

AHE SENATE MEETING MINUTES

June 9, 2026

In-Person and Online Via Zoom



Attendance:

In Person

Bagwell, Geoffrey
Bem, Greg
Buckley, Michael
Campbell, Holly
Carlson, Bobbi
Cary, Chris
Clark, Sam
Daily, Bev
DeBolt, Katella
Deyo, Robert
Dubois, Rick
Eggerman, Jason
Flock, Barb
Franklin, Jackie
Gates, Devika
Hein, Bradley
Kier, Laura
Livingston, Tony
Lopez-Schindler, Lenora
Moore, Michele
Moorhead, Ronda
Morrow, Corrine
Pearson, Michelle
Rambo, Bill
Roe, Timothy

Satake, Katie
Satake, Scott
Schluter, Russell
Shelton, Shawna
Stack, Brian
Tevis, Samuel
Throop, Judith
Trujillo, Cindy
Vogel, Rob
Wanke, Colette

Online

Amstadter, Logan
Bishop, Adriana
Bjerke, Joy
Browning, Kristen
Case, Emma
Christman, Zachary
Commers, Ken
Cosner, Rebecca
Cuisinier, Eddy
Dalsanders, Christie
Dimick, Susan
Fadeley, Megan
Fick, Karen
Gamble, Anna

Green, Sabina
Henry, Chad
Hoppe, Jessica
Hudson, Stacey
Jones, Tina
Keller, Dave
Kuhle, Teya
Lackey, Ray
McCann, Samantha
McCoy, Jennifer
MitmaMomono, Christina
Morgan, Heather
Murphy, Helen
Nemri-Webber, Rabab
Nemri, Kamilia
Odlevak, Janine
Ping, Ping
Rasmussen, Angela
Stephens, Samantha
Street, Rick
Ugaldea, Ben
Vosen, David
Weaver-Forsman, Britni
Wolfsen, Amy
Zirotti, Laurent

Call to Order: The meeting was called to order at 2:48 p.m. by Jason Eggerman.

Minutes and Finance

Approval of Minutes

Russell Schluter motioned to approve the May minutes; Shawna Shelton seconded. The motion passed.

Treasurer's Report

	Income	Expenses	Total End of Month	Assets
May	\$9,589.59	\$44,682.85		\$230,236.18

Geoffrey noted that expenses were notably high this month because AHE paid the District for their portion of the release time for the AHE President and Vice Presidents. Each VP gets 33.33% release time, and AHE pays for one-third of each VP's 33.33% release. The AHE President has 100% release time, and AHE reimburses the District for half of it. The reimbursement is at the adjunct rate plus benefits. Jason and Bev both noted that some local unions either have no release time or have much less release time. Having release time allows time to problem-solve with administration and work with members. Barb Flock motioned to approve the May treasurer's report. Melinda Martin seconded. The motion passed.

Old Business

Bylaws Review Process

Article 11 (Commissions) and Article 12 (Standing Committees) were distributed for review with proposed amendments from the May 26 Executive Board meeting.

For Article 11, Jason noted that he spoke with Bev (as a past AHE President who has handled grievances) and Scott Satake (Grievance Coordinator since 2021). The Grievance Coordinator language was amended to clarify that the coordinator assists the President with the grievance process versus handling it on their own. Most other amendments in Article 11 were minor edits or structural changes such as adding headings. The amendments for Article 11 are shown below. As before, green font signifies additions, red strike-throughs are deletions, and blue font is existing language being moved from one place to another.

Article 11: Coordinators

Section A: Grievance Coordinator

The Grievance Coordinator shall *assist the President in studying and recommending appropriate action regarding personnel policies, the Master Contract, ~~CCS~~ Spokane Colleges policies, and any applicable state and/or national legislation.*

1. *Appointments: Appointments will be made by the President with the approval of the Executive Board. Appointment will be for one year. A committee may be appointed by the President to assist if needed. ~~the Grievance Coordinator so chooses.~~*
2. *Duties: Duties of the Grievance Coordinator will be to work with the AHE President as needed on the following as follows:*
 - a) *To ensure due process as guaranteed by the Master Contract for members of the bargaining unit.*
 - b) *To ~~continue to~~ periodically review ~~CCS~~ Spokane Colleges personnel policies and make recommendations to the Executive Board, Faculty Senate, and the Bargaining Commission.*
 - c) *To ~~continue the educational program designed to~~ inform all members of their legal rights and responsibilities.*
 - d) *To ~~continue to~~ educate members concerning the grievance procedure, ~~especially in the area of arbitration,~~ and to ensure that it is implemented and properly functioning.*
 - e) *To act as a representative for grievant when requested by the AHE President.*
 - ~~f) To inform leadership and affected members of the disposition of each case at all levels at all times.~~
 - ~~g) To make recommendations to the Executive Board regarding binding arbitration.~~
 - h) *To keep accurate records of grievance proceedings and file copies with the Secretary of the Association.*
 - i) *To be responsible for keeping any grievance expenses within budget guidelines.*

3. Procedures: The procedure for filling and resolving a grievance will be as outlined in the Master Contract.

Section B: Communications Coordinator

This coordinator shall disseminate information to the faculty concerning the needs, goals, and desires of other members of the bargaining unit ~~and shall promote a positive academic employee and Association image in the community. A committee may be appointed to assist if the Communications Coordinator so chooses.~~

1. Appointment: Decision to fill this appointment will be made by the President with the approval of the Executive Board. Appointment will be for one year. ~~A committee may be appointed by the President to assist if needed.~~
2. Duties: Duties of the Communications Coordinator will be as follows:
 - a) To publish and distribute a newsletter on a regular basis.
 - b) To advise the President and the Executive Board on internal and external ~~commissions communications.~~
 - c) ~~To promote a positive academic employee and Association image in the community.~~
 - d) To be responsible for keeping ~~any communications expenses~~ within the appropriate budget guidelines.

Section C: Political Action Coordinator

~~This Coordinator shall know local legislators, keep them informed of educational problems, know bills pending which relate to higher education, keep membership and the educational community informed of the progress of pertinent legislation, and make recommendations for action.~~ This Coordinator shall ~~promote~~ stay informed about the legislative ~~program~~ priorities adopted by ~~the~~ WEA and shall also work with WEA through the WEA-EW office in ~~promoting issues that impact higher education. endorsement and election of candidates.~~

1. Appointment: Decision to fill this appointment will be made by the President with the approval of the Executive Board. Appointment will be for one year. A committee may be appointed ~~by the President to assist if needed the Political Action Coordinator so chooses.~~
2. Duties: Duties of the Political Action Coordinator will be as follows:
 - a) ~~To know local legislators and keep them informed of educational problems and issues related to higher education or Spokane Colleges.~~
 - b) ~~To know bills pending which relate to higher education and keep membership informed of the progress of pertinent legislation.~~
 - c) ~~To make recommendations to the Senate and Executive Board for action.~~
 - d) ~~To be responsible for keeping any expenses within the appropriate budget guidelines.~~

A member asked why coordinator positions are for one year vs two years. Jason pointed out that coordinators are appointed by the President, not elected, and that a President may want to change coordinators after one year. Bev also pointed out that having a longer term would require the addition of language on how coordinators can be removed. Officers have two-year terms but can be recalled. With coordinators, if it's not working out, a new coordinator can be appointed the following year.

Lena Lopez-Schindler made a motion to accept the Article 11 amendments as presented. Bev Daily seconded. The motion passed.

For Article 12, Jason noted that all proposed amendments were mainly cleaning up the structure of the article by adding headings and some outline format. There were not any substantive changes. The proposed

amendments for Article 12 are shown below. As before, green font signifies additions, red strike-throughs are deletions, and blue font is existing language being moved from one place to another.

Article 12: Standing Committees

Section A: Standing Committee Operations

Standing committees are designed to deal with the ongoing business of the Association.

1. Appointments and Terms: The president shall appoint standing committee members from the Faculty Senate and the general membership as needed. Terms of committee members shall be indefinite and subject to annual review by the President.
2. Committee Chairs: Each standing committee shall elect a Chair. In the event a Chair is not elected, the President may appoint a Chair. That Chair will be responsible for reporting the committee's activities to the Faculty Senate *and the Executive Board, as appropriate.*
3. Committee Budget: Each committee chair shall prepare an annual budget proposal and submit it to the Association Treasurer by the appropriate deadline. The Chair shall be responsible for keeping the committee's expenses within budget guidelines.

~~Section A~~ Section B: Membership Committee

This committee shall promote CCS-AHE membership among all Spokane Colleges ~~CCS full-time and adjunct/hourly~~ faculty. It shall also act as the distributor of information regarding special services and benefits to members.

1. Membership: Two or more members from each of the three instructional ~~areas~~ *units* plus the Association Treasurer.
2. Duties: *Duties of the Membership Committee will be as follows:*
 - a) *To contact the Faculty Senate for help in conducting an annual membership drive, providing training for enlisted Senators when necessary.*
 - b) *To maintain information on NEA/WEA/CCS-AHE special services and benefits available to members in coordination with the Communication Coordinator.*

~~Section B~~ Section C: Adjunct/Hourly Faculty Committee

This committee shall promote the active participation of adjunct/hourly faculty in CCS-AHE governance and activities of CCS-AHE that pertain especially to them.

1. Membership: One or more adjunct/hourly members from each of the three instructional ~~areas~~ *units*.
2. Duties: *Duties of the Adjunct/Hourly Faculty Committee will be as follows:*
 - a) *To coordinate with the Communication Coordinator, the Membership Committee, and other appropriate bodies.*
 - b) *To encourage the participation of all adjunct/hourly faculty.*
 - c) *To maintain familiarity with the ~~CCS~~ Spokane Colleges policies and CCS-AHE actions which particularly affect adjunct/hourly faculty and to make this information available to them.*
 - d) *To hold a minimum of one annual meeting of adjunct/hourly faculty to provide a forum to discuss their concerns.*
 - e) *To make recommendations to the Faculty Senate and to the Executive Board regarding adjunct/hourly issues.*

~~Section C~~ Section D: Courtesy/Social Committee

This committee shall organize and carry out the social functions of the CCS-AHE. ~~and send cards or make other appropriate gestures to the ill and bereaved.~~

1. Membership: *One or more members from each of the three instructional ~~units~~ ~~areas~~.*
2. Duties: *Duties of the Courtesy/Social Committee will be as follows:*
 - a) *To develop communications with each unit and take appropriate action regarding individuals requiring specific recognition.*
 - b) *To be responsible for preparing gifts and awards.*
 - c) *To send cards or make other appropriate gestures to the ill and bereaved*

A member asked why the Bylaws still refer to the union as CCS-AHE if the District is now Spokane Colleges. Jason and Bev explained that CCS (Community Colleges of Spokane) AHE is still the union's legal name as a registered non-profit. It is also the name registered with PERC (Public Employees Relations Commission) and with both WEA and NEA. Changing our name would cost money and is not an easy process. There is also no guarantee the District won't change their name again at some point in the future. For now, our Master Contract and Bylaws will continue to refer to the District as Spokane Colleges and the local union as either just "AHE" or "CCS-AHE." A member commented that the District should pay the cost for CCS-AHE to change their name if it is important for them to have the names match.

Bradley Hein made a motion to amend Article 12 as presented. Bev Daily seconded. The motion passed.

The Bylaws review is complete for this year. Jason thanked everyone for their engagement in this work and emphasized the importance of periodically reviewing governing documents. He mentioned it is likely we will be looking at the AHE Constitution next year. Unlike Bylaws, which can be amended by the Senate, amendments to the Constitution require a vote of the full membership.

Elections SFCC VP Results

Barb Flock, Chair of the Elections Commission, announced that Shawna Shelton has been elected the new SFCC Vice President. Shawna's term starts July 1. Jason thanked everyone at SFCC who voted for the high voter turnout. He also thanked both Shawna and Michelle for being willing to run.

New Business

Canvas Incident Debrief

A handout was distributed for the PowerPoint from a presentation given by Christine Van Winkle, Chief Information Officer (CIO). She gave the presentation at the Board of Trustees meeting on May 19 and also at the SCC faculty forum on May 21. A member noted that the Canvas incident occurred after SFCC's May faculty forum and that there was not another one scheduled for spring quarter. This was perhaps why the presentation was not also given at SFCC. Jason shared that the CIO mentioned that they had followed guidance from the State Board of CTCs to hold off on messaging during the incident, but in hindsight, they now realize that getting messaging out to faculty and students would have been a better plan. Jason mentioned that members can also find information about the incident in the emails sent by Chancellor Brockbank on May 14 and May 29. Jason will send the PowerPoint from the CIO's presentation to all members.

HSI Safety Training

There is interest by administration to implement structured safety trainings for liability reasons. The way this process is currently being approached is as follows: First, District staff do a walk-through of a particular building or work location to identify possible safety hazards. Second, once possible hazards are compiled into a list, District staff meet with the dean over that area to review which ones might apply to faculty. Sometimes

department chairs or program leads are also involved in those conversations, but that depends on the dean. Third, faculty would be asked to complete an inventory to identify which hazards apply to their work. That way, only relevant trainings would be assigned.

The proposed trainings are online from HSI (a third-party platform). Administration has said they chose this vendor for ease of tracking the trainings and because the trainings are OSHA approved. Most trainings range from about 7 minutes to about 30 minutes in length. Sample training titles include things like: "Compressed Gas Safety (26 minutes)," or "Ladder Safety (16 minutes)," or "Eyewashes and Safety Showers (7 minutes)."

The amount of training faculty would be assigned depends on their specific work. For many faculty who teach in traditional lecture environments, there would be very little applicable training. However, for some faculty who work in labs and shops, the amount of training would be significantly more. There is also a distinction between first-time training and ongoing yearly training. For example, AHE has seen estimates in some areas where District might want to assign 11 to 12 hours of one-time (first-year) training. However, subsequent years might have only 2 to 3 hours of yearly training.

The main conversation that still needs to occur with administration is about compensation. Many of the faculty who will likely be assigned higher amounts of trainings work in labs and shops and have a high number of student contact hours per week. For example, there are 25 hours of student contact each week for faculty in Category F. That is compared to 15 hours of student contact for lecture classes in Category A. Those faculty with the higher number of student contact hours do not have office hours as part of their workload. Jason has reached out to faculty in areas of TechEd and Science to get their opinions on what is a reasonable amount of training. He will share that information with administration when they meet on Friday.

A member asked about whether Corrections faculty would be included in any discussions about compensation for safety training. Since Corrections faculty have their own training requirements through DOC, and since those trainings are part of the contract with DOC, it is a separate issue and different conversation.

Another member noted that it would be helpful to have a specific person trained for each building. Several buildings have safety requirements that are specific to the space, and faculty expressed concerns that the District safety office is not equipped to understand the specific safety elements in each program or building.

Another member noted that in previous conversations with the safety office, they were initially assigned over 40 trainings. They expressed how unreasonable this felt. In a more recent conversation, they were assigned around 20 trainings, which they still felt was excessive and unreasonable.

Members noted that, in industry, all mandatory training occurs on paid time. Another member asked if this was being done mainly to check a box, or if this was being done because the goal was to truly provide meaningful safety training. The impression several members shared is that they feel this is mainly about liability and checking a box to say that the District is providing safety training.

Another member asked about the possibility of having HSI training(s) go towards step advancement. Jason noted that some of the safety trainings are less than 10 minutes long, and some are only 3 minutes. Most trainings for step advancement are longer than that. Bev pointed out that in prior years, a request was made to have the District develop a base safety training that could apply to most faculty and could be counted towards step advancement. Then, more unique or specialized trainings could be used to supplement that base training. This suggestion has not gotten traction with the District, but AHE will suggest it again.

Fall Preview

Jason talked about some items or priorities that are on the horizon for next year. One example would be to explore the creation of a handbook for the Elections Commission. The Bylaws contain critical information, but a handbook could provide more detailed timelines, email templates for nominations or announcing results, and

other practical guidance for future Elections Commissions. Barb will reach out in the fall to the other members of the Elections Commission for input on next year.

Another priority next year will be to get at least one of the standing committees up and running. Jason pointed out that our Bylaws call for a Membership Committee, an Adjunct Issues Committee, and a Social/Courtesy Committee. These are places where members who are interested in specific areas can get involved in AHE.

Jason also gave a heads-up that in October, the Senate will need to discuss how many delegates they would like to send to WEA-RA in Tacoma. For at least the past 10 years, WEA-RA has been held locally in Spokane. This means we have budgeted only \$200 to \$300 for parking and some lunch. Sending delegates to Tacoma for several days will be substantially more expensive, so the Executive Board and Senate needs to think about how many funds will be allocated for this when they create the budget next Fall.

Next year will be the second year of our three-year Master Contract. This means that next year AHE will be gathering data and starting preparations for the next round of bargaining. Members can expect to see more small surveys next year. Next year will also be the time when we form the Bargaining Commission, so members should start thinking about it now if they might be interested in that work.

President's and Vice Presidents' Reports

AHE President Jason Eggerman:

AHE is still working through the grievance process regarding administration's attempt at an involuntary transfer of a faculty counselor from Colville to the main SCC campus. The grievance has been advanced to Step Two, which means the Step One response from the SCC President was not satisfactory, and the grievance has now been appealed to the Chancellor.

There are two pre-RIF conversations still ongoing at SCC. One is the Pharm Tech program. For that pre-RIF, AHE, the faculty, and administration have had the contractually required meeting, and the notes from that pre-RIF meeting have been summarized and sent to the Chancellor for review. The Chancellor decides whether or not to initiate the RIF process. For Pharm Tech, there is a new cohort starting in the Fall, so any RIF (if that occurs) would not happen until the end of academic year 2026/27. The other RIF is related to a certificate program, Hospitality, Tourism, and Event Management (HTEM). This would not result in the RIF of any faculty. The meeting about this program with AHE, the faculty, and administration will take place June 23. The pre-RIF notes from that meeting will then be summarized and forwarded to the Chancellor for review.

Jason thanked the membership, Senate, and Exec Board for the words of encouragement he has received this year as his first year as AHE President.

SCC VP Tim Roe:

The interim BHIT dean will be Andrea Reid.

Tim gave a shout-out to Jackie Franklin as she completes her final AHE meeting as the SFCC VP. She cares deeply about her students and the faculty. He also gave a shout-out to Bev Daily for her continued support over this past year for her encouragements and sage advice. A thanks to Jason for his work this past year as he stepped into the role of President.

Tim congratulated a retiring Senator, Tony Livingston, and thanked him for his service to AHE over the years as a senator and on our bargaining team.

Tim encouraged everyone to reach out this summer if anything comes up.

SCC Extension VP Rob Deyo:

Rob gave a reminder for full-time faculty to complete their required trainings and turn in their summary of professional development before June 30. Even if faculty are not due a step, they still need to turn in a summary of professional development each year.

Position Updates:

- Dean of Rural Education - Katie Kleinhesselink will start on July 1. Jeff Williams will be returning to Corrections
- Rural Psych - this position is open until filled

Rob congratulated the following faculty on their retirement:

- Linda Buff
- Brian Briggs
- Kathy George

Rob thanked Jackie for her service as SFCC AHE VP.

SFCC VP Jackie Franklin:

The presidential search begins on June 23. Committee members are Dave Keller, Ursula Helflick, Laura Woods, Britni Weaver, and Michelle Pearson.

SFCC faculty need to continue to communicate through their chairs and deans as well as the AHE.

Adjunct Representative Lena Lopez Schindler:

The last day for two-year averaging forms to be completed is June 12. Also, a reminder to download your Canvas courses.

Good of the order:

Jason thanked Jackie for her years of service as the SFCC VP. He highlighted Jackie's important contribution of getting new SFCC faculty involved in AHE leadership. Bev Daily and Ronda Moorhead also thanked Jackie and spoke to her important contributions to AHE and SFCC. A gift was presented.

Michelle Pearson made a motion to adjourn. Shawna Shelton seconded. The meeting adjourned at 4:12 p.m.