

AHE SENATE MEETING MINUTES

April 14, 2026

In-Person and Online Via Zoom



**Attendance:**

**In Person**

Amstadter, Logan  
Anselmo, Paula  
Bagwell, Geoffrey  
Bem, Greg  
Buckley, Michael  
Carlson, Bobbi  
Clark, Sam  
Dalsanders, Christie  
Deyo, Robert  
Dimick, Susan  
Dubois, Rick  
Eggerman, Jason  
Fadeley, Megan  
Flock, Barb  
Franklin, Jackie  
Gates, Devika  
Hein, Bradley  
Kier, Laura  
Lopez-Schindler, Lenora  
Martin, Melinda  
Moorhead, Ronda

Morrow, Corrine  
Pearson, Michelle  
Roe, Timothy  
Satake, Scott  
Schluter, Russell  
Shelton, Shawna  
Stack, Brian  
Throop, Judith  
Vogel, Rob  
Williams, Lisa  
Woods, Laura

**Online**

Bjerke, Joy  
Campbell, Holly  
Cartwright, Ben  
Cary, Chris  
Case, Emma  
Commers, Ken  
Cuisinier, Eddy  
Drake, Leigh Anne  
Elgee Sanders, Kari

Gamble, Anna  
Henry, Chad  
Krestian, Kenneth  
McCann, Samantha  
McCoy, Jennifer  
MitmaMomono, Christina  
Morgan, Heather  
Moser, Heidi  
Nemri-Webber, Rabab  
Rasmussen, Angela  
Reid, Andrea  
Roewe, Liz  
Street, Rick  
Trujillo, Cindy  
Ugaldea, Ben  
Vosen, David  
Wanke, Colette  
Wash, Shawn  
Weaver-Forsman, Britni  
Wright, Aryn  
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**

Melinda Martin motioned to approve the March minutes; Greg Ben seconded. The motion passed.

**Treasurer’s Report**

	<b>Income</b>	<b>Expenses</b>	<b>Total Assets End of Month</b>
March	\$22,852.61	\$9,404.64	\$257,975.91

Geoffrey presented the March treasurer’s report. Good news was that the amount of interest we have received so far this year has been higher than anticipated due to higher interest rates.

Shawna Shelton motioned to approve the March treasurer’s report; Corinne Morrow seconded. The motion passed.

## Old Business

### Bylaws Review Process

On March 24, the Executive Board met and reviewed Article 4 (General Membership Meetings), Article 5 (Officers), Article 13 (Ad Hoc Committees), and Article 14 (Amendments to the Bylaws). After review, there were no proposed amendments for these four articles.

The other article currently being reviewed is Article 10 (Commissions). There are substantial amendments that will be proposed for this article in order to bring the bylaws back in line with our practices. The current language likely was written long ago when our local union was much smaller and our bylaws have not evolved with our approach to bargaining. Because our Master Contract is strong, the Executive Board feels our practices have served us well, and the bylaws should be updated to reflect what we have been doing for at least the past 25 years. However, because these amendments will be more significant, extra time has been spent reviewing this article. For example, past lead bargainers such as Bev Daily and Scott Satake, as well as recent bargainers, have carefully reviewed each proposed amendment to ensure it accurately captures practices used in the last several contract negotiations.

The Executive Board will review Article 10 at their April 28 meeting, and Article 10 will be the only article brought to the Senate in May. To help with providing time for review, and to ensure the process is not rushed, a copy of the proposed amendments for Article 10 will be emailed to Senators and Alternates at their personal email one week before the May Senate meeting.

After Article 10, the last two remaining articles to be reviewed are Article 11 (Coordinators) and Article 12 (Standing Committees). The plan is for the Executive Board to review those last two articles at their May 26 meeting and bring any proposed amendments for Articles 11 and 12 to the June Senate meeting.

### Legislative/Budget Update

Lobbying efforts by WEA helped avoid across-the-board cuts to the CTC system. There was still a 1.5% administrative reduction/cut which amounted to about \$1.3 million. These administrative reduction-savings involve reducing appropriations for nonfaculty exempt staff. We should note that \$1.3 million is a very small cut when spread out across all the CTCs. There is also a line in this section of the budget that states, "*any cut must prioritize retaining staff that provide direct student supports.*" There were also some cuts that were offset by one-time shifting of funds. Jason noted that these cuts are different from the cuts related to changes in the allocation model from the State Board of CTCs.

Funds related to nurse educators, high demand, and guided pathways remain in proviso as dedicated line items. This is good news for both of our colleges. We are likely going to need to work hard next legislative session to remind legislators about the good work that guided pathways funds allow the colleges to achieve.

Part of the passed budget included language about doing a study of the CTC system in order to recommend efficiencies. However, the language about requiring that one college be closed or combined was softened. That language now reads as follows: "*By December 1, 2026, the state board for community and technical colleges must submit a report, pursuant to RCW 43.01.036, to the governor and appropriate committees of the legislature. The report shall include recommendations that may reduce redundancy and expenses that do not directly correlate to student success. The state board shall also consider locations of current colleges by regions, districts that have more than one campus and other regional considerations where reduction and proximity may not substantially impact access to postsecondary education institutions. The state board shall include a review of the district structure and how it impacts campus operations and student success.*"

Running Start was reduced from 1.4 FTE to 1.3 FTE for 2026-27 and 2027-28, which amounted to a \$7 million per year cut. Funding will be restored to 1.4 FTE in 2028-29, contingent upon ESSB 6346, the "millionaires tax".

COLAs for 2026-27 are 2.6%. The legislature will fund 77% of the COLA, and the remainder must be covered with local funds. As a reminder, our Master Contract has language that an additional \$1,000 will be added to each salary step after the COLA in 2025-26 and in 2026-27. That means the salary step increases for full-time faculty in 2026-27 will be a 2.6% COLA + an additional \$1,000 per step. We will not need to bargain salary or vote on the updated salary scale this spring because salary for 2026-27 was already included in the new Master Contract.

Although we are in challenging budgetary times, Jason reminded faculty that SCC and SFCC have both historically been several thousand dollars below the statewide average for faculty salaries at CTCs. AHE's goal has been to work to bring our salary scale up to where we at least rank in the middle of the pack (i.e. we'd like to be at least "average" for faculty salaries when looking at the 34 CTCs). Our Chief Human Resources Officer has stated more than once in meetings and other forums that one of their main goals is to make Spokane Colleges one of the most desired places for faculty to work. We will continue to remind the District that having below-average faculty salaries is inconsistent with the goal of being a top-ranked employment destination.

Members asked questions about comments related to addressing budget concerns through attrition and whether saving money through attrition is the best way to solve financial deficits. Jason stated that attrition can be one strategy, but it is not going to fix all the problems. Members also pointed out that relying too much on attrition could mean that careful analysis of the need for other positions is not occurring.

## **New Business**

### **Opening Nominations for Elections**

Barb Flock, chair of the Elections Commission, announced that the following 2-year positions are now open for nominations:

- SCC VP
- SFCC VP
- SCC extensions VP
- SCC representative to the board of trustees

Information about each position and its duties can be found in our bylaws or by contacting the Executive Board for more details. Self-nominations are welcome. You may also nominate someone else, but please check with them to ensure they are willing and able to run. Candidates will be asked to provide a candidate interest statement. These statements will be posted on the AHE website. Those candidates in attendance at the May meeting will also have the opportunity to address the Senate in person. Please send your statements to [Barbara.Flock@scc.spokane.edu](mailto:Barbara.Flock@scc.spokane.edu) or [BarbFlock@yahoo.com](mailto:BarbFlock@yahoo.com). Nominations are due to Barb by 5:00 PM on Monday, May 11. We will also call for final nominations three times from the floor of the Senate on Tuesday, May 12th. Election results will be announced at the June Senate meeting.

Laura Woods nominated Shawna Shelton for SFCC VP from the floor of the Senate.

### **Leadership Summit Report**

#### **Devika's report**

Devika noted that the bargaining and imposter syndrome sessions she attended were ones that really stuck out. It helped to differentiate the differences between higher ed and K12. It really highlighted how well our AHE works with administration and how well AHE supports our members. The imposter syndrome helped with ideas on managing stress and celebrating what you have already accomplished.

#### **Jackie's report**

Jackie learned that Educators are the 2nd most trusted messenger. This applies to K-12 and Higher Education. At the higher education session we heard from community colleges around the US about the issues they are

having - this was a great reminder of how lucky we are to live in Washington. One of focuses was resources NEA provides - the Health and Safety program applied to higher education as it publishes resources and supports common concerns. This year, the focus was student behavior. We learned that K-12 across the country is struggling with the same concerns and their stories match our experiences.

### **Geoffrey's report**

Geoffrey noted that as Treasurer, he attended mostly sessions about financial issues for local unions. One session Geoffrey appreciated was about running an organization this size. It helped to appreciate how well previous treasurers successfully managed our records. We are in a much better place when it comes to tax filings and required records than many other local unions who often struggle with that kind of organization. Geoffrey also attended a session about the importance of having a policy manual. Examples were given about why it's important to have a records retention policy, travel policies, etc. We have many informal policies that have been passed down verbally, but nothing in writing. It will be in our best interest for the Executive Board to gradually start drafting a formal policy manual.

### **Rob's report**

Rob reported that conversations with others around the country highlighted the strength of our contract and bargaining teams. There are other states that are not allowed to collectively bargain because it is illegal. It's easy to take our situation for granted because it's been on a solid foundation for years and that's all many of us have ever known, but AHE must never get too comfortable. We must stay strong and continue to push for what is right. AHE owes it to those who don't have the same opportunities.

### **Tim's report**

Tim reported on good strategies to develop excellent teams, including approaches to communication and approaches to bargaining. He also learned about strategies to continue to build relationships with the administration so that we can work together proactively and productively. Another highlight were the many team-building moments for our executives in between WEA sessions. We spent many hours together and spent significant time with institutional knowledge and history learning, as well as discussing and better understanding the contract. We also were able to spend significant time collaborating and planning for both how to complete our individual responsibilities effectively and also strategies for working effectively as an organization.

### **Jason's Report**

Jason gave a shout-out to the representatives who attended the summit. Jason reported on a session about "building your bench" and other forms of leadership recruitment and training. This has always been something the Executive Board is mindful of, but the session provided insights into ways that it could be more structured. One example might include a handbook or training for new officers. This is often information that informally gets passed down through leadership, but the session provided valuable resources to help formalize some training and provide some resources. This gives us something to strive for to continue to improve. Jason also reported on the value of team-building for the leaders who attend and how that strengthens our local union.

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

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

As a reminder, it is that time of year when AHE will be soliciting for next year's committees. The VPs will solicit for college committees, and Jason will solicit for District committees. As a point of clarification, remember that positions on the Curriculum Committee are supposed to be elected by the department or division who is being represented. If you have concerns about how your Curriculum Committee rep was selected, please contact Tim, Jackie, or Rob with questions.

There is currently a solicitation from Jason for volunteers for a District A.I. Task Force. This would be a temporary task force charged with researching and making recommendations to help with the development of policies and procedures related to A.I. If you are interested, please email Jason.

The Chancellor has selected members for the Final Exam Schedule Task Force. The task force will be chaired by SFCC dean Dr. Sarah Martin and SCC faculty member Tim Greenup. This group will work on researching and reviewing options for updating the final exam schedule. The task force is advisory and will make suggestions or recommendations, but since the Final Exam Schedule has historically been handled by the Calendar Committee, it will still need to be bargained and then voted on by the membership and Board of Trustees.

Faculty asked for clarification on where ideas for tasks forces originate. Jason shared that task forces often arise for logistical or practical reasons out of conversations between AHE and administration. It is a good example of shared governance and collaborative problem-solving where task forces can be a way to involve stakeholders to look at a specific issue.

There are two 90-minute forums this week focused on the mission, vision, and values. AHE has not yet seen the data from Dr. Lori Hunt's survey. The Chancellor has stated he plans to share information and also take questions or feedback before making a final recommendation to the Board of Trustees. Please show up and please speak up. The first forum is at SFCC on Wednesday, April 15 in the Music Building from 2:00 to 3:30. The second forum is on Thursday, April 16 at SCC in the Lair from 1:00 to 2:30.

District Chief of Staff and Strategy Dr. Lori Hunt has announced that she will be leaving Spokane Colleges and that July 3 will be her last day. We do not know at this time whether or not the Chancellor plans to fill that position or do some reorganizing of duties within the District office.

On March 26, the one tenured faculty counselor in Colville received a letter from President Martin notifying them that their position would be relocated to the main campus in Fall 2026. The letter said this was being done: *"After careful consideration of department needs, program priorities, and institution planning,"* but it gave no details. Additionally, no data has been provided to justify this decision. The other rural full-time faculty were not consulted for input, and neither were the other full-time SCC counselors. There was no information provided about how Colville students would be served in the future. This is also happening at the same time that SCC leadership is making statements about their commitment to the rural centers. They are hiring a new Dean of Rural Education, who presumably might have had thoughts on this after they started. Administration is also investing in tenure-track instructional positions at the rural centers, but at the same time, they are removing the only full-time counselor based in the rural centers. Although the Master Contract speaks to involuntary transfers in Article 6, no one has been able to provide a past historical example of something like this ever happening before. This appears to have been a unilateral decision made with no consultation or discussion with stakeholders. We fear it will also have a chilling effect when it comes to hiring faculty for full-time jobs at rural centers, because they will live with the constant uncertainty of having their lives uprooted and moved to Spokane.

Faculty voiced concerns about how disruptive this will likely be not only to the employee but also to the students. Concerns were raised if this means administration plans to start moving faculty around between the colleges without justification. Faculty found this problematic and wondered who was consulted before the decision was made. They also questioned what information was provided to justify "department needs." The question was raised of how rural students in Colville will be served and how this aligns with stated priorities about investing in a commitment to our rural centers.

**SCC VP Tim Roe:**

The main committee solicitations for 2026/2027 will come out tomorrow. The process is that AHE asks for interest from faculty and then shares a list of interested folks with administration. Administration selects from the list provided by AHE and administration should notify you. Please pay attention to the general meeting

patterns for committees and put your name in for committees that you will be able to attend. You will also see a little bit of information on the attached spreadsheet about what each committee does. You are welcome to reach out to the chair of each committee if you have any questions about a particular committee you are interested in.

There are going to be two dean recruitments happening this spring. One is for a new assistant dean for the new trades high school. The other is for an interim dean for the BHIT division related to Jeff Brown's upcoming retirement in September.

SCC is looking both at creative ways to reduce costs and increase revenue. Be sure to advocate for the things that you need and that will most benefit your students.

**SCC Extension VP Rob Deyo:**

Rob gave a reminder that step requirements for full-time faculty need to be completed by June 30. If you are due a step increase Fall quarter of 2026, you need to complete required trainings. Even if you are not due a step in the fall, you should submit an annual summary of professional development activities to your Dean by June 30. This is an ANNUAL requirement. Reference Article 19, Section 4 for more information or reach out to your VP if you have questions. Rob will send an email to membership tomorrow with the same information.

A member pointed out that even if a faculty member is at the top of the pay scale, they should still submit their annual summary in case a new step is ever added to the top of the scale.

**Position Updates:**

- ABE Tenure-track position: Interviews started today and will go through Friday. The committee is interviewing 9 candidates.
- Rural Psychology Tenure-track position: Waiting for applications to be released.
- Dean of Rural Education: There were 82 applicants. Currently scheduling interviews with a plan to have three finalists on campus May 4 to 12.

**SFCC VP Jackie Franklin:**

On Friday at SFCC there will be training about student disruptions. Faculty were asked to RSVP, so if you are unsure whether your RSVP was received, please contact Jessica Hoppe to confirm..

There will be a listening session at 2:45 on Friday about SFCC's dean leadership structure. The session is regarding what the plan should be moving forward in the Community Health & Education, Humanities, and Social Sciences Division. On Friday, please go, share your concerns, and ask questions regarding the leadership structure. President McEachern has assured us that no final decisions have been made and that input from the listening session will inform next steps. Do not assume someone else will be there to represent you or your concerns.

**Adjunct Representative Lena Lopez Schindler:**

The state-wide adjunct meeting was held over spring break. Lena wanted to reiterate how hard our AHE union represents us at the state level. Next month Lena will provide information on adjunct trainings.

**Good of the order:**

Faculty noted that when administration is looking at deans, there are more than just deans over instruction and they should be looking at those dean positions as well.

Scott Satake made a motion to adjourn. Michelle Pearson seconded. The meeting adjourned at 4:25 p.m.