

AHE SENATE MEETING MINUTES

March 10, 2026

In-Person and Online Via Zoom



**Attendance:**

**In Person**

Anselmo, Paula  
Bagwell, Geoffrey  
Bem, Greg  
Carlson, Bobbi  
Cartwright, Ben  
Cary, Chris  
Clark, Sam  
DeBolt, Katella  
Deyo, Robert  
Dubois, Rick  
Eggerman, Jason  
Flock, Barb  
Franklin, Jackie  
Garcia, Sylvia  
Gates, Devika  
Hein, Bradley  
Kier, Laura  
Lopez-Schindler, Lenora  
Martin, Melinda  
Moorhead, Ronda  
Morrow, Corrine  
Pearson, Michelle  
Rambo, Bill  
Roe, Timothy  
Satake, Katie  
Satake, Scott  
Schluter, Russell  
Shelton, Shawna

Stack, Brian  
Vogel, Rob  
Wanke, Colette

**Online**

Amstadter, Logan  
Anthony, Jared  
Bailey, Ian  
Browning, Kristen  
Campbell, Holly  
Case, Emma  
Christman, Zachary  
Clemons, Katie  
Coffey, Jeff  
Condon, Jill  
Cuisinier, Eddy  
Daily, Bev  
Dalsanders, Christie  
Dimick, Susan  
Drake, Leigh Anne  
Edwards, David  
Elgee Sanders, Kari  
Fadeley, Megan  
Fick, Karen  
Fox, Gigi  
Gamble, Anna  
Green, Sabina  
Henry, Chad  
Hoppe, Jessica

Isern, Jeannie  
Johnston, Landon  
Kovarik, Camille  
Krestian, Kenneth  
Mackleit, Christine  
McCann, Samantha  
McCoy, Jennifer  
McLean, Scott  
Moore, Michele  
Morgan, Heather  
Murphy, Helen  
Nemri, Kamilia  
Nemri-Webber, Rabab  
Norman, Pat  
Rasmussen, Angela  
Reid, Andrea  
Roewe, Liz  
Smith, Angela  
Street, Rick  
Throop, Judith  
Trujillo, Cindy  
Vosen, David  
Whitmire, Kami  
Wizner, Angela  
Wolfsen, Amy  
Woods, Laura  
Wylie, Mark  
Zirotti, Laurent

**Call to Order:** The meeting was called to order at 2:45 p.m. by Jason Eggerman.

**Minutes and Finance**

**Approval of Minutes**

Rob Vogel motioned to approve the February minutes; Shawna Shelton seconded. The motion passed.

## Treasurer's Report

	Income	Expenses	Total Assets End of Month
February	\$13,843.18	\$1,593.78	\$244,607.18

Russell Schluter motioned to approve the February treasurer's report; Bobbi Carlson seconded. The motion passed.

## Old Business

### Bylaws Review Process

Article 3 (Elections), Article 6 (Executive Board), and Article 7 (Faculty Senate) were distributed for review with proposed amendments as part of this year's review of the AHE Bylaws.

For Article 3, additions were proposed that correspond to current practice. The intention is to add clarity on some logistical aspects of elections for those reading the bylaws in the future. The proposed amendments for Section A and Section B of Article 3 are shown below.

### *Article 3 (Elections) Proposed Amendments*

#### Section A: Nominations

At the April Senate meeting, the Elections Commission will open nominations. Prior to the last five working days in April, the Elections Commission will present to the membership a list of currently nominated candidates for office with a call for further nominations. The Elections Commission shall present a nominations report to the assembled Faculty Senate at the May meeting. At the conclusion of the report the Chair of the Elections Commission shall open the meeting up for nominations from the floor.

After the close of nominations, any candidate present at the May Senate meeting shall have the opportunity to address the Faculty Senate, and all candidates shall have the opportunity to share a candidate statement.

#### Section B: Procedures

Only Association members shall be eligible to vote on any business or contractual issues. Elections will take place before the close of the Spring Quarter of each year. After verifying that the list of candidates are eligible and willing to run, the Elections Commission will conduct an election by secret ballot. If a position has only one candidate, the Faculty Senate may make a motion to accept that candidate by acclamation. The method of distribution and collection of ballots will be via senators and senate groups or via electronic ballot.

In the election of Vice-President and Representatives to the Board of Trustees, only the members in a unit are eligible to vote for that unit's Vice-President and Representatives to the Board of Trustees. Senators at Large are elected by the Faculty Senate, and only current Senators are eligible to be a Senator at Large. The results of the election will be announced to the Senate and a memorandum announcing the results will be distributed to the general membership. Vote totals will be released only to candidates and only upon receipt of a written request to the Chair of the Elections Commission.

Hearing no discussion, Bill Rambo made a motion to accept the article amendments as presented; Corrine Morrow seconded.

For Article 3, the proposed additions were also intended to capture current practice. In Section A, clarification was added on the number of voting members on the Executive Board, and in Section D, a sentence was added clarifying those who attend Executive Board in a non-voting capacity. The proposed amendments for Section A

and Section D of Article 6 are noted below There were no proposed amendments for the other sections of Article 6.

### ***Article 6 (Executive Board) Proposed Amendments***

#### **Section A: Membership**

In accordance with the Constitution, the Executive Board **has eleven voting members which** shall consist of the President, Vice-President for SCC, Vice-President for SFCC, Vice-President for SCC-Extension, Secretary, Treasurer, Immediate Past-President and three Senators-at-Large, elected by the senate (one member from each of the three instructional units) and one adjunct faculty member. All Executive Board positions are elected during the general election in Spring Quarter, with the exception of the three Senators-at-Large, who are elected during Fall Quarter.

#### **Section D: Meetings**

A quorum for doing business at Executive Board meetings shall be a simple majority **of the voting members** with the President having the right to vote. A majority vote of those present shall be required for action. **At the discretion of the Executive Board, Representatives to the Board of Trustees, Coordinators, or other members may attend in a non-voting capacity.**

Hearing no other discussion, Scott Satake made a motion to accept the article amendments as presented; Melinda Martin seconded.

For Article 7, the first proposal is to add a new Section A, which would outline in detail the members of the "Faculty Senate." Other sections of the Bylaws and Constitution designate certain positions or roles as being members of the Faculty Senate. The attempt here is to avoid confusion in the future and add clarity that the Faculty Senate consists of more than only Senators. The one position that is a change would be the addition of the adjunct representative as a member of the Faculty Senate. The adjunct representative is a member of the Executive Board, and all other members of the Executive Board are listed as being members of Faculty Senate, so the proposal is to also include the adjunct representative.

The second section in Article 7 with proposed revisions was Section B (newly labeled as Section C). A prior amendment to the section of the Bylaws on the budget gave the Senate authority over the use of any reserves. The feeling is that should also be noted here. Another amendment proposed is to remove the duty about electing Senators to serve as Board Reps. The Board Reps do not have to be Senators, and the Board Reps are elected by the general membership of that unit (not the Faculty Senate), so this was not an accurate duty of the Senate. There is also the proposal to add two new bullet points to the end of the list. These are not actually new duties, since they are already mentioned elsewhere in the Bylaws as being responsibilities or duties of the Senate. The proposed amendments to these two sections of Article 7 are shown below. There were no proposed amendments for the other sections of Article 7.

### ***Article 7 (Faculty Senate) Proposed Amendments***

#### **Section A: Membership**

**Consistent with the Constitution, the makeup of the Faculty Senate is as follows:**

- 1. The Senator or Alternate from each Senate group**
- 2. Association officers (President, Vice President for SCC, Vice President for SFCC, Vice President for SCC-Extensions, Treasurer, Secretary, and Immediate Past President)**
- 3. One adjunct representative**

4. Representatives to the Board of Trustees
5. Coordinators and chairs of any commissions or committees
6. FACTC representatives (if they are Association members)

### **Section C B: Duties of the Faculty Senate**

The Faculty Senate will actively participate in governing the Association through the following:

1. To hear, discuss, and take appropriate action on matters of concern to the general membership.
2. To approve an annual budget **and to approve any use of reserves.**
3. To elect Senators-at-Large from each of the three educational units to serve on the Executive Board.
4. ~~To elect Senators from each of the three educational units to serve as liaisons to the CCS Board of Trustees.~~
5. To vote on any proposed changes to the Constitution and Bylaws.
6. To approve any changes in **local** dues and special assessments.
7. To recruit and nominate candidates for Association offices.
8. To assist in the distribution and collection of ballots when needed.
9. To set up Ad Hoc Committees as appropriate.
10. To request meetings of the general membership to discuss Association business.
11. **To assist the Membership Committee with the annual membership drive.**
12. **To approve presidential appointments to the Elections Commission.**

Brad Hein motioned to approve Article 7 as presented. Katella Debolt seconded. The motion passed.

The next sections that will be reviewed by the Executive Board at their March 24 meeting will be Article 4 (General Membership Meetings), Article 5 (Officers), and Article 10 (Commissions).

### **Legislative/Budget Update**

The final budget for the biennium is expected on Wednesday, March 11, and the legislative session is scheduled to end on Thursday, March 12. WEA lobbyists report that although there were cuts, the CTC system was able to avoid large, sweeping, across-the-board cuts. We are still expecting a 1.5% cut to the higher education system funding, but it appears some of that will be offset by “shifting” funds from university building accounts. This is a one-time fix that kicks the can down the road. As of Monday, March 9, the cut to Running Start had been reduced from \$14.8 million to \$7.4 million. Originally, the combined maximum enrollment for students participating in Running Start was going to be cut from 1.4 FTE to 1.2 FTE, which would mostly impact summer Running Start. An amendment appears to change that, so that the cut will be from 1.4 FTE down to 1.3 FTE for 2026/27 and 2027/28. Then, contingent on the passage of the “millionaire’s tax,” it would increase back to 1.4 FTE in 2028/29.

Promising news is that it appears there may end up being a successful effort to “re-proviso” the money for Nursing Educators and High Demand. This is money tied to House Bill 2158 from a few years ago (Workforce Education Reinvestment Act) that provided specific funds for Nursing Educators and High Demand areas. There has been talk of moving this money out of provisos, which could have negative impacts on funding for our colleges. Having the money put back into a proviso/earmark would be positive news.

There has also been an amendment in the House budget that would require the State Board of Community and Technical Colleges to: “examine the current number of community and technical colleges and make a recommendation for the reduction of at least one institution in the system.” WEA has lobbied against this, but

it is likely to remain in the budget. There appears to be pressure from Olympia for the 34 community and technical colleges to figure out ways to consolidate and be more efficient. The message reported has been that the State Board and the colleges need to figure out a plan, or the legislature will start taking more action to create a plan for them.

The COLA for 2026/27 appears to be 2.6%. Although last year the COLA was funded 100% by the legislature, the funding split this year is 77% from the state and 23%, which must be covered by local funds. Members should recall from last year that we also bargained an additional \$1,000 per step of the full-time salary scale. This means full-time faculty should see each step of the salary scale increase by 2.6% + an additional \$1,000 after the COLA.

## **New Business**

### **WEA Eastern Representatives**

AHE has 8 positions on the rep council. We are the second biggest local in this region. AHE needs delegates to have our higher-ed voices heard and to provide a perspective. Elections are to be held in the April meeting. Please let Jackie Franklin know if you are interested in being a delegate. Contact her at [jfranklincpa@gmail.com](mailto:jfranklincpa@gmail.com) for questions about WEA - Eastern. For more information on WEA - Eastern visit the website: <https://www.wea-eastern.org/home/>

Delegates meet from 5:30 p.m. to 7:00 p.m. at the WEA Uniserv Building on the 3rd Wednesday of every month. You can also attend on Zoom.

### **Spring Elections Preview**

Barb Flock, Chair of the Elections Commission, announced that next month nominations will be opened for spring elections. The positions open for nominations this spring are SCC Vice President, SFCC Vice President, SCC-Extensions Vice President, and the Board Representative for SCC. All positions are 2-year terms.

### **Faculty Screening Committees and Announcements**

Jason explained that there have been some conversations with Human Resources about processes related to faculty screening committees. Screening committees have discretion over certain aspects of the job announcement, such as the minimum and desired qualifications. They can also review and adjust the Duties and Responsibilities section of the job announcement, but any changes need to be consistent with the Master Contract. For example, a screening committee could not list "being a club advisor" as a required job duty, since the Master Contract says being a club advisor is an optional duty.

We have had some issues with things creeping into job announcements that are not consistent with the Master Contract. For example, this past year we had several job announcements list "teaching flex classes" as a required job duty, when teaching flex classes cannot be required of anyone under our current Master Contract. AHE is working to address this with training for committees and more careful review on the part of deans and HR. We also hope to create a template of options for the Duties and Responsibilities section.

Please reach out to your AHE VP or your AHE President if you ever feel like things are being included in job announcements that are not consistent with the duties and responsibilities listed in the contract.

Jason also encouraged faculty who serve on screening committees to be mindful of how many desired qualifications they include on job announcements. While it might be tempting to list many desired qualifications, keep in mind that doing so can result in lower step placement for new hires. This is because step placement is determined by how well the new faculty member meets the desired qualifications. If they have none of them, they place at Step 1 (or Step 4 for High Demand). If they have some of the desired qualifications, they place at Step 2 (or Step 5 for High Demand). If they have all of them (or perhaps all but one), they place at Step 3 (or Step

6 for High Demand). One good strategy is to write desired qualifications in such a way that there are options (i.e. “has this or this or that”), rather than listing them as separate things.

### **Disruptive Student Behavior**

Tim met with Ariel Horan in student services. It is important to fill out the online behavioral report form even if you do not need to have an intervention. This helps to create a pattern of student behavior. The documentation is important. They may see reports from several different classes and be able to step in before the student’s behavior escalates.

You may suspend a student for up to three days, including an online class. Please fill out the Student Incident Report. It is helpful to email Arielle Horan if suspending a student because students also have rights that she will need to navigate.

If you have a student who you are concerned about self-harm, being harmed, or harming others and therefore need help immediately, reach out to security or 911 as appropriate.

Please have policies in your syllabus for academic dishonesty or AI. Student Services will refer back to and support your syllabus.

Jackie met with the Code of Conduct officer at SFCC. It was made aware that there is a problem. The BIT reports do not convey a sense of urgency. They are not read on weekends or during the week. The BIT Team only meets every other week. If you have an emergency, use the Campus Shield app or 911 as needed. The BIT is not designed for urgent issues. Do still fill out the report so that there is a trail of the issues. If you need follow up or there is a sense of urgency email Rhondie Voorhees.

Cancel your class and go to the SFCC April 17 training class. Every faculty member should be informed and show up. See SFCC emails for details. The training is also available for SCC on Friday, April 17. Registration is required by April 9.

### **President’s and Vice Presidents’ Reports**

#### **AHE President Jason Eggerman:**

The CIO finalists had interviews last week. AHE expressed concerns we heard from faculty about the time of day for the open forums. In particular, we pointed out that holding an open forum at 10:00 AM was not a helpful practice if the hope was to get engagement and participation from faculty. The Chancellor plans to make an offer and announce his selection this week.

In response to the letter that AHE sent to the Board of Trustees, Dr. Lori Hunt sent out a survey about the proposed change to the mission, vision, and values. Thank you to everyone who filled out the survey from AHE, and thank you to those who filled out the District survey from Dr. Hunt. Jason sent a copy of the letter to the Board to all AHE members for context.

Jason thanked those who attended the Master Contract information sessions in February and March. AHE plans to have more opportunities in the future for members to learn and ask questions about the Master Contract.

#### **SCC VP Tim Roe:**

The Building 1 remodel is to begin in July 2026 and should be finished in October 2027. Remember to continue to ask for stipends for adjuncts or extra work they are completing. Tim gave a shout-out to all faculty for the hard work they do and how they support their students every day.

**SCC Extension VP Rob Deyo:**

It's that time of year to start reminding folks to complete requirements in order to earn salary steps. If you are a full-time faculty member, you need to submit an annual summary of professional development activities to your dean by June 30. This needs to be done ANNUALLY, whether or not you're due a step increase in the fall or not. If you are due a step, you also need to complete one training in each of the four areas outlined in the master contract by June 30. You can find this information in Article 19, Section 4 of the master contract. If you are unsure or have questions, reach out to your VP. We will send out an email reminder on Tax Day, which is April 15.

ABE is looking at about \$30,000 in federal cuts. This is small compared to what we were potentially faced with last year, but impactful because these funds support full-time faculty.

Screening Committee updates:

- Dean of Rural Education - closes March 30.
- Tenure-track Rural Education (Colville) Psychology position - first review by committee will be 4/23, but the job posting will be kept open if necessary.
- Tenure-track ABE position - closes today. There are around 90 applicants.

**SFCC VP Jackie Franklin:**

There will be survey requests coming out and information from our president. Please read these messages and those from the Budget Governance committees. The emails should come from Alex Pelham, but may come from Sarah Martin. We are looking at a \$2.3 million cut.

**Adjunct Representative Lena Lopez Schindler:**

There are two upcoming unemployment workshops, on Thursday, March 19, and Wednesday, March 25. Both are from 12:00 p.m. to 1:30 p.m. You will need to preregister. The links to register will be on the AHE Adjunct Corner website. [Adjunct Corner](#) | [AHE Spokane](#)

**Good of the order:**

Faculty were asking questions as to the status of the pending faculty positions. Only one person reported they had heard back.

Rob Vogel made a motion to adjourn. Rick DuBois seconded. The meeting adjourned at 4:25 p.m.