00	4.077%
Corporate Note - Westpac Banking Corp		1/23/2025	4/16/2026	\$ 2,021,440.00	4.291%
Treasury Note - United States Treasury		3/28/2025	5/15/2026	\$ 2,487,825.00	4.066%
Treasury Note - United States Treasury		2/20/2025	5/31/2026	\$ 2,401,647.39	4.076%
Total Other Investments				\$ 63,702,513.64	4.416% weighted average yield

13 week Treasuries 4.21% as of 3/31/2025

Oregon Short-Term Fund is managed by the Oregon State Treasurer - also known as LGIP (Local Government Investment Pool)

**Chemeketa Community College
 Quarterly Update of Other Funds
 July 1, 2024 - March 31, 2025**

	FUND #	RESOURCES	OBLIGATIONS	BALANCE
Auxiliary Services	680	\$ 5,409,768	\$ 2,452,304	\$ 2,957,464
Self-Supporting Services	2000	25,296,870	12,279,560	13,017,310
Universal Fee Fund	8100	13,442,192	6,335,422	7,106,770
Leased Property Fund	8200	7,223,364	3,336,425	3,886,939
Intra-College Services	2800	4,767,707	2,677,159	2,090,548
Student Government & Clubs	7200	497,419	169,823	327,596
TOTAL		\$ 56,637,320	\$ 27,250,693	\$ 29,386,627

	FUND #	BUDGET	OBLIGATIONS	BALANCE
Reserve Funds	2650 & 2700	\$ 6,582,513	\$ 102,672	\$ 6,479,841
Regional Library	2600	5,237,287	3,868,367	1,368,920
Capital Projects	6000-6700	25,150,000	3,423,266	21,726,734
Student Financial Aid	4200	52,111,200	43,581,682	8,529,518
Grants & Contracts	3000	28,550,000	11,253,015	17,296,985
Debt Service	590	36,500,000	988,384	35,511,616
Pension Adjustment Fund	499000	1,205	1,205	-
TOTAL		\$ 154,132,205	\$ 63,218,591	\$ 90,913,614

CAPITAL PROJECTS REPORT

Prepared by

Rory Alvarez, Director—Facilities and Operations
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

ONGOING PROJECTS

- **Building 2 Ice Storm Restoration**
Significant progress continues on the Building 2 restoration project. Trade work is currently underway, with a major focus on ducting and plumbing. The college remains dedicated to creating high-quality, collaborative spaces, for students and staff. During renovations, food services continue to be available in Building 8, Building 42, and Building 2 near the Associated Students of Chemeketa area. The plan is to have this space open for all, Fall term 2025.
- **Building 14 Seismic Rehabilitation**
Capital Projects has awarded a contract for the Public Safety Building 14 Seismic Retrofit. The team is now working with the contractor and building occupants to establish a schedule for the commencement of work. Construction is still expected to be completed by the end of 2025.

PLANNING PROJECTS

- **Lighting Retrofit Projects**
Facilities is focused on completing ongoing lighting projects in multiple buildings on the college's campuses. The college is also devising plans for future initiatives. This project is in response to recent developments regarding lighting standards in Oregon. Facilities are preparing for a series of comprehensive lighting retrofit projects set to approximately unfold over the next year. These projects involve replacing existing lighting systems with more energy-efficient and environmentally friendly alternatives.
- **Building 6 LED Upgrade**
This project remains on schedule for completion during the upcoming summer break. Facilities are currently awaiting the arrival of the new LED lights. Once received, the entire building will undergo an upgrade to enhance energy efficiency, reduce maintenance costs, and improve lighting quality for classrooms and administrative spaces.
- **CCBI Classroom Upgrades**
The work for the CCBI classroom upgrades is currently on hold until the planned start time in May 2025. Three classrooms on the first floor are slated for major upgrades, including new LED lighting and advanced technology solutions.
- **Building 7 Remodel**
The design team continues to work on the project, actively gathering and incorporating feedback from the community, students, and staff. This ongoing collaboration aims to create a wellness-focused space that meets the needs of students, athletes, and community members. The conceptual design phase is progressing as planned.

See Appendix-2; Campus Maps, Pages 71–72

**INSTITUTIONAL ADVANCEMENT
FOUNDATION QUARTERLY REPORT
JANUARY 1, 2025–MARCH 31, 2025**

Prepared by

Jamie Wenigmann, Director of Development—Chemeketa Foundation
Marie Hulett, Executive Director—Institutional Advancement
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

NEW SCHOLARSHIP FUND ESTABLISHED

There has been one new scholarship established this quarter.

Indigenous Heritage Scholarship Fund: This fund is established by an endowed gift from Marjorie and Brent Mobley-Oorthuys. The purpose of this fund is to provide assistance to students dedicated to the interests of local indigenous communities. The intent of the fund is to award one or more scholarships to students to be used to help defray their tuition costs and other educational expenses.

NEW FOUNDATION BOARD MEMBER

In a unanimous vote by the Chemeketa Foundation Board, Melissa Lindley was elected to a three-year term as a member of the Foundation Board of Directors. She is a Chemeketa alum, is very involved with the community, and her core strengths include management, processes and procedures, grant making, and raising funds. She is currently serving as the Grants and Communications Manager for the Willamette Health Council.

2025–2026 SCHOLARSHIP APPLICATION WINDOW EXTENDED

The Foundation's scholarship application window opened on February 1 for current and prospective Chemeketa students to apply for scholarships for the 2025–2026 academic year. The decision was preemptively made to extend the deadline until Tuesday, April 15, to allow time for more students to apply. Scholarship Coordinator, Juan Saldaña, has had the opportunity to connect with students face-to-face during weekly scholarship workshops to answer questions and encourage additional students to apply. The Foundation currently has just over 1,200 scholarship applications drafted and/or submitted.

ESTATE AND FINANCIAL PLANNING SEMINAR

On April 23, the Foundation is hosting another no-cost Estate and Financial Planning event at Chemeketa Center for Business and Industry in downtown Salem. This session will cover two new topics by our speakers: Planning for Aging Parents and Life-Guided Financial Planning. Over this informative two-hour lunch session, estate planning attorney Maria Schmidlkofer will highlight the important elements of planning for aging parents, as well as planning for your future, by uncovering hidden pitfalls that can be costly and time-consuming for your loved ones. Then, Certified Financial Planner™ practitioner Brenna Baucum will go through four real client case studies, exploring the financial planning opportunities and challenges that arise during

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major life transitions—career changes, retirement, widowhood, and legacy planning. Through their presentations, you can learn powerful investment, tax, and estate planning techniques to consider at each age and stage.

STARS RECEPTION MAY 30

This year we will be hosting our annual STARS Reception at the Salem Convention Center on Friday, May 30, 3–4:30 pm. Attendees will hear inspiring stories from scholarship recipients as students share their struggles, goals, achievements and heartfelt thanks. It's a chance to hear how donors are making a difference in the lives of students and a chance for scholarship recipients to share their gratitude.

WOODBURN CHEMEKETA CINCO DE MAYO FESTIVAL 2025

The Chemeketa Foundation is once again partnering with the Woodburn Chemeketa Center to gather sponsorships for the upcoming 17th annual Cinco de Mayo Festival. The Cinco de Mayo Festival will be held on May 2–4, 2025, from 9 a.m.–9 p.m. This annual event is to celebrate our community's rich cultural diversity, promote education, health, and well-being, and honor the relationships among community members, community businesses, and organizations. Donors also have an opportunity to share their reasons for giving and caring about this community event.

QUARTERLY DONATION REPORT

The total amount of cash contributions for January 1, 2025–March 31, 2025 is \$189,878.14; the total valuation of in-kind contributions during January 1, 2025–March 31, 2025 is \$6,492.88.

**GRANT ACTIVITIES
 JANUARY–MARCH 2025**

Prepared by

Gaelen McAllister, Director—Institutional Grant Development
 Alice Sprague, Vice President—Governance and Administration

GRANT APPLICATIONS SUBMITTED

Grantor	Department	Description	Amount
PGE Foundation	Student Affairs and Chemeketa Foundation	“Be First” grant for scholarships and connections to McKay High School students to increase college-going and retention. Provides scholarships for McKay graduates to encourage college-going. Submitted 1/10/2025.	\$25,000
Oregon Community Foundation—Community Projects	Student Affairs—Woodburn and Diversity, Equity, Inclusion and Belonging	Funds film series and guest lecturer/filmmaker from Mexico for community screenings of documentaries depicting indigenous peoples from southeastern Mexico and filmmaking training for Woodburn community members to increase access and creation of arts and culture reflective of their lived experience and identity. Elias Villegas and Vivi Caleffi Prichard. Submitted 1/10/2025.	\$16,050
Oregon Department of Education—Educator Advancement Council Grow Your Own	General Education and Transfer Studies (GETS)—Education	Renewal application. Designed to increase the diversity of the teacher workforce, this grant funds the recruitment and support of teachers through and including adults working as teaching assistants, dual enrollment students, and general education students who are considering education careers. Karla Hale. Submitted 1/15/2025.	\$299,885
Oregon Department of Energy—Energy Efficiency Training Grant	Career and Technical Education (CTE)—Apprenticeship	Training for tradespeople and community members to conduct repair and installations of energy-efficient technologies. Partnership with Farmworker Housing Development	\$601,537

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		Corporation/Evolve. Francisco Saldivar. Submitted 1/17/2025.	
National Science Foundation Engine	CTE– Agricultural Science and Technology	In partnership with Oregon State University’s Frontiers of Advanced Semiconductor Technology (FAST). The project would support semiconductor industry training in the Electronics program. Tim Ray. Submitted 1/30/2025.	\$527,390
Oregon Department of Agriculture	CTE– Agricultural Science and Technology	Collaboration with Building Ag Futures to launch Oregon’s first BOLI-certified Registered Apprenticeship program for Standard and Organic Farm Managers. Sarah McArthur. Submitted 1/31/2025.	\$173,250
National Science Foundation HSI ELPSE	GETS–STEM	The HSI Implementation Project: Inclusive Community Collaboration and Supportive Cohorts to Improve STEM Student Success will combine a STEM-focused faculty community of practice with student support intervention strategies including scholarships to improve underrepresented students’ STEM enrollment, persistence, and degree attainment. Shannon Othus-Gault and Keith Schloeman. Submitted 2/12/2025.	\$499,840
University of Washington Global and Asian Studies Centers,	GETS–Music	Will develop a world music course designed to be inclusive and accessible to students of all musical backgrounds, this course will explore thriving musical traditions often overlooked in standard music curricula. Bryce Tomlin and Holly Hang. Submitted 2/12/2025.	\$4,000
U.S. Senators Merkley and Wyden Community Directed Spending	CTE– Behavioral Health, Facilities	Request for a congressional earmark in the 2026 budget for the Building 7 renovation to support increased access to Behavioral Health and physical therapy assistant training spaces. Shaunah Steele. Submitted 2/23/2025.	\$2,000,000
National Science Foundation S–STEM	GETS–STEM	Provides scholarships and supportive services to low-income students pursuing STEM transfer degrees. Keith Schloeman and Shannon Othus-Gault. Submitted 3/4/2025.	\$1,999,946

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SNAP Training and Employment Program	Workforce Innovation and Strategic Engagement (WISE)–STEP	Annual renewal application that funds training and career services for low-income individuals Sara Hastings and Susana Garcia. Submitted 3/14/2025.	\$608,346
Wish You Well Foundation	WISE–ESOL	McMinnville Plaza Comunitaria Partnership with McMinnville Public Library, Mid Valley Literacy, Unidos, Oregon Child Development Coalition, Mexican Consulate, and McMinnville School District for adult completion of primary, secondary, and high school education. Melody Abarca-Millan. Submitted 3/15/2025.	\$9,850
Oregon HECC First Generation Student Success	Student Affairs, GETS	Renewal application provides success coaching, embedded tutoring, and faculty professional development to increase retention and graduation. Submitted 3/17/2025.	\$791,585
Oregon Department of Education GED Wrap Around	Workforce Innovation and Strategic Engagement (WISE)–GED	Renewal grant application. Supports GED students with navigation, tutoring, testing fees, and wrap-around funds. Sara Hastings. Submitted 3/21/2025.	\$280,991
Oregon Department of Transportation (ODOT)	Center for Business and Industry (CCBI)	Updates train the flagger trainer materials to new Oregon standards. JD Shinn. Submitted 3/22/2025.	\$38,359.16
ODOT	WISE-Driver Education	Creates a driver's permit preparation class. Sarah Whisenhunt. Submitted 3/31/2025.	\$15,303
ODOT	WISE-Driver Education	Creates a parent/guardian driver training class to prepare licensed drivers to teach teens how to drive. Sarah Whisenhunt. Submitted 3/31/2025.	\$19,890
		Total Grant Applications:	\$7,911,222

GRANTS PENDING NOTIFICATION			
U.S. ED, College Assistance Migrant Program (CAMP)	Student Affairs, College Access Programs	Supports students from migrant and seasonal farm worker backgrounds during their first year in college. Funds Success Coaches, tutoring, and student assistance. 5 years. Liliana Landa–Villalba. Submitted 11/13/2025.	\$2,375,000

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U.S. Department of Education, High School Equivalency Program (HEP)	Workforce Innovation and Strategic Innovation, Academic Development	Supports students earning high school equivalency diploma (HSED), transitioning into postsecondary education or training programs, upgraded employment, or the military. 5-year Renewal grant. Laura Leon Cipriano. Submitted 11/13/2024.	\$2,374,406
U.S. Department of Education TRIO Student Support Services (SSS)	Student Affairs–College Access Programs (CAP)	TRIO SSS Salem Provides support for first-generation, low-income students to complete a degree and transfer to a 4-year school. Funds Success Coaches, tutoring, and student support. 5 years. Liliana Landa–Villalba and Hayley Gibbs. Submitted 7/12/2024.	\$1,690,515
U.S. ED TRIO SSS YVC and Woodburn	General Education and Transfer Studies	TRIO SSS Yamhill Valley Campus and Woodburn Center. New project application to provide support for first-generation, low-income students to complete a degree and transfer to a 4-year school. Funds Success Coaches, tutoring, and student support. 5 years. Danielle Hoffman and Elias Villegas. Submitted 7/14/2024.	\$1,361,715
U.S. ED TRIO Disability Student Support Services	Student Affairs CAP	TRIO D-SSS provides support for students with disabilities to complete a degree and transfer to a 4-year school. Funds Success Coaches, tutoring, and student support. 5 years. Liliana Landa-Villalba and Hayley Gibbs. Submitted 7/12/2024.	\$1,460,305
U.S. ED Basic Needs	Student Affairs–Counseling	Creates a coordinated Basic Needs Center to provide comprehensive wrap-around support and referrals to students to increase retention and completion. Blanca Aguirre. Submitted 8/5/2024.	\$899,712

GRANTS DECLINED—January–March 2024			
Grantor	Department	Description	Amount
Oregon Community Foundation-Arts and Culture Rebuilding	Student Affairs-Woodburn and Diversity, Equity, Inclusion and Belonging	Funds film series and guest lecturer/filmmaker from Mexico for community screenings of documentaries depicting indigenous peoples from southeastern Mexico and filmmaking training for Woodburn community members to increase access and creation of arts and culture reflective of their lived experience and identity. Elias	\$16,050

Standard Report-5
April 16, 2025

		Villegas and Vivi Caleffi Prichard. Submitted 12/10/2024.	
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GRANTS AWARDED—January–March 2025			
Grantor	Department	Description	Amount
Oregon Department of Energy–Energy Efficiency Training Grant	Career and Technical Education–Apprenticeship	Initial and continuing technical assistance and training for community members to conduct renovations and installations of energy-efficient technologies and resources, including heat pumps. Partnership with Farmworker Housing Development Corporation. Francisco Saldivar. Submitted 1/17/2025	\$601,537
Oregon Health Authority (OHA) Healthcare Workforce	Career and Technical Education, Health Sciences and Behavioral Health	Provides funding for scholarships for medical, dental, and behavioral health pathway students. Shaunah Steele, Sandi Kellogg, and Paul Davis. Submitted 11/8/2024.	\$600,000
Oregon Health Authority–Healthy Oregon Workforce Training Opportunity	CTE–Healthcare Workforce	Will create tuition-free Healthcare Interpreter Certification training to meet the healthcare workforce demand for interpreters in the region. Shaunah Steele. Submitted 12/16/2024.	\$123,962
Meyer Memorial Trust Collaborative BAS	GETS–Education	A request to support a statewide collaboration of community colleges on a BAS application. Funds would assist with the application process, curriculum development, and marketing to students. Karla Hale. Submitted 9/20/2024.	\$396,528
HECC–ASPIRE	Student Affairs–Recruitment	Funds career-specific orientation events with faculty demonstrating their program opportunities to high school students.	\$16,272
		Total Grant Funding Awarded	\$1,738,299

WINTER TERM ENROLLMENT REPORT

Prepared by

Beth Holscher, Institutional Research Analyst
Colton Christian, Dean, Academic and Organizational Effectiveness
Jessica Howard, President/Chief Executive Officer

Items included in this report:

- Student, FTE and Enrollment Profile
- Winter Term Enrollment vs. Prior Years
- Winter Term Cumulative Enrollment

Enrollments: 34,258

Total FTE: 2,388

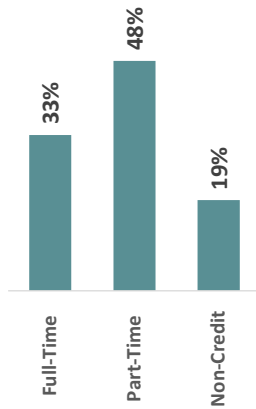
Students: 11,180

Student Headcount by Student Status

Full-Time	Part-Time	Non-Credit
3,656	5,395	2,129
33%	48%	19%

*Students refers to unduplicated headcount

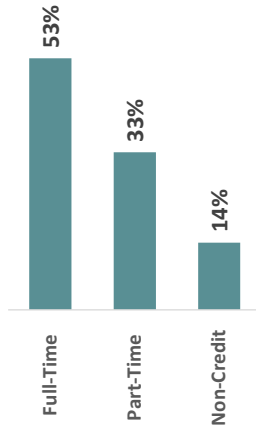
Distribution of Students



Total FTE by Student Status

Full-Time	Part-Time	Non-Credit
1,262	790	337
53%	33%	14%

Distribution of FTE

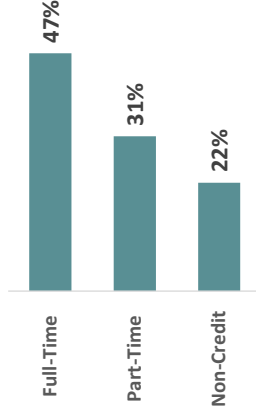


Enrollments by Student Status

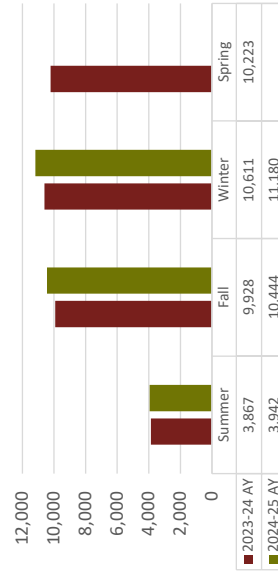
Full-Time	Part-Time	Non-Credit
16,267	10,583	7,408
47%	31%	22%

*Enrollment refers to duplicated headcount

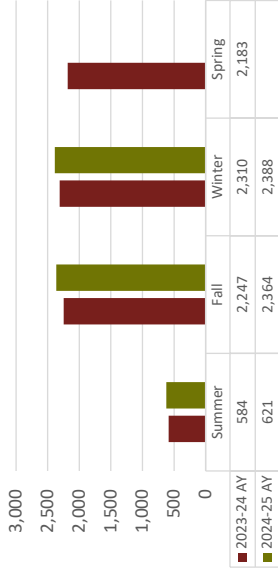
Distribution of Enrollments



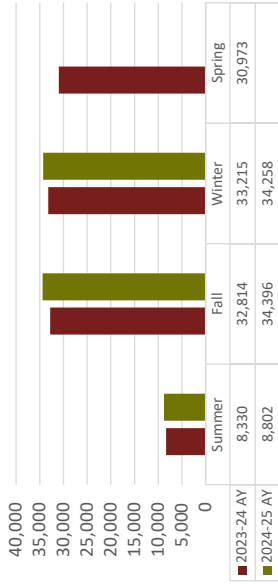
Student Headcount Year-to-Year



Total FTE Year-to-Year



Enrollments Year-to-Year



Chemeketa Community College
Winter 2025
 Student, FTE and Enrollment Profile

Winter-to-Winter Comparison

Winter Term FTE and Headcount	Winter 2024	Winter 2025	% Change
Reimbursable FTE	2,233	2,294	2.7%
Non-Reimbursable FTE	77	94	22.4%
Total FTE	2,310	2,388	3.4%
Unduplicated Headcount	10,611	11,180	5.4%

Winter Reimbursable FTE



Winter Unduplicated Headcount



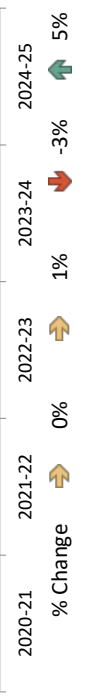
Year-to-Date

Year-to-Date FTE and Headcount	2023-24	2024-25	% Change
YTD Reimbursable FTE	4,928	5,129	4.1%
YTD Non-Reimbursable FTE	213	244	14.6%
YTD Total FTE	5,141	5,373	4.5%
YTD Unduplicated Headcount	14,948	15,745	5.3%

YTD Reimbursable FTE



YTD Unduplicated Headcount

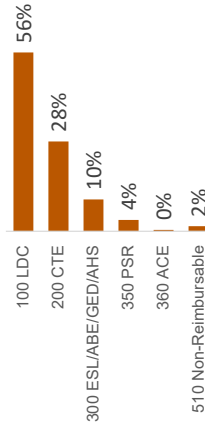


Chemeketa Community College
Winter 2025
 Student, FTE and Enrollment Profile

This page provides a breakdown of enrollment by activity, race/ethnicity, and gender. The percentage of the population in our district from each demographic group (race/ethnicity and gender) is provided alongside the student percentages. This allows the reader to compare the percentage of students to the percentage of people in the population from each demographic group to determine whether these percentages align. If the percentages align, this indicates that people in the district are accessing Chemeketa Community College at a rate that's proportionate to their representation in the district. If the percentages don't align, this indicates that people in the district are accessing Chemeketa Community College at a rate that's disproportionate to their representation in the district.

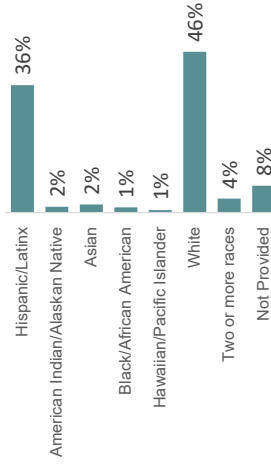
FTE by Activity

Activity	FTE	%
100 Lower Div Collegiate	1,342	56%
200 Career Tech Educ	674	28%
300 ESL/ABE/GED/AHS	239	10%
350 Post Secondary Rem	85	4%
360 Adult Cont Educ	10	0%
510 Non-Reimbursable	38	2%
Total	2,388	100%



Race/Ethnicity

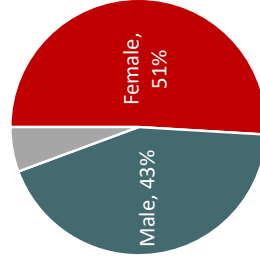
Race/Ethnicity	Chemeketa Headcount	%	District
Hispanic/Latinx	4,062	36%	24%
American Indian/Alaskan Native	183	2%	1%
Asian	260	2%	2%
Black/African American	167	1%	1%
Hawaiian/Pacific Islander	80	1%	1%
White	5,125	46%	65%
Two or more races	446	4%	5%
Not Provided	857	8%	1%
Total	11,180	100%	100%



Gender

Gender	Chemeketa Headcount	%	District
Female	5,695	51%	50%
Male	4,855	43%	50%
Not Provided	630	6%	0%
Total	11,180	100%	100%

* District demographics from 2023 Census.



Activity Codes
 All courses at Community Colleges are assigned ACTI (activity) Codes to categorize sections into specific educational activities.

100 Lower Division Collegiate (WR121 Intro to Composition , MTH112 Precalculus 2: Trigonometry)
200 Career Technical Education (NUR106 Fundamentals of Nursing , WLD159 Ornamental Iron Work)
300 ESL/ABE/GED/AHS (This consists of several groups, which include English as a Second Language (XCEE0517B English Now!), Adult Basic Education (XABE0793J ABE Skills Lab), General Education Development (XGED0793J GED Skills Lab), and Adult High School (XHSC0911G Grammar & Punctuation))
350 Post Secondary Remedial (MTH070 Elementary Algebra, WR090 Fundamentals of Writing)
360 Adult Continuing Education(XDRV0001H Motorcycle eRider Basic, XEMT0571A EMT/Paramedic Skills Lab)
510 Non-Reimbursable (XMUP0001F Chamber Chorus, XSSP0001X Use Memory Strategies Workshop)

RECOGNITION REPORT

Prepared by

Jessica Howard, President/Chief Executive Officer

I would like to recognize the following for recent contributions to Chemeketa and to their professions.

The wonderful High School Partnership staff planned, prepared, and hosted March's First Thursday at Chemeketa. A lot of planning went into the hosting of a packed building 49. The department chose an 80's theme since HSP was established in 1982. All those in the HSP department that hosted the event wore neon pink t-shirts printed with the old-school Chemeketa logo. There were 80s-themed decorations, a trivia activity with photos of HSP programming from the 80s and 90s, and some neon Chemeketa swag. All who attended were treated to hotdogs, popcorn, and cotton candy.

Meyer Memorial Trust highlighted KARLA HALE's recent \$300,000 grant award to create an Education BAS degree in their recent announcement of statewide grants: <https://mmt.org/news/building-future-where-all-students-thrive>. This BAS initiative aims to bridge the career advancement gap for individuals with two-year degrees by offering hands-on, career-oriented four-year programs. The development of these degrees reflects a broader strategy to address workforce needs and provide more educational pathways for Oregon residents.

STEPHANIE LENOX (Chemeketa Press Instructional Editor) organized and moderated a panel at the Association of Writers and Writing Programs conference in Los Angeles on March 28, 2025. The panel, "Can I Write That? At the Crossroads of Social Change and Conscious Language," explored how writers can adopt inclusive, socially responsible approaches to creative projects. Presenters discussed how writing inspires change, explores creative freedom and cultural sensitivity, and faces constant linguistic change and concerns. The idea for the panel came from Stephanie's work writing her new book, *The Elements of Inclusive Style*, to be published by Chemeketa Press in 2026.

KATIE DWYER (Prison Education and Community Reentry) spent spring break at Oxford University in England, where she served as the director for the Oxford Consortium for Human Rights (<https://www.oxfordconsortium.org/>) week-long workshop. She has been involved with this program for several years and was proud to be recognized by faculty and participants for her work facilitating group conversations and connecting with local scholars and grassroots organizers. She is proud to be representing our community college at one of the world's premier institutions of higher learning.

I would like to extend my sincere appreciation to the following employees for completing the Cultural Competency Certificate during the winter term: WENDY BAKER, OLIVIA FLORES, AFANACIA FROLOV, DAVID HALLETT, YOLANDA MARTINEZ, SHARON MCNEIL, MAYELY MIRANDA POLANCO, CAROL SILVA, CHRISTINA STEIGER, and ESTHELA ZENDEJAS.

Standard Report-7
April 16, 2025

Thanks to RASCHEL LARSEN, program chair for Health and Human Performance, for organizing the Route 66 Pedometer Challenge. A total of 132 staff members participated in this challenge. As a result, a total of 4,728 miles were traveled on foot, and participants were taken virtually along the famous Route 66 beginning in Chicago, Illinois, and ending in Santa Monica, California, during the 12 days. The top team was M Friends + - x / ^, who averaged 178,250 steps per person. Team members were HOLLY BOCHSLER, LESLIE MAKSUN, NOLAN MITCHELL, LILY POSCH, ODILION RAMIREZ JAVIER, and KEITH SCHLOEMAN.

BRETT MATTI completed the Info Tech Research Group's AI Workforce Development - Leadership track certificate. This certificate focuses on creating an AI strategy that aligns with institutional strategy, creating an AI governance framework, evaluating AI project readiness, and an overview of different types of AI technologies.

The National Institute for Staff and Organizational Development (NISOD) along with Diverse: Issues in Higher Education, have recognized Chemeketa Community College as a "2025 Most Promising Places to Work in Community Colleges." Chemeketa's student and staff recruitment and retention practices, inclusive learning and working environments, and meaningful community service engagement opportunities earned the title of "Best in Class." The award will be presented at NISOD's International Conference on Teaching and Leadership Excellence on May 26 in Austin, Texas.

Chemeketa Community College was recognized as an Oregon FFA Foundation Partner at the 2025 Oregon FFA State Convention in Redmond Oregon. Each year the Agriculture Science and Technology Department partners with the Oregon FFA in a number of ways, from hosting Foundation board meetings, use of rooms by foundation and state staff, to hosting local and state Career Development Events for hundreds of high school agriculture students.

High School Partnerships Writing Faculty member KARL MEINER successfully completed his first book titled, *Nowhere Lands: Exploring Utopian and Dystopian Voices* through the Chemeketa Press.

Action-1
April 16, 2025

**ACCEPTANCE OF 2023–2024 FEDERAL SINGLE AUDIT REPORT
[24-25-135]**

Prepared by

Rich Kline, Director—Business Services
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

The 2023–2024 federal single audit report is being submitted to the College Board of Education for approval. The approved audit report will be provided to legal counsel, executive team, and board representatives.

It is recommended that the College Board of Education accept the 2023–2024 federal single audit report as submitted by Kenneth Kuhns and Company.

**APPROVAL OF 2025–2026 FACULTY SABBATICAL LEAVE REQUESTS
[24-25-136]**

Prepared by

Justus Ballard, Sabbatical Review Committee Co-Chair
Tim Ray, Sabbatical Review Committee Co-Chair
David Hallett, Vice President—Academic and Student Affairs

In accordance with the collective bargaining agreement between the college and the faculty association, sabbatical leaves are granted to employees for the purpose of professional development. The proposed activities must have value to the applicant, the department, and the college. The bargaining agreement limits sabbatical leaves to three percent of full-time probationary and regular status (but not grant status) members of the bargaining unit. A total of 18 terms of faculty sabbatical leave are available for the 2025–2026 academic year.

The Sabbatical Review Committee reviews submitted application requests. The committee is composed of six members, three faculty members appointed by the faculty association and three staff members selected by the college administration. The committee reviews requests for leave following criteria and guidelines developed jointly by the faculty association and the college as a part of its selection and recommendation process.

In the application and request cycle for 2025–2026 sabbatical leaves, 11 faculty members, requesting 33 terms of leave, submitted proposals to the Sabbatical Review Committee. The Sabbatical Review Committee recommends six requests for a total of 18 terms of leave. No terms remain available for faculty application for one-term spring 2026 sabbatical leaves.

It is recommended that the College Board of Education approve the recommended faculty sabbatical leave requests for the 2025–2026 academic year. The requests are outlined below.

2025–2026 Faculty Sabbatical Application Summaries:

Herbert Grotewohl—Physical Science, 3 terms

This sabbatical has two main focus components with two physics courses. The first component focuses on gaining student experience in courses that students in PH211 and GS104 take, including auditing 200-level engineering, math, and computer science courses for PH211, and observing 100-level science courses for GS104. The second component involves curriculum development, incorporating professional development, collaborations, and research to improve the PH211 series and GS104, including the transition to open educational resource (OER) textbooks. This sabbatical will benefit student success both at Chemeketa and in future courses at universities by gaining insights into students' broader academic experiences. Additionally, this will improve teaching strategies for both PH211 and GS104, fostering a better learning environment, particularly for non-STEM majors in GS104.

Action-2
April 16, 2025

Laura Mack—Art, 3 terms

This sabbatical will revitalize and enhance printmaking at Chemeketa. The sabbatical will provide an opportunity to learn the process and history of printmaking, preparing them to teach ART276: Introduction to Printmaking, a key course for transferring art majors. More importantly, the sabbatical will update the printmaking practices at Chemeketa, incorporating adaptive, non-toxic, and sustainable techniques, which are essential for both printmaking and student training in a warm climate. The sabbatical will involve researching the impact of printmaking on artists and communities, increasing knowledge of sustainable practices, and applying for an art residency.

Maria Cruse—Political Science, 3 terms

The purpose of this sabbatical is to develop a Pre-Law Program tailored specifically for community college students from underrepresented groups. These students often require early, targeted support to ensure equal opportunities in pursuing law school. As part of this initiative, the plan is to redesign the curriculum for two existing courses to better align with the academic needs of these students. In addition, professional development will be pursued to further enhance teaching effectiveness and expertise.

Megan Gonzalez—Criminal Justice/Emergency Services, 3 terms

The primary goal of the sabbatical is to immerse in the evolving criminal justice field, which has seen significant changes since they transitioned from the profession to teaching at Chemeketa. This immersion will provide an up-to-date perspective on careers in dispatch/police, corrections, courts, and regulatory training, enriching classroom materials and the criminal justice program. During the sabbatical, they will engage in hands-on experiences including 9-1-1 dispatch, police ride-alongs, victim advocacy, diversion resources, jail and juvenile facilities, court proceedings, prisons, parole/probation operations, and DPSST regulatory training. These activities will enhance knowledge and provide real-world examples for coursework. Additionally, they will complete the Universal Design for Learning (UDL) certificate and develop a capstone project. The expected outcomes include professional growth, enriched curriculum, and strengthened relationships with criminal justice agencies, supporting the college's mission by bridging academic and professional spheres for the benefit of students, the program, and the department.

Tammy Jabin—English, 3 terms

The purpose of this sabbatical is to pursue activities that will enhance their teaching in the English program while supporting both the program and college goals. The primary objectives for this sabbatical include improving Spanish fluency and taking the biliteracy exam, completing an anthology of banned literature for Chemeketa Press, becoming certified in trauma-informed pedagogy through the NEA (National Education Association), and deepening expertise in ENG245: Diverse Voices in American Literature by reading recently published novels and attending a conference focused on the subject matter. These efforts will contribute to both professional development and program advancement.

Theresa Yancey—Library and Learning Resources, 3 terms

The proposed sabbatical will focus on developing personal AI literacy skills and creating a plan to promote, teach, and support AI literacy for students and faculty. The scope will be limited to generative tools that produce unique content in response to prompts and research assistants integrated into library research databases and search engines. During the sabbatical, they will research AI literacy and best pedagogical practices for teaching AI, develop personal AI literacy

Action-2
April 16, 2025

proficiencies, and create resources such as library guides, instructional activities, and assessments for library instruction and research assistance. Additionally, they aim to contribute to academic librarian AI literacy discussions, professional development, and communities of practice.

11 applications submitted

33 terms requested

18 terms available

18 terms recommended (6 applications)

**ACCEPTANCE OF PROGRAM DONATIONS
JANUARY 1, 2025–MARCH 31, 2025
[24-25-137]**

Prepared by

Shawn Keebler, Development Associate—Chemeketa Foundation
Jamie Wenigmann, Director of Development—Chemeketa Foundation
Marie Hulett, Executive Director—Institutional Advancement
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

These items were donated to Chemeketa Community College from January 1, 2025, through March 31, 2025. It is recommended that the College Board of Education accept these donations.

Item: 2007 Dodge Nitro
Donor: Montana Ocampo
Declared Value: \$2,000
Program: Automotive Program

Item: 2006 Mercury Mountaineer
Donor: Irma Coleman
Declared Value: \$1,500
Program: Automotive Program

Item: 1998 GMC Yukon
Donor: Michael Thompson
Declared Value: \$500
Program: Automotive Program

Item: 386 lbs. of food for pantry
Donor: Marion–Polk Food Share Inc.
Declared Value: \$882
Program: Food Pantry

Item: 152.71 lbs. of food for pantry
Donor: Marion–Polk Food Share Inc.
Declared Value: \$407.13
Program: Food Pantry

Item: 160.13 lbs. of food for pantry
Donor: Marion–Polk Food Share Inc.
Declared Value: \$353.75
Program: Food Pantry

Item: 2 computer systems
Donor: Kevin Hamler-Dupras
Declared Value: \$300
Program: Electronics Department

Item: Misc. Component Reels
Donor: Garmin AT
Declared Value: \$250
Program: Electronics Department

Item: 3 clothing items
Donor: Hayley Gibbs
Declared Value: \$250
Program: Chemeketa Closet

Item: 2 clothing items
Donor: Julie Deuchars
Declared Value: \$50
Program: Chemeketa Closet

**APPROVAL OF GRANTS AWARDED
 JANUARY–MARCH 2025
 [24-25-138]**

Prepared by

Gaelen McAllister, Director—Institutional Grant Development
 Alice Sprague, Vice President—Governance and Administration

These grants have been awarded to the college from January through March, 2025. It is recommended that the board accepts these grant awards.

Grantor	Department	Description	Amount
Oregon Department of Energy–Energy Efficiency Training Grant	Career and Technical Education–Apprenticeship	Initial and continuing technical assistance and training for community members to conduct renovations and installations of energy-efficient technologies and resources, including heat pumps. Partnership with Farmworker Housing Development Corporation. Francisco Saldivar. Submitted 1/17/2025.	\$601,537
Oregon Health Authority (OHA) Healthcare Workforce	Career and Technical Education, Health Sciences and Behavioral Health	Provides funding for scholarships for medical, dental, and behavioral health pathway students. Shaunah Steele, Sandi Kellogg, and Paul Davis. Submitted 11/8/2024.	\$600,000
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Meyer Memorial Trust Collaborative BAS	GETS–Education	A request to support a statewide collaboration of community colleges on a BAS application. Funds would assist with the application process, curriculum development, and marketing to students. Karla Hale. Submitted 9/20/2024.	\$396,528

Action-4
April 16, 2025

HECC-ASPIRE	Student Affairs- Recruitment	Funds career-specific orientation events with faculty demonstrating their program opportunities to high school students.	\$16,272
		Total Grant Funding Awarded	\$1,738,299

VISION • MISSION • VALUES

VISION *(Our shared future)*

Chemeketa will be a gathering place for lifelong learning.

MISSION *(Why we exist)*

Chemeketa transforms lives and strengthens communities through quality education, services, and workforce training.

VALUES *(How we work together)*

ADAPTABILITY

We embrace change, thoughtfully improve, and respond to students and our rapidly shifting world.

BELONGING

We create a welcoming culture and environment that honors the ways people are diverse so that each individual feels valued, supported, and safe in their work and learning journeys.

COMMUNITY

We forge meaningful connections and partnerships within Chemeketa and with the communities we serve.

OPPORTUNITY

We affirm the potential of each person to grow and learn, and are committed to providing equitable access to education and opportunity.

QUALITY

We strive for excellence through relevant, inclusive, and future-focused curriculum, services, and experiences.



Discover
Chemeketa
 Community College
 4000 Lancaster Dr. NE
 Salem, OR 97305
 chemeketa.edu



Legend

- Bus Stop
- Charging Station
- E** Elevators
- Food
- Public Safety

Building directory on reverse side

Appendix-2 April 16, 2025

Building and Primary Function(s)

- 001 1st Floor: Bookstore
- 001 2nd Floor: Faculty Offices; Cooperative Work Experience
- 002 1st Floor: Advising & College Access Programs (CAMP, TRIO, Upward Bound); Chemeketa Completion Program; College Access; Information Center; Multicultural Center; Planetarium; Public Safety; Student Accessibility Services; Student Life; Veterans Resource Center
- 002 2nd Floor: Basic Navigator Needs; Business Services; Career Center; Counseling & Student Support Services; Enrollment Center; Financial Aid; Graduation Services; Human Resources; Intercultural Resource Center; President's Office; Procurement; Safe Haven; Student Affairs; Student Recruitment; Student Success Center; Title IX Office; Veterans Services
- 003 1st Floor: Gretchen Schuette Art Gallery; Classrooms
- 003 2nd Floor: Academic Affairs; Classrooms; Computer Science Faculty; Math Hub; Math Faculty; Placement Assessment; Testing Center
- 004 1st Floor: Automotive Program; Electronics Program; Faculty Offices
- 004 2nd Floor: Visual Communications; Robotics; Electronics & Networking Programs; Faculty Offices
- 005 1st Floor: Art Classrooms
- 005 2nd Floor: Classrooms; Foundation, Marketing & Public Relations; Grants; Public Information
- 006 1st Floor: Auditorium; Classrooms
- 006 2nd Floor: Classrooms; Employee Development
- 007 Gymnasium; Physical Education Classrooms
- 008 1st Floor: Dental Clinic; Health & Science Classrooms; Café 8
- 008 2nd Floor: Health & Science Classrooms
- 009 1st Floor: Classrooms; The Center for Academic Innovation; Academic Effectiveness; Chemeketa Press; Institutional Research & Reporting; Media Studio
- 009 2nd Floor: Library, Academic Support Center (Tutoring & Writing Centers); Student Computer Center; Study Rooms
- 012 Information Booth
- 014 Fire Programs
- 015 Burn Tower
- 020 Drafting; Engineering; Machining Program; Faculty Offices
- 021 Welding Program
- 022 Academic Development (ESOL, GED/ ABE, HEP, STEP Program); Information Technology; ICAP Program; STEP Program; TANF Jobs Program
- 033 Apprenticeship Programs
- 036 SOAR Program
- 037 Faculty Offices
- 038 Public Safety
- 039 Child Development Center
- 040 Facilities & Operations

- 041 Facilities & Operations; Shipping & Receiving
- 042 Genuine Foods Catering Kitchen; Taco Stand
- 043 Copy Center; Mail Room; Recycling
- 044 Facilities
- 045 Activity Field
- 046 Greenhouse
- 048 Conference Rooms; MaPS Credit Union
- 049 High School Partnerships; Mid-Willamette Education Consortium, Youth GED Options
- 050 Roberts at Chemeketa
- 051 Roberts at Chemeketa
- 052 Classrooms
- 053 Department of Human Services
- 058 Facilities & Operations Annex
- 060 Agricultural Sciences
- 061 Pavillion; Chemeketa Market
- 062 Greenhouse

Area or Service—Building/Room

- Academic Affairs—3/272
- Academic Development (ESOL, GED/ABE, HEP, STEP Program; ICAP Program, TANF Jobs Program)—22/100
- Academic Support Center (Tutoring & Writing Centers)—9/Second Floor
- Admissions—2/200
- Advising—2/110
- Art Gallery—3/122
- Athletics—7/103
- Auditorium—6/115
- Boardroom—2/170
- Bookstore—1/First Floor
- Business Services—2/202
- Career Center—2/230
- CCBI, Business Programming & ECE—1/204
- Chemeketa Cooperative Regional Library Service—9/136,130
- Chemeketa Online—9/106
- Chemeketa Press—9/105
- Cooperative Work Experience—1
- Copy Center—43
- Counseling Services—2/230
- Dental Clinic—8/101
- Employee Development Center—6/218b
- English for Speakers of Other Languages—22/100
- Enrollment Center—2/200
- Executive Dean of Students—2/208
- Extended Learning—3/252
- Financial Aid—2/200
- First Aid—2/173
- Food Service—2/First Floor, 8, & 42
- Foundation—5/264
- Genuine Foods—42
- General Information (Welcome Center)—2/110
- Gymnasium—7
- Human Resources—2/214
- Information Technology—22/138
- Library—9/Second Floor
- Lost & Found—2/173
- Mail Room—43
- Multicultural Center—2/177A
- Parking Permits—2/173 Public Safety
- Planetarium—2/171
- Posting Notices on Campus—2/176
- President's Office—2/216
- Public Information—5/266

- Public Safety—2/173—503.399.5023
- Registration—2/200
- Scholarships—5/266
- Student Accessibility Services—2/174
- Student Affairs—2/208
- Student Center—2/179
- Student Clubs—2/176
- Student Computer Center—9/Second Floor
- Student Resources—2/230
- Student Success Center—2/210
- Television Studio—9/162
- Testing Center—3/267
- Transcripts—2/200
- Transfer Information—2/110
- Tutoring Center—9/Second Floor
- Vending Machine Refunds—1/First Floor
- Bookstore
- Veterans Services—2/201
- Veterans Resource Center—2/116
- Writing Center—9/Second Floor

Instructional Department Offices

- Agricultural Sciences—60
- Applied Technologies—20/203
- Business & Technology, Early Childhood Education & Visual Communications—1/204
- Chemeketa Online/Tech Hub—9/106
- Dental Programs—8/109
- Education—3/252
- Emergency Services—Brooks Regional Training Center
- Health, & Human Performance—7/103
- Psychology, Life and Physical Science—8/221
- Liberal Arts & Social Sciences—1/204
- Math, Engineering & Computer Science—3/252
- Nursing—8/104
- Pharmacy Technology—8/113

Restrooms

Single Occupancy

- Building 2—First floor
- Building 4—Second floor
- Building 5—Second floor
- Building 6—First floor
- Building 8—First floor
- Building 20—First floor
- Building 36—First floor
- Building 37—First floor
- Building 38—First floor
- Building 40—Second floor
- Building 50—First floor
- Building 51—First floor

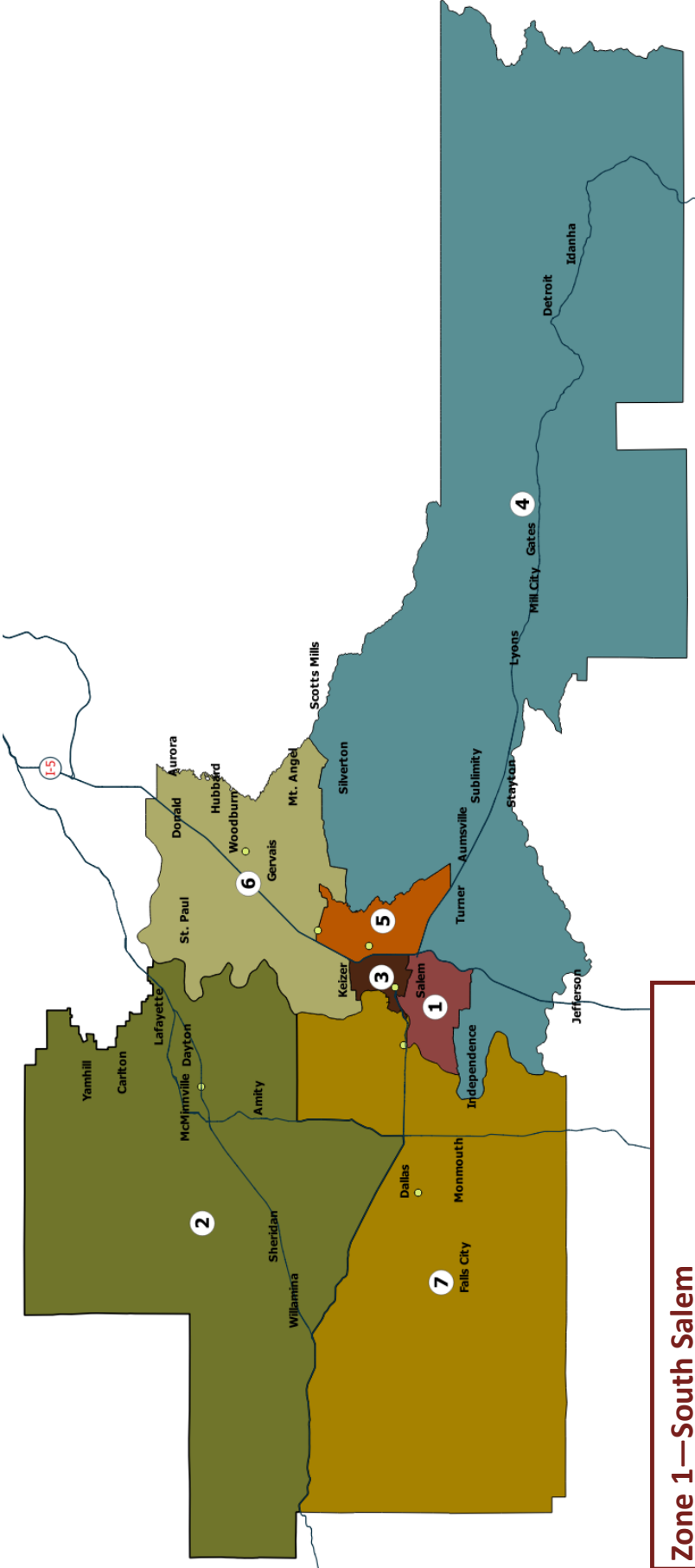
Lactation/Wellness Room

- Building 2—Room 181
- Building 5—Room 262
- Building 8—Room 1064
- Building 20—Room 815
- Building 22—106A
- Building 60—Room 815

Elevators

- Building 2
- Building 3
- Building 4
- Building 6
- Building 8
- Building 9

Chemeketa Community College Board Zone Boundary Maps and Descriptions



Zone 1—South Salem
Zone 2—Yamhill County
Zone 3—North Salem
Zone 4—South Marion County
Zone 5—East Salem
Zone 6—North Marion County
Zone 7—Polk County

Board Members

ZONE 1 Iton Udosenata
ZONE 2 Ron Pittman
ZONE 3 Neva Hutchinson
ZONE 4 Ken Hector, Chair 2024-2025
ZONE 5 Jackie Franke
ZONE 6 Diane Watson, Vice Chair 2024-2025
ZONE 7 Betsy Earls