

LANSING COMMUNITY COLLEGE
BOARD OF TRUSTEES
June 15, 2020

Regular Meeting
Adopted Meeting Minutes

Call to Order

The meeting was called to order at 5:38 p.m.

Roll Call

Present: Abood, Buck, Hidalgo, Mathews, Meyer, Proctor, Vaive
Absent: None

Pledge of Allegiance

Trustee Proctor led the Pledge of Allegiance.

Resolution and Special Recognition

IT WAS MOVED BY Trustee Buck and supported by Trustee Mathews that the Resolution Addressing Racial Injustice through Equity and Inclusion be approved.

The Board of Trustees of Lansing Community College resolves as follows:

Whereas, the mission of Lansing Community College is to provide high-quality education ensuring all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens; and

Whereas, the policies, procedures and daily actions of Lansing Community College encompass inclusivity, equity and respect; and

Whereas, Lansing Community College strongly rejects and condemns all forms of discrimination and inequities, and stands firm against all who would use violence and ethnic intimidation, whether in law enforcement or otherwise; and

Whereas, there exists a chronic system of racism and injustice in the United States of America; and

Whereas, the tragic deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many others demonstrate clear evidence that racism is perverse, endemic and chronic in the United States of America; and

Whereas, Lansing Community College continues to work to eradicate systematic oppression through its students, employees, policies and procedures; support its Public Safety Division by ensuring it continues to serve and protect with empathy and compassion, free of implicit bias and racist undertones; and to enhance LCC's

partnerships and agreements with law enforcement agencies in the communities it operates so as to mutually advance inclusive justice for all people; and

Whereas, Lansing Community College continues to empower its campus community through nurturing, mentoring and compassionate education, demonstrated by such events as the 2019 year-long acknowledgement of the 400-year anniversary of African Americans in the United States, to bring about needed dialogue that addresses discrimination and inequality and demonstrate a commitment to continue this vital work long term; and
Whereas, Lansing Community College Office of Diversity and Inclusion exists to empower individuals with the knowledge, tools and trainings that promote global citizenship and embrace an inclusive community that brings together cultural experiences of students, faculty and staff of different racial and multi-racial, ethnic and multi-ethnic, gender and sexually diverse, economic, religious, generational and national identities; and

Whereas, Lansing Community College shall not just offer soothing words, but rather also re-commit itself not just for today but for tomorrow and all the days to come to work toward economic and social equity with an unwavering and intentional commitment to diversity, kindness, respect, collaboration, accountability and inclusion; and

Whereas, Lansing Community College is committed to addressing racial disparities in achievement gaps among students of color, diversifying faculty and staff, and ensuring effective cultural competence training and implicit bias education for all students, faculty and staff; and

Whereas, the Ingham County Board of Commissioners declared on June 9, 2020 in Resolution #20-254 that racism is a public health crisis in Ingham county.

Now, Therefore, be it Resolved that the Lansing Community College Board of Trustees directs the President to ensure equity in law enforcement procedures, policies and behaviors in the Public Safety Division and to ensure diversity, equity and inclusion training is embedded in all student and employee orientation processes.

Be it Further Resolved that the Lansing Community College Board of Trustees directs the President to create and implement a college wide Equity Action Plan that shall address racial injustice, diversify faculty and enhance workplace policies, and establish processes that prevent behaviors that impede on racial and social equities. The Equity Action Plan shall also:

- Embed diversity, equity and inclusion into the academic curriculum/program designs, thus increasing career readiness and placement for all;
- Combat inequities in student achievement and close equity gaps through increased retention and completion rates, particularly for students of color and those who are low-income, first-generation, adult learners or from marginalized populations;
- Create guided expectations around student and employee orientations in diversity, equity and inclusion as well as increase cultural awareness and understanding of students with disabilities; and
- Establish systemic changes in the hiring and recruitment processes, particularly for faculty, thus incorporating diversity, equity and inclusion in our workforce.

Be it Further Resolved, the Lansing Community College Board of Trustees directs the President to cause a report to be submitted to the Board of Trustees within six months of the adoption of this resolution to update the Board Of Trustees on progress made with respect to the directives described herein, including the creation and implementation of the Equity Action Plan, and recommend next steps as necessary.

Be it Further Resolved, the Lansing Community College Board of Trustees supports the Ingham County Board of Commissioners resolution to declare racism as a public health crisis in Ingham County and recommends to all other appropriate governmental bodies that they declare the same.

Trustee Buck stated that the intent of this resolution was for the Board of Trustees to officially convey that racism, injustice, and privilege exist in 2020. He said it is also a vehicle to restate the college's commitment to diversity, equity, and inclusion college wide, including our LCC Public Safety Division. He also stated that it directs the creation of an Equity Action Plan to integrate DEI into our teaching, hiring, policies, and procedures. Trustee Buck stated that the resolution contains a requirement that within six months a report is to be issued to the Board. He further stated that he feels this resolution is a step in the right directions and request its unanimous approval by the Board.

Trustee Abood stated that he supports the resolution. He stated that he wasn't sure why the resolution cites the Ingham County Commissioners and that he is not familiar with what they have done. Trustee Abood stated that what LCC does and what it will do stands on its own merits. He stated that although the names mentioned in the resolution are of significant merit the college did not have to look far that for injustices. He said that within our own local community, Mr. Claude McCullum experience injustice for being wrongfully charge of murder of LCC faculty member. Mr. McCullum served 3½ years for the crime before being release. He further stated that his situation was tragic and if names are included his ought to be included also. Trustee Abood stated that the Board has passed many resolutions and policies that address discrimination and nothing every comes of them. He stated that if there is a problem at the college six months is too long to wait for a report and the college should act now. Trustee Abood said he supports and loves resolutions, but resolutions aren't action they are just words.

Dr. Knight stated that he agrees with Trustee Abood and that he makes a very good point. He asked if the resolution could be amended to expedite.

Chair Hidalgo agreed and stated that the Board could modify the resolution or leave it a six months expecting at the next Board meeting they would have a report.

Trustee Buck stated that it would be within six months. He stated that he envisioned the report to be a snapshot of what the college is doing and what it must change and recommends going forward.

Trustee Abood stated that the names cited in the resolution have a nexus between our criminal justice system and the impact that our police have with our citizens. He stated

that if the college thinks there is a problem, 6 months is too long. He further stated that if injustice is being done, the college should take action now and not wait 6 months.

Trustee Meyer stated that he agrees with Trustee Abood and appreciates the example he made regarding the racial injustice that occurred in our own home. He stated that he will be supporting the resolution.

Roll call vote:

Ayes: Buck, Vaive, Abood, Proctor, Hidalgo, Meyer, Mathews

Nays: None

Absent: None

The motion carried.

Approval of Minutes

IT WAS MOVED by Trustee Mathews and supported by Trustee Buck that the minutes of the April 20, 2020 Regular Board of Trustees meeting, April 30, 2020 Special Board of Trustees meeting, May 11, 2020 Special Board of Trustees meeting, May 12, 2020 Special Board of Trustees meeting, May 13, 2020 Special Board of Trustees meeting, May 14, 2020 Special Board of Trustees meeting and the May 18, 2020 Special Board of Trustees meeting be adopted.

Roll call vote:

Ayes: Abood, Mathews, Meyer, Hidalgo, Proctor, Buck, Vaive

Nays: None

Absent: None

The motion carried.

Additions/Deletions to the Agenda

The following additions/deletions were made to the agenda:

- Trustees Mathews asked that a letter of financial supports from for the ACCT Diversity, Equity, and Inclusion Committee be added to the agenda for approval.

Limited Public Comment Regarding Agenda Items

Jeff Wilson: Jeff Wilson, President of the PTCTU, addressed the Board regarding the possible ratification of the PTCTU tentative agreement and the negotiations that took place with the colleges administration. He expressed his displeasure with the administration new proposal of a one-year duration with no wage increase, with possible wage freezes and furloughs that would affect the PTCTU due to COVID 19. He stated he was disappointed that the college is only willing to give up 1 million of its 24 million general fund and asking its members to forego 1.6 million of their salaries. He further

expressed his disappointment in not receiving this data they had requested promptly and believes the vote on the tentative agreement would have had a different outcome.

Curlada Eure-Harris: Curlada Eure-Harris addressed the Board regarding the Presidential Search process. She complimented and commended the Board on its process.

Action Items – Consent Agenda

These items were presented under the consent agenda:

- A. Change Order
 - 1. Middle Cities Risk Management Trust
- B. Cooperative Purchases
 - 1. Cisco Firepower Threat Defense
 - 2. Cisco System SmartNew Renewal
 - 3. HPE Servers
- C. Michigan New Job Jobs Training Agreement and Revenue Bond
 - 1. Aire Serv of Michigan – Amendment No. 1
 - 2. Farm Bureau Life Insurance Company of Michigan – Amendment No. 1
 - 3. Farm Bureau Mutual Insurance Company of Michigan – Amendment No. 1
 - 4. Michigan Orthopedic Center, PC – Amendment No. 1
 - 5. MWC, LCC – Amendment No. 1
 - 6. Partner Solutions for Schools – Amendment No. 1
- D. No Bid Justification
 - 1. Midwest Collaborative for Library Services (MCLS)
- E. Ratification of LCC Part-Time Clerical Technical Union (PTCTU) Collective Bargaining Agreement
- F. Request for Proposals
 - ~~1. Applicant Tracking Systems (REMOVED)~~
 - 2. Aviation Tools Sets
 - 3. Campus-Wide Painting Contractors Maintenance Services
- G. Request for Quote
 - ~~1. Hospital Beds (REMOVED)~~
- H. Resolution Authorizing New Jobs Training Agreement and Revenue Bond
 - 1. Proliant Dairy Michigan, LLC.

2. Spartan Fire Chassis, LLC a REV Group Company
 - I. Sole Source
 1. Adams Outdoor Advertising
 2. Blackboard Ally Software Renewal
 3. Siemens Industry, Inc.

Trustee Proctor asked that the RFP for Applicant Tracking System and the RFQ for Hospital Beds be removed from the consent agenda for discussion.

IT WAS MOVED BY Trustee Buck and supported by Trustee Abood that the Consent Agenda, removing the RFP for Applicant Tracking System and the RFQ for Hospital Beds, be approved.

Roll call vote:

Ayes: Mathews, Proctor, Vaive, Hidalgo, Buck, Abood, Meyer

Nays: None

Absent: None

The motion carried.

Consent Agenda – Request for Proposal/Applicant Tracking System

IT WAS MOVED BY Trustee Proctor and supported by Trustee Buck that the RFP for Applicant Tracking System be approved.

Trustee Proctor asked what the components of an applicant tracing system were and what deficiencies the college has in its current system that are being addressed by this proposal.

Dr. Sharpe stated that current system has errors that the vendor has failed to correct. She said that the college has tried to work with the vendor for a very long time to correct the problems, but the vendor is not going to make the corrections. She stated that the current problems are causing the college to miss good applicants.

Mary Strobel stated that it is a matter of the integrity in the applications the college receives. She stated that the screening committees depends on the system to have accurate materials they can rely on. She said that currently, the materials an applicant submits to the committee may not be in their entirety.

Roll call vote:

Ayes: Abood, Hidalgo, Proctor, Buck, Meyer, Vaive, Mathews

Nays: None

Absent: None

The motion carried.

Consent Agenda – Request for Quote/Hospital Beds

IT WAS MOVED BY Trustee Proctor and supported by Trustee Buck the RFQ for Hospital Beds be approved.

Trustee Proctor asked for clarification on the number of beds being requested.

Dean Margie Clark stated the number of hospital beds being purchase is 25.

Roll call vote:

Ayes: Vaive, Meyer, Proctor, Abood, Hidalgo, Mathews, Buck

Nays: None

Absent: None

The motion carried.

Letter of Financial Support for Trustee Mathews for the ACCT Diversity, Equity, and Inclusion Committee

IT WAS MOVED BY Trustee Hidalgo and supported by Trustee Buck that a letter of financial support to ACCT, supporting Trustee Mathews to serve on the ACCT Diversity, Equity, and Inclusion Committee be approved.

Roll call vote:

Ayes: Buck, Abood, Vaive, Meyer, Mathews, Proctor, Hidalgo

Nays: None

Absent: None

The motion carried.

Monthly Monitoring Report

Monthly Monitoring Report - LCC Foundation Report

The Foundation Director, Cathy Zell provided the Board with an update on the direction of the Foundation.

Dr. Knight stated that the Foundation is not something he would list as having done well at and he regrets that. He said when he first came to the college he didn't understand the roles of the Foundation Board members. He said it's a sensitive topic. He stated that with philanthropy and good ideas he found himself going elsewhere to people in the community he knew. Dr. Knight stated that the Foundation Board should consist of people with assets or know people with assets. He said he thinks well of Cathy and is very hopeful. He stated that he would change the composition of the Foundation Board and

make is much smaller. He further stated that the Foundation Board does tremendous good with providing financial aid to students, but believes it can be much more.

Trustee Abood he thinks well of Cathy, but when he sits through these presentations it looks like the college is saying it will maintain the status quo. He stated there is nothing about the report that allows the Board of Trustees to make any changes and the Foundation Board is moving forward and setting their own metrics for success. Trustee Abood stated that the Foundation Board runs completely independent of the Board of Trustees. He said these ideas are not big enough or great enough and don't match the LCC we have today. He stated that the college must come up with a way that raises more money and allows people to give and see all the great work Dr. Knight has done. Trustee Abood stated that the college is not selling the same LCC it had 10 ten year ago and if the college continues to do things the same way, it is a disservice to all the citizens in our community.

Trustee Buck stated that when the previous Foundation Director left he stated that it would take a year for LCC to hire a new Executive Director, redefine itself, and then COVID hit. He stated that having Cathy at the helm of the Foundation has been phenomenal with what she has accomplished in six months. He said that the foundation is not ready for a capital campaign and won't be for a while, but the foundation is working internally to design a better relationship between the college and the foundation to define what being a foundation director means. Trustee Buck stated there wasn't much guidance on what that role was. He said he agrees with Dr. Knight and Trustee Abood and that with Cathy at the helm believes the college will get to the direction it wants to go.

Trustee Mathews stated she believes the college has the right person in place to speak to Trustee Abood's concerns and believes the college will see some great changes.

Monthly Monitoring Report - Monthly Financial Statements

The monthly financial statements were presented for information.

Policy Development

Trustee Hidalgo stated that the policy revision before them needs approval today and to do that the Board would have to suspend board Bylaw 1.6.6.

IT WAS MOVED BY Trustee Vaive and supported by Trustee Proctor to suspend Board Bylaw 1.6.6.

Roll call vote:

Ayes: Proctor, Buck, Mathews, Meyer, Abood, Vaive, Hidalgo

Nays: None

Absent: None

The motion carried

Trustee Proctor presented the following College policy revisions:

**PROHIBITED SEX OR GENDER BASED DISCRIMINATION, HARASSMENT,
AND SEXUAL MISCONDUCT**

I. Purpose

The purpose of this Policy is to ~~more fully set forth~~, **consistent with federal, state and local law, other policies adopted by the Board of Trustees, and rules and standards of conduct adopted by the College**, the College's commitment to maintaining a fair and respectful environment for work and study and to protect students and applicants for admission, as well as employees and applicants for employment, from prohibited sex or gender based discrimination or harassment, as well as sexual misconduct. ~~consistent with federal, state and local law, other policies adopted by the Board of Trustees, and rules and standards of conduct adopted by the College.~~

II. Scope

The College's Prohibited Sex or Gender Based Discrimination, Harassment, and Sexual Misconduct Policy applies to all members of the LCC Community, including students, employees, staff, faculty, supervisors, administrators, officials, volunteers, guests, vendors, contractors, and visitors to campus. The Policy applies to all College programs and activities, including all academic, educational, extracurricular, athletic, social, and other programs and activities related to the College. Application of the Policy is not limited to the College's campuses, or to facilities or premises **whether they are owned, rented, leased, or otherwise under the control of the College** at which any College-related programs or activities occur. The Policy also applies to off-campus misconduct that does not occur in the context of a College-related program or activity if it contributes to a hostile environment on campus, or in any College-related program or activity. **For the purpose of Title IX, this policy does not apply to off campus activities that are not sponsored by the College.**

III. General

The College prohibits discrimination or harassment within the scope of this Policy by or against any member of the LCC Community on the basis of the member's race, color, sex, age, religion or creed, national origin or ancestry, familial status, disability, marital status, height, weight, sexual orientation, gender, gender identity, gender expression, genetic information, veteran or military status, or any other factor prohibited by law. Prohibited discrimination occurs when one of these factors is the basis for treating a person worse than other people who are "similarly situated." None of these factors shall be permitted to have an adverse influence upon decisions regarding students, applicants for admission, employees, applicants for employment, contractors, volunteers, or participants in and/or users of College-related programs, services, and activities. Lansing Community College will maintain an educational and work environment free of such prohibited discrimination or harassment.

Prohibited harassment is a form of prohibited discrimination. It occurs when (1) severe or persistent unwelcome conduct or comments make it unreasonably difficult or unreasonably unpleasant for a person to be in the College workplace or to participate in or receive the benefits, services, or opportunities of College studies, programs or activities; and (2) the comments or conduct are based on or reflect hostility to the person's race, color, sex, age, religion or creed, national origin or ancestry, familial status, disability, marital status, height, weight, sexual orientation, gender, gender identity, gender expression, genetic information, veteran or military status, or any other factor prohibited by law. Sexual misconduct (described more fully below), including all forms of sexual harassment, **sexual misconduct, included, but not limited to** sexual assault, sexual violence, domestic violence, dating violence, stalking, and sexual exploitation/misconduct, is a form of unlawful sex discrimination and is prohibited.

For Title IX purposes sexual harassment is conduct on the basis of sex that satisfies one or more of the following: (1) An employee of Lansing Community College conditioning the provision of an aid, benefit, or service of Lansing Community College on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Lansing Community College's education program or activity; or (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

A. Sexual Misconduct

All members of the Lansing Community College Community, regardless of their sexual orientation or their gender or gender expression **or gender identity**, have the right to engage in their College education, work, and other activities free from all forms of sex or gender based discrimination or harassment, including sexual misconduct. Sexual misconduct includes all forms of sexual harassment as well as acts of sexual assault, dating or domestic violence, stalking, sexual exploitation and intimidation, and retaliation. **Consensual or non-consensual sexual activities are prohibited in non-residential areas of the College.** All members of the LCC community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

1) Sexual Harassment

Sexual Harassment is unwelcomed, sexual, sex-based, and/or gender-based verbal, **non-verbal**, written, electronic, online, and/or physical conduct which is so severe or pervasive that it unreasonably interferes with a person's College employment, academic performance, or participation in College programs or activities and creates a working, learning, program, or activity environment that a reasonable person would find intimidating, hostile, or offensive. Sexual harassment may include, for example, unwelcome sexual advances, requests for sexual favors, acts of sexual violence, physical contact of a sexual nature, or ~~a variety of~~ verbal or non-verbal conduct of a sexual nature.

A hostile work/educational environment is created when sexual harassment is sufficiently severe, persistent, or pervasive, and objectively offensive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the College's educational or employment programs or activities.

Quid Pro Quo Harassment is (1) unwelcome sexual advances, (2) requests for sexual favors, and (3) other verbal or physical conduct of a sexual nature by a person having power or authority over another when submission to such sexual conduct is made either explicitly or implicitly as a term or condition of (a) employment or educational opportunities, or of (b) receiving the benefits of any educational or employment program or activity, or of (c) rating or evaluating an individual's education or employment progress, development, or performance.

For Title IX purposes sexual harassment is conduct on the basis of sex that satisfies one or more of the following: (1) An employee of Lansing Community College conditioning the provision of an aid, benefit, or service of Lansing Community College on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Lansing Community College's education program or activity; or (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

All sexual harassment is prohibited by this Policy.

2) **Sexual Assault**

Sexual assault is any non-consensual sexual contact, including but not limited to non-consensual sexual penetration (see below). All sexual assault is prohibited by this Policy.

Non-Consensual Sexual Contact

Non-Consensual Sexual Contact (e.g., fondling) is any intentional sexual touching, however slight, by any person upon another person that is without consent and/or accomplished by force or threat of force. Sexual contact includes (1) intentional contact with a person's breast, buttock, groin, or genitals, or (2) touching another with any of these body parts or with any object, or (3) making another touch you or themselves with or on any of these body parts, or (4) any other intentional bodily contact in a sexual manner.

Non-Consensual Sexual Penetration

Non-Consensual Sexual Penetration (e.g., rape) is any sexual penetration, however slight, by a person upon another person that is without consent and/or accomplished by force or threat of force. This includes vaginal or anal penetration, no matter how slight, by any body part or object; or oral

copulation (mouth to genital contact), no matter how slight the penetration or contact.

~~Sexual penetration or other overt sexual activity, whether consensual or non-consensual, is prohibited in non-residential areas on all College campuses, and during all College programs and activities, on or off campus, at all times.~~

3) **Dating or Domestic Violence**

Dating or domestic violence includes all violent criminal offenses (e.g., physical violence, interfering with personal liberty, etc.) as well as intimidation, harassment, physical abuse, or sexual abuse, when it is caused by someone in an intimate relationship with another person. Examples of such actions include physical abuse (hitting, slapping, shoving, grabbing, biting, hair pulling, etc.); sexual abuse (marital rape, treating one in a sexually demeaning manner, coercing or attempting to coerce sexual contact without consent, etc.); and psychological or emotional abuse (name-calling, persistently undermining an individual's sense of self-worth or self-esteem, intentionally damaging one's relationships with others, etc.). All dating or domestic violence is prohibited by this Policy.

Dating Violence

Dating violence is committed by a person who has been in a dating relationship or a social relationship of a romantic or intimate nature with another person. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

Domestic Violence

Domestic violence is committed by a person who is the complainant's current or former spouse, current or former domestic partner, current or former cohabitant, **a person with whom the complainant shares a child in common** or a person similarly situated under domestic or family violence law.

4) **Stalking**

Stalking means a course of harassment directed at a specific person that would cause a reasonable person to feel frightened, intimidated, threatened, harassed, or molested, or to fear for her, his, **their**, or others' safety, or to suffer substantial emotional distress. Conduct that can amount to stalking may include any combination of actions directed at another person, whether done directly, indirectly, through others, via devices, or by any other methods or means (specifically including electronic means), including but not limited to:

- Following, appearing within sight of, or confronting a person;
- Being or remaining in close proximity to a person;

- Appearing at a person's residence or place of employment;
- Monitoring, observing, or conducting surveillance of a person;
- Threatening (directly or indirectly) a person;
- Communicating with a person by telephone, mail, or electronic communications;
- Placing an object on or delivering an object to a place owned, leased, or occupied by a person;
- Interfering with or damaging a person's property (including pets).

All stalking is prohibited by this Policy.

5) Sexual Exploitation

Sexual Exploitation occurs when one person takes non-consensual or abusive sexual advantage of another for the advantage or benefit of oneself or a third party. This includes, but is not limited to, the following actions (including when they are done by electronic means, methods or devices):

- Invasion of sexual privacy (e.g., engaging in sexual voyeurism or permitting others to witness or observe the nudity or sexual or intimate activity of another person) without that person's consent;
- Indecent or lewd exposure or inducing others to expose themselves when consent is not present;
- Recording any person's nudity or sexual or intimate activity in a private space without that person's consent;
- Sharing or distributing sexual information, or images or recordings of a person's nudity or sexual activity, without that person's consent;
- Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation, such as prostitution;
- Knowingly exposing someone to or transmitting HIV or an STI/STD to another person;
- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

All sexual exploitation is prohibited by this Policy.

B. Consent

Consent is the cornerstone of respectful, responsible, and healthy relationships. Conduct that is welcome and occurs with the consent of everyone involved does not constitute sexual harassment.

For purposes of this Policy, it is important to understand the difference between conduct or comments that are welcome and those that are merely tolerated. Conduct or comments are considered welcome if they are received with pleasure or gladness by everyone involved. If two people are engaged in consensual conduct in private, that conduct is welcome as to them. In such cases, the conduct or comments will not be deemed to violate the College Policy against sexual harassment (although they may violate other parts of this or other College policies).

In contrast, conduct or comments may be accepted or endured without objection, but still be unwelcome. They are merely tolerated. People frequently tolerate unlawful harassment silently, or with only weak protests, because they are afraid of losing their job or they just want to “fit in” or “get along,” etc. A person’s decision to tolerate abusive or harassing comments or conduct does not make them welcome. The only way to be certain that comments or conduct are welcome is to obtain a person’s consent to the comments or conduct.

Consent is the most critical element in any healthy and responsible intimate or sexual relationship. Any sexual activity within the scope of this Policy that occurs without consent is an extremely serious violation.

For purposes of this Policy, consent is present *when clearly understandable words or actions manifest a knowing, active, voluntary, and present and ongoing agreement to engage in specific sexual or intimate conduct*. Consent must be all of the following:

- *Knowing*: Consent must demonstrate that the individuals involved understand, are aware of, and agree to everything about the “who” (partners), “what” (acts), “where” (location), “when” (time), and “how” (conditions) of the sexual activity.
- *Active*: Consent must take the form of “clearly understandable words or actions” that reveal one’s expectations and agreement to engage in specific sexual activity. This means that silence, passivity, submission, or the lack of verbal or physical resistance (including the lack of a “no”) should not, in and of themselves, be understood as consent. Consent cannot be inferred by an individual’s manner of dress, the giving or acceptance of gifts, the extension or acceptance of an invitation to go to a private room or location, or going on a date.
- *Voluntary*: Consent must be freely given and cannot be the result of external pressures such as force (violence, physical restraint, or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect), intimidation (extortion, menacing behavior, bullying), coercion (undue pressure, hazing) or fraud (misrepresentation or material

omission about oneself or the present situation in order to gain permission for sexual or intimate activity).

- *Present and ongoing:* Consent must exist at the time of the sexual activity. Consent to previous sexual activity does not imply consent to later sexual acts; similarly, consent to one type of sexual activity does not imply consent to other sexual acts. Consent may also be withdrawn at any time, provided the person withdrawing consent makes that known in clearly understandable words or actions.

Consent is never present when an individual does not have the capacity to give consent due to age, mental or physical condition, or disability that impairs the individual's ability to understand and give a knowing, active, voluntary, present, and ongoing agreement to engage in specific sexual or intimate conduct. A person does not have the capacity to give consent if his or her judgment or awareness is impaired due to consumption of alcohol, drugs, or inhalants (voluntarily or involuntarily), or being in a state of unconsciousness, sleep or other state in which the person is unaware that sexual activity is occurring. Signs of incapacitation include when an individual demonstrates that they are unaware of where they are, how they got there, or why or how they became engaged in a sexual interaction.

Some indicators of a lack of capacity to give consent due to consumption of alcohol, drugs, or inhalants may include, but are not limited to:

- Lack of full control over physical movements (for example, difficulty walking or standing without stumbling or assistance);
- Lack of awareness of circumstances or surroundings (for example, lack of awareness of where one is, how one got there, who one is with, or how or why one became engaged in sexual interaction);
- Inability to effectively communicate for any reason (for example, slurring speech, difficulty finding words, etc.).

If a person appears to be giving consent but may not have the capacity to do so, the apparent consent is not effective. If there is any doubt as to a person's capacity to give consent, it should be assumed that the person does not have the capacity to give consent and that any sexual activity will constitute sexual misconduct.

Being intoxicated or impaired by drugs or alcohol does not excuse one from the responsibility to obtain consent. Being intoxicated or impaired by drugs or alcohol is never an excuse for committing sexual misconduct.

C. Reporting or Complaining About a Violation

Any student, employee, visitor or other member of the LCC Community who experiences any suspected violation of this Policy has options for reporting or filing a complaint about it. A complainant may choose to report a violation to the College, to law enforcement, to both, or to neither. **At the complainant's election, campus authorities may assist in notifying law enforcement.** LCC strongly encourages anyone who has experienced any form of violence or sexual misconduct to

immediately notify law enforcement. Such persons are also strongly encouraged to seek immediate medical assistance in order to obtain treatment for injuries, obtain preventative treatment for sexually transmitted diseases, and to preserve evidence, among other things. For rapes in particular, immediate treatment and the preservation of evidence are important for many reasons, including facilitating a criminal investigation. In addition, individuals who have experienced or witnessed sexual violence are encouraged to seek emotional support as soon as possible. Once notified, the College will support affected individuals in understanding and pursuing available options.

Reporting to Law Enforcement: A complainant has the right to notify (or decline to notify) law enforcement of any act of violence, sexual misconduct, stalking, or other criminal activity. **At the complainant's election, campus authorities may assist in notifying law enforcement.** LCC urges complainants to report any such activity immediately by contacting local law enforcement, with local numbers listed below:

For emergencies, call 911.

For non-emergencies, call:

Any location: LCC Police and Public Safety (non-emergency) (517) 483-1800

Main Campus: Lansing Police Department (non-emergency) (517) 483-4600

East Campus: Meridian Township Police (non-emergency) (517) 332-6526

West Campus: Eaton County Sheriff (non-emergency) (517) 543-3512

Mason Jewett Airport: Ingham County Sheriff (non-emergency) (517) 676-2431

Livingston County Center: Livingston County Sheriff (non-emergency) (517) 546-2440

~~LCC North: St. Johns Police Department (non-emergency) (989) 224-6724~~

Law enforcement agencies have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking Personal Protection Orders. Although a police report may be made at any time, delay in making a report can result in loss of important evidence, and, in some cases, extended delay may prevent law enforcement from taking meaningful action due to statutes of limitations.

Reporting to LCC: Whether or not a police report is filed, the College urges anyone who becomes aware of any apparent violation of this Policy to report the incident(s) immediately to the College. A complainant is not obligated to report an incident to College personnel, but the College can only take corrective action when it becomes aware of such incidents. Reports alleging any form of prohibited discrimination or harassment may be made in, **person, in writing (preferred) or orally. For the purposes of Title IX, a written formal complaint alleging sexual misconduct/harassment must be made to the Title IX Coordinators listed below. The formal complaint made under Title IX should also include a statement on the**

part of the complainant as to whether the complainant requests the College to commence an investigation into the alleged matter.

Procedures and complaint forms can be found on the [Sexual Misconduct website](#).

Reports or complaints about misconduct should be given to one of the following:

1. **To report a student:** Any claim that a student engaged in sex discrimination (including pregnancy-based discrimination) or sexual misconduct (including sexual harassment) should be reported to:

Christine Thompson, Director of Student Compliance Student Title IX Coordinator
Office of Student Compliance
Location: 411 N. Grand Avenue
Gannon Building 1210
Lansing, MI 48933
Phone: (517) 483-9632
Email: thompsc@lcc.edu

2. **To report an employee, guest or vendor:** Any claim that a member of the LCC Community other than a student (employees, visitors, etc.) engaged in sex discrimination (including pregnancy-based discrimination) or sexual misconduct (including sexual harassment) should be reported to:

~~Lori Willett~~ Sarah Velez
Employee Title IX Coordinator
Human Resources Office
Location: 610 N. Capitol Avenue
Administration Building 403 Suite 106
Lansing, MI 48933
Phone: (517) 483-1874 1979
Email: loriw@lcc.edu dietels@lcc.edu

3. **To file an EEO complaint** Any incident involving any other form of prohibited discrimination or harassment based on race, religion, disability, or other non-gender based issues should be reported to:

JR Beauboeuf,
Director of Risk Management and Legal Services
~~Finance, Administration and Advancement~~
Location: 309 Washington Square
Suite 150 Washington Court Place
Lansing, MI 48933
Phone: (517) 483-1730
Email: beauboej@lcc.edu

Reports of alleged violations of this Policy can also be made to Associate Deans, Deans, Vice Presidents or the President. They, like all non-confidential employees of the College who are mandatory reporters, are required to report all information about alleged violations to a Title IX Coordinator or the Equal Opportunity Officer

as soon as they learn about it. Such reports may trigger an investigation, and there is no guarantee that confidentiality can be maintained concerning any reported incident, although the College will strive to keep matters as confidential as possible.

Reports concerning alleged violations of this Policy can also be made to one of the College's Licensed Professional Counselors. Counselors can talk with a ~~victim~~ **complainant** in confidence, and if requested, they will only report that a prohibited incident has occurred without revealing any personally identifiable information about the incident. If a ~~victim~~ **complainant** wants a counselor to maintain confidentiality, the College will be unable to conduct an investigation or pursue disciplinary action.

Another option is for a ~~victim~~ **complainant** or witness to report an incident anonymously. **Anonymous complaints regarding a student should be submitted through the form on the Title IX website. Anonymous complaints regarding an employee, guest or vendor should be completed** by calling the Human Resources direct line at (517) 483-1870 or by emailing hr@lcc.edu. Anonymous reports may result in the College conducting an investigation, but the College's ability to deal with an incident may be limited by lack of necessary information.

There is no time limit for reporting alleged violations of this Policy to the College; however, the College's ability to respond may diminish over time, as evidence may disappear or erode, memories may fade, and respondents (alleged perpetrators) may no longer be affiliated with the College. Even if a respondent is no longer a student or an employee, the College will provide reasonably appropriate remedial measures, assist the complainant in identifying external reporting options, investigate any alleged violation of this Policy, and take reasonable steps to end any violation of the Policy, prevent its recurrence, and remedy its effects.

Reporting to other agencies. Anyone experiencing unlawful discrimination or harassment can also file a complaint with other agencies, whether or not they have chosen to do so with the College or with law enforcement. Government agencies that accept complaints, conduct investigations, and enforce the laws against unlawful discrimination and harassment include:

United States Department of Education
Office for Civil Rights (OCR)
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115-1812
Phone: 216-522-4970
TTY: 800-877-8339
Fax: 216-522-2573
E-Mail: OCR.Cleveland@ed.gov

United States Equal Employment Opportunity Commission
Patrick V. McNamara Building
477 Michigan Avenue
Room 865
Detroit, MI 48226
Phone: 1-800-669-4000

Fax: 313-226-4610
TTY: 1-800-669-6820
Michigan Department of Education
Office of Career and Technical Education
P.O. Box 30712, Lansing, Michigan 48909
Telephone: (517) 373-0600

Michigan Department of Civil Rights
Lansing Executive Office
Capitol Tower Building
110 W. Michigan Ave., Suite 800
Lansing, MI 48933
Phone: 517-335-3165
Fax: 517-241-0546
TTY: 517-241-1965
Email: MDCR-INFO@michigan.gov

D. Confidentiality

The College has a strong desire to assist members of the LCC Community who have been subjected to conduct or comments that violate this Policy and strongly encourages them to report any such incidents. The College will make every reasonable effort to preserve an individual's privacy and protect the confidentiality of information it receives in connection with such a report. The information reported will be shared only with individuals who assist or are otherwise involved in the investigation and/or resolution of the complaint, or who otherwise have a need to know about the complaint and/or its resolution. ~~It must be understood, however, that the College generally has an obligation to investigate an alleged violation of this Policy.~~ Allegations reported to non-confidential employees will be reported to the appropriate Title IX coordinator or EEO officer. ~~which will ordinarily lead to an investigation.~~ If a person discloses an incident to a non-confidential employee/mandatory reporter or designated coordinator/officer but wishes to maintain confidentiality or requests that no investigation or disciplinary action occur, that request must be weighed against the College's obligation to provide a safe, non-discriminatory environment. In deciding what to do, the College will consider a range of factors, including, **but not limited to:**

- Whether there have been other complaints against the same person(s) **(may not apply to Title IX)**
- The risk that the alleged perpetrator(s) will commit additional acts of misconduct **(may not apply to Title IX)**
- Whether there were threats of further misconduct
- Whether the College can obtain other relevant evidence (e.g., security video or physical evidence)
- Whether the alleged ~~perpetrator~~ **respondent** has a known history of arrests or violence
- Whether the incident(s) involved actual or threatened violence or force
- Whether the complainant is a minor
- The degree of harm or trauma suffered by the complainant or by potential complainants

If it determines that it can respect a request for confidentiality, the College will consider non-specific remedial action, such as increasing monitoring, security and/or education and prevention efforts. If it determines that it cannot maintain confidentiality, the College will so inform the individual(s) subjected to misconduct prior to the start of an investigation. The College will also provide security and support during, and if necessary after, the investigation.

E. Getting Help

Any student, employee, visitor, or other member of the LCC Community who experiences any suspected violation of this Policy has options for getting assistance, care, support, and protection, and the College strongly encourages people to utilize these resources as soon as possible.

The following **confidential** resources, **LCC counseling for students, FEI, and employee assistance programs**, are available for individuals to discuss incidents and issues related to unlawful discrimination, harassment or sexual misconduct on a confidential basis. Confidential resources will not disclose information about such incidents to anyone, including law enforcement or the College, except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or where state law requires a report be made. Confidential resources can provide individuals with information about support services and their options. Because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential counselor does not constitute a report or complaint to the College and will not result in a response or intervention by the College except in extreme circumstances.

LCC Counseling offers is free confidential counseling services **which are** available to all LCC students:

Location: Gannon Building
Phone: 517-483-1924
[Website: Counseling Services](#)

FEI provides confidential Employee Assistance Program, at no cost to all LCC employees:

Phone: 800-638-3327
[Employee Assistant Program Flyer](#)

Both LCC Counseling and FEI have the ability to provide information related to available outside resources, depending on the situation reported.

If the College is notified of an alleged incident of unlawful discrimination, harassment, or sexual misconduct, it may provide **supportive measures**, interim **measures**, **protective** measures, and accommodations. Such steps can be taken temporarily, during the pendency of an investigation, or may become permanent in some circumstances. **Supportive measures**, **interim measures**, **protective measures**, and accommodations include, but are not limited to:

- A no-contact directive issued by the ~~Title IX Coordinator or the Equal Opportunity Officer~~
- Adjustment of course schedules or employment schedules
- Time off from class or work or a leave of absence
- Transportation arrangements
- Safety planning

Supportive measures, interim measures, protective measures, and accommodations can be made available whether or not an individual chooses to pursue a formal complaint through law enforcement agencies or through College disciplinary procedures. The Title IX Coordinator or the Equal Opportunity Officer will determine whether supportive measures, interim measures, protective measures or accommodations are reasonable and appropriate and, if so, will work to ensure that interim protective measures or accommodations are implemented as soon as possible. There is no cost to a complainant or respondent for supportive measures, interim measures, protective measures or accommodations. The College will keep any supportive measures, interim measures, protective measures, and accommodations, or protective measures provided as confidential as practicable possible.

Any violation of a directive related to supportive measures, interim measures, protective measures or accommodations may result in disciplinary action which may include, but is not limited to, suspension, or expulsion from the College and or suspension or termination of employment.

F. Retaliation

No person will be penalized for good faith utilization of channels available for resolving concerns dealing with prohibited discrimination or harassment. Lansing Community College strictly prohibits any adverse action against any individual for making a good faith report, providing information, exercising one's rights or responsibilities under this Policy, or otherwise being involved in the process of responding to, investigating, or addressing or opposing any alleged incidents of prohibited discrimination or harassment, including allegations of sexual misconduct. Any person who engages in any retaliatory actions against any such individual for having engaged in these legally protected activities will be subject to disciplinary action that may include, but is not limited to, expulsion from the College and termination of employment. In addition, any person who engages in such retaliatory actions may be subject to criminal prosecution and may become liable in civil litigation.

Making deliberately false accusations of discrimination or harassment violates this policy and may violate other standards of conduct. In such instances, the complainant will be subject to disciplinary action. However, failure to prove a claim of discrimination or harassment does not constitute proof of a false and/or malicious accusation.

Anyone who is aware of possible retaliation or has concerns regarding the response to a complaint of prohibited discrimination or harassment, including sexual misconduct, should immediately report such concerns to the Title IX

Coordinator or the Equal Opportunity Officer, who will investigate the matter and pursue any appropriate corrective action.

G. Investigations

All reports and complaints of prohibited discrimination or harassment received by a Title IX Coordinator or EEO Officer will be promptly reviewed and appropriate action will be taken as expeditiously as possible.

The College will make reasonable efforts to protect the rights of both the complainant and the respondent during the course of an investigation. The College will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed and any other witnesses in a manner consistent with the College's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations required by state or federal law.

In the course of investigating, the responsible investigator will determine whether the complaint is one that is covered by this Policy. If not, the investigator may refer the complaint to another College complaint/dispute resolution procedure. If a complaint appears to be covered by this Policy, the responsible investigator will promptly meet with the complainant to obtain any necessary information, including a detailed description of the incident(s) and the identity of any witnesses. The investigator will then seek additional information and evidence as appropriate. Any person(s) against whom a complaint is made will be timely notified of the complaint and will be questioned as appropriate.

The investigator will maintain appropriate documentation of the complaint and the investigation and will disclose appropriate information to others only on a need-to-know basis consistent with internal procedures, this Policy, and state and federal law. In appropriate cases, the investigator may make a referral to a criminal justice/law enforcement agency for additional investigation and possible prosecution. The College will continue with its investigation separate from any investigation conducted by law enforcement.

Upon conclusion, the investigator will notify the complainant and respondent of the results of the College's investigation. In the event the investigation reveals a violation of this or any other College Policy, corrective action will be taken by the College. Where prohibited discrimination and/or harassment is found, steps will be taken to end it immediately. Disciplinary action may be imposed if appropriate. The level of discipline will depend on the severity of the discrimination, ~~or~~ harassment, ~~or~~ misconduct and may include, but is not limited to, probation, suspension, expulsion or termination from the College. The College may also take other corrective or remedial action to address the effects of any violation of this Policy and will follow up as necessary to ensure that the corrective or remedial action is effective.

In determining whether or not an incident involves prohibited discrimination, ~~or~~ harassment, ~~or~~ sexual misconduct, the College uses the "preponderance of the evidence" (also known as "more likely than not") as the standard for proof. In campus resolution proceedings, legal terms like "guilt," "innocence," and "burden

of proof” are not applicable, and the College never assumes a responding party is or is not in violation of the College Policy. College resolution proceedings are conducted to take into account the totality of all evidence available, from all relevant sources.

The full Title IX investigatory procedure when the respondent is a student can be found on the [Sexual Misconduct website](#).

The full Title IX investigatory procedure when the respondent is an employee, visitor, or contractor can be found on the [Sexual Misconduct website](#).

H. Relationship to Other Policies

This Policy is closely related to the College’s broader policy that prohibits unlawful discrimination or harassment by or against any member of the LCC Community on the basis of the member’s race, color, sex, age, religion or creed, national origin or ancestry, familial status, disability, marital status, height, weight, sexual orientation, gender, gender identity, gender expression, genetic information, veteran or military status, or any other factor prohibited by law.

The College is committed to protecting, maintaining and encouraging both freedom of expression and full academic freedom of inquiry and teaching. Academic freedom and freedom of expression will be carefully considered in investigating and reviewing complaints and reports of prohibited discrimination, or harassment, or sexual misconduct. However, raising issues of academic freedom and freedom of expression will not excuse behavior that constitutes a violation of the law or the College’s Prohibited Sex or Gender Based Discrimination, Harassment, and Sexual Misconduct Policy.

The College’s Policy on Consensual Relationships addresses a variety of restrictions on relationships between students, faculty, staff, and administrators. Compliance with that policy will not excuse a violation of this Policy.

IV. Responsibility

~~Every member of the College Community is expected to uphold this Policy as a matter of mutual respect and fundamental fairness in human relations. Every student of this institution has a responsibility to conduct himself/herself in accordance with this Policy as a condition of enrollment. Every College employee has an obligation to comply with this Policy as a term of employment. Every volunteer, visitor, vendor, etc., is obligated to comply with this Policy as a condition of their relationship with the College.~~

Responsibility for the interpretation and administration and enforcement of this policy is delegated to the Title IX Coordinators **Dean of Student Affairs or his/her designee, and the Executive Director of Human resources or his/her designee as applicable.**

IT WAS MOVED BY Trustee Proctor and supported by Trustee Vaive that the revisions to the Prohibited Sex or Gender Based Discrimination Harassment and Sexual Misconduct be approved.

Roll call vote:

Ayes: Proctor, Mathews, Meyer, Vaive, Hidalgo, Abood, Buck

Nays: None

Absent: None

The motion carried.

PRESIDENT'S REPORT

Informational

President Knight presented the June 2020 President's report to the Board.

Business Resumption Plan

The Executive Director of the Administrative Services Division presented the college's Business Resumption Plan to the Board.

IT WAS MOVED BY Trustee Abood and supported by Trustee Buck to approve the college's Business Resumption Plan.

Roll call vote:

Ayes: Hidalgo, Meyer, Vaive, Abood, Mathews, Buck, Proctor

Nays: None

Absent: None

The motion carried.

Unfinished Business

There was no Unfinished Business.

New Business - September

A. Consent Agenda

1. Campus-wide Concrete Replacement
2. HVAC/Plumbing Supplies
3. General Electrical Supplies
4. Lighting Fixtures & Lamps

5. Fleet Maintenance Mobile Repair Services
6. Promotional Products for Marketing Department

B. Monthly Monitoring Reports

1. Monthly Financial Statements

Public Comment

Gezelle Oliver: Gezelle Oliver addressed the Board regarding the college using 1 million of its 24 million fund balance to resolve the college's projected deficient. She also addressed the Board regarding wage freezes, furloughs and not receiving full information requested during the negotiation process.

Rikkie Reynolds: Rikkie Reynolds, LCC employee and member of the PTCTU, addressed the Board regarding college's use of its fund balance and wage increases for employees. She also addressed the Board regarding the college's negotiation process.

Marvin Helmker: Marvin Helmker addressed the Board regarding the Business Resumption Plan and getting the EMT student back to complete their courses.

Garrett Marushia-Laurain: Garrett Marushia-Laurain, president of the full-time support staff, addressed the Board regarding the college using 1 million of its 24 million fund balance to resolve the college's projected deficient. He also address the Board regarding the colleges wage freeze, unknown furlough and layoff of its employees.

Eva Menefee: Eva Menefee, President in LCC MAHE addressed the Board regarding her disappointment in the actions she has been a part of during the current budget cuts at the college. She addressed the Board stating that employees have been the primary focus in helping the college make up its short fall. She also stated that after the concessions she was willing to make, (forgoing faculty sabbaticals, furlough for next year, and extending their current contract), she was disappointed to learn the college is only using 1 million of its 24 million fund balance to resolve the colleges projected deficient.

Board Comments

Buck stated that June is Pride Month and encourages everyone to join them this month as they celebrate the diversity, triumphs and contributions of the LGBTQ+ community. He stated that Pride takes place in June to honor the 1969 Stonewall uprising in Manhattan. Trustee Buck announced that on June 17 from 2:00 – 3:00 p.m. there will be a virtual discussion, "Let's Talk: A Discussion on What it's Like to Come Out & Be Out", hosted by Layne Ingram, LCC special projects coordinator and women's basketball coach.

Trustee Mathews thanked her colleges for their support of the Racial Injustice Resolution and her letter of support to ACCT to serve on the Diversity and Inclusion Committee. Trustee Mathews stated her disappointment in hearing comments such as pet projects,

hoarding and politicizing during this emergency situation. She stated that it is disheartening because the entire conversation was not shared and to say the college cares about projects or hoarding 23 million is a disingenuous and misleading statement. Trustee Mathews stated we must be considerate and careful when presenting information and not presenting it in its entirety. She stated that if we are not presenting the whole picture we should not mislead people into thinking that the Board is not caring and not interested in people's welfare and well-being.

Trustee Vaive stated that she had concerns about the public comments made tonight and asked if the Board could hear from the Executive Leadership at their next meeting so there could be a more robust understanding of how the decisions were made.

Closed Session

IT WAS MOVED BY Trustee Hidalgo and supported by Trustee Buck to go into Closed Session for the Purpose of Discussing a Written Legal Opinion and to Discuss Contract Labor Negotiation.

Roll call:

Ayes: Mathews, Buck, Abood, Meyer, Vaive, Hidalgo, Proctor

Nays: None

Absent: None

The motion carried.

The Board entered into closed session at 8:17 p.m.

The Board returned to open session at 9:32 p.m.

Roll call:

Present: Abood, Buck, Hidalgo, Mathews, Meyer, Proctor, Vaive

Absent: None

IT WAS MOVED BY Trustee Buck and supported by Trustee Vaive to approve counsels written legal opinion.

Roll call:

Ayes: Mathews, Buck, Abood, Meyer, Vaive, Hidalgo, Proctor

Nays: None

Absent: None

The motion carried.

IT WAS MOVED BY Trustee Buck and supported by Trustee Abood to amend agenda item VIII., G., 1., Request for Quote for Hospital Beds, authorizing the purchase of 25 beds not to exceed \$163,507.50.

Roll call:

Ayes: Abood, Buck, Hidalgo, Mathews, Vaive, Proctor, Meyer

Nays: None

Absent: None

The motion carried.

Adjournment

IT WAS MOVED BY Trustee Buck and supported by Trustee Mathews that the meeting be adjourned.

Ayes: Abood, Buck, Hidalgo, Mathews, Meyer, Proctor, Vaive

Nays: None

Absent: None

The motion carried.

The meeting adjourned at 9:34 p.m.

Submitted,


Executive Assistant & Liaison to the Board
Benita Duncan