



NOTICE OF MEETING REGULAR MEETING

BOARD OF TRUSTEES COLLEGE DISTRICT NO.10
Green River College, Auburn, Washington

October 20, 2022

The Board of Trustees of College District No. 10 will hold a regular meeting on Thursday, October 20, 2022 at 4:30p.m. Jennifer Ramirez Robson, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at: <https://us02web.zoom.us/j/83940821882> or call in at: 253-215-8782. Meeting ID: 839 4082 1882 Passcode: 98092

TIME (approximate)	TOPIC	PRESENTER	TAB
4:30 PM	CALL TO ORDER	Jennifer Ramirez Robson	
	ROLL CALL		
	PUBLIC COMMENT		
	CELEBRATING SUCCESS		
4:35 PM	COIL	Erin Fernandez Mommer Lisa Luengo Jamie Fitzgerald Megan Swanson	Celebrating Success
4:45 PM	APPROVAL OF MINUTES	Jennifer Ramirez Robson	Minutes
	September 15, 2022		
	September 23, 2022		
	CORRESPONDENCE		Correspondence
	N/A		
	INTRODUCTIONS		
	N/A		Introductions

TIME (approximate)	TOPIC	PRESENTER	TAB
	REPORTS TO THE BOARD		
4:50 PM	2023 Schedule of Board Meetings	Jennifer Ramirez Robson	TAB A
5:00 PM	UISFL Grant	Rolita Ezeonu Jamie Fitzgerald	TAB B
5:10 PM	United Faculty MOU	Rolita Ezeonu Charlie Crawford Mark Brunke	TAB C
	STANDING REPORTS		
5:20 PM	Student Report	Ash Mohamed-Bakhash	TAB D
5:30 PM	Equity & Diversity Report	Ha Nguyen	TAB E
10 minute BREAK			
N/A	College Council Report	No Report	No Report
5:50 PM	Faculty Report	Jaeney Hoene	TAB F
6:00 PM	Classified Staff Report	Jordan Harrington & Amanda Clifford	TAB G
6:10 PM	President's Report	Suzanne Johnson	TAB H
If needed	EXECUTIVE SESSION		
	ACTION RECOMMENDATIONS		ACTION
	UISFL Grant		
	United Faculty MOU		
	TRUSTEES ASSOCIATION		Trustees Association
6:20 PM	ACCT Voting Delegate		
	OTHER BUSINESS/PUBLIC COMMENT		
	Upcoming Activities/Meetings		Other Business
6:20 PM	ADJOURNMENT		

If you need disability related accommodations to make this event accessible, please contact Human Resources at 253-833-9111, ext. 2600; TTY 253-288-3359; or by email at hr@greenriver.edu.

Green River College is an equal opportunity educator and employer. Learn more at www.greenriver.edu/accessibility.

THANK YOU TO:

Stephenie Cheng-LaBoyne – Business Office

Jamie Fitzgerald – Dean of Humanities

Matt Swenson – Advancement Office

Greg Tuke – Founder of Going Global U

Undergraduate International Studies and Foreign Languages Grant

- ★ First Year: October 1, 2022 - September 31, 2023 (\$99,754)
- Second Year: October 1, 2023 - September 31, 2024 (\$99,835)

Total amount: **\$199,589**

In-kind Match: **\$22,279 (project administration and GRC Foundation)**

Collaborative Online International Learning (COIL)

Virtual Exchange is a DEI Imperative

- ★ **Equitable access** to high-quality, engaging academic experiences and **responsive curriculum** lead to **retention**

1. Complete comprehensive regional assessment to inform the design of a regional COIL Center.
1. Establish a sustainable local Green River COIL training and mentorship “Brain Trust” on campus.
1. Lay the groundwork for a Northwest Regional COIL Center, in collaboration with Northwest COIL Directors Group (includes major institutions from Oregon, Washington and British Columbia) to support each institution’s implementation of a development plan.
1. Monitor and evaluate participating institutions’ use of COIL. Each institution will implement a “COIL development plan” using the Stevens Initiative’s Connected Classrooms Growth Framework.

Global Engagement

Intercultural areas developed through this process:

1. **Knowledge:** cultural self-awareness, knowledge of cultural worldview frameworks
2. **Skills:** empathy, verbal and non-verbal communication
3. **Attitudes:** curiosity, openness

Association of American Colleges and Universities, 2020 <https://www.aacu.org/>



COLLEGE DISTRICT NO.10

Green River College
Auburn, Washington

September 15, 2022

The Board of Trustees of Green River College District No. 10 held a regular meeting at 4:30 p.m. on September 15, 2022 in the ZC Boardroom and virtually via Zoom, ID #: 874 4631 8968. Board Chair Ramirez Robson presided.

4:30 p.m. Regular Meeting

TRUSTEES

Chair Ramirez Robson
Vice Chair Navas
Elaine Chu
Jackie Boschok
Arlene Pierini

STUDENTS/STAFF/GUESTS

Kit Alston
Shirley Bean
Roseann Berg
Garth Blackburn
Mark Brown
Mark Brunke
Francis Cantwell
Deb Casey
Tara Champion
Tsai-En Cheng

STUDENTS/STAFF/GUESTS

Bradley Chinn
John Clark
Charlie Crawford
dani crivello-chang
Anna Drury
Jennifer Dysart
Rolita Ezeonu
Lori Fishburn
Jamie Fitzgerald
George Frasier
Christie Gilliland
Heather Hughbanks
Suzanne Johnson
Kara LaValley
Luther Lessor
Lisa Luengo
Suzanne McCudden

STUDENTS/STAFF/GUEST

Sean McKeague
Kathryn Moninger
Camella Morgan
Ha Nguyen
Eric Oien
Beth O'Connor
Primes
Mary Saldin
Rhonda Sample
William Sciacca
Dan Sedlacek
Tammy Shilipetar
Lea Ann Simpson
Elaine Stricklin
Mimi Weithers-Bruce
Sidney Weldele-Wallace
Staci Whitehouse
Catherine Wells

ROLL CALL

The meeting opened at 4:32 p.m. with Chair Ramirez Robson and Trustee Pierini present in-person and Vice Chair Navas, Trustee Chu and Trustee Boschok present virtually.

RECOGNITION

Chair Ramirez Robson presented Trustee Pierini with an honorary gavel, as a token of appreciation for her time as Chair of the Board of Trustees during the 2020/2021 academic year. Chair Ramirez Robson also presented Trustee Chu with an honorary gavel as a token of appreciation for her time as Chair of the Board of Trustees during the 2021/2022 academic year. Both Trustee Pierini and Trustee Chu served their positions during the COVID pandemic where all board meetings were remote.

Trustee Chu thanked Chair Ramirez Robson and shared feelings of excitement and looking forward to this coming year. A gavel and block were presented for the 2022/2023 academic year, to Chair Ramirez Robson.

PUBLIC COMMENT

No public comment.

CELEBRATING SUCCESS

Kent Car Show

Vice President of Student Affairs, Deb Case, introduced Karen Khuu, Transition Coordinator in Veteran Services. Karen shared out information regarding the 2022 Cruisin' Kent Car Show, a fundraiser to support veterans at Green River College. This year \$2,777.77 was raised. A copy of the power point presentation is attached.

MINUTES

It was moved by Trustee Navas, seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 approve the meeting minutes of June 15, 2022, as distributed. Motion passes.

It was moved by Trustee Navas, seconded by Trustee Chu, that the Board of Trustees of College District No. 10 approve the meeting minutes of August 3, 2022, as distributed. Motion passes.

INTRODUCTIONS

Vice President of Instruction, Rolita Ezeonu, introduced new Tenure Faculty: Garth Blackburn, Frank Cantwell, Tara Champion, Bradley Chinn, Anna Drury, Nicole Onishi Feider, Lori Fishburn, Luther Lessor, Lisa Luengo, Sean McKeague, Kathryn Moninger, Eric Oien, Dr. Elnaz Parviz, James Pyle, Mary Saldin, William Sciacca, Dan Sedlacek and Clinton Sizemore. A copy of the Power Point presentation is attached.

REPORTS TO THE BOARD

Updated Hazing Legislative Mandate

Vice President of Student Affairs, Deb Casey, presented an update to the Hazing Legislative Mandate, with a request for action to approve the emergency rule, as described in the attached Power Point under TAB A.

Kent Campus Emergency Paging System

Executive Director of Information Technology, Camella Morgan, presented an overview of the Kent Campus Building Emergency Paging System (Telecenter U) with a request for action to authorize the expense in the amount of \$225,419. A copy of the Power Point presentation is attached under TAB B.

SDEV Contract Grant

Instructional Dean, Roseann Berg, presented an overview of the SDEV Contract Grant, with a request for action to accept the Career Launch Endorsed Program Enrollment Expansion Grant for Software Development (SDEV) in the amount of \$208,000 and to approve entering into a contract with Mentors in Tech, in the amount of \$104,500, and as described in the attached presentation under TAB C.

Three United Faculty MOU's

No report or request for action at this meeting.

Break from 5:24pm to 5:35pm

STANDING REPORTS

Student Report

No Report

Equity & Diversity Report

HR Audit

Senior Director of Human Resources, Mark Brunke, presented a report on the Human Resource Audit results, and next steps. A copy of the power point presentation is attached under TAB E.

College Council Report

College Council Chair, Tammy Shilipetar shared that the College Council is paying attention to the governance model that they are ready to participate. Tammy gave a shout out to all new faculty, and her excitement for them to be joining our Green River team. Tammy also shared excitement to work on items from the HR Audit.

Faculty Report

No Report

Classified Staff Report

No Report

President's Report

President, Suzanne Johnson, introduced Ha Nguyen, Vice President of Equity, Diversity and Inclusion, who joined Green River on August 16, 2022.

EXECUTIVE SESSION

No Executive Session

BOARD ACTION

It was moved by Trustee Pierini and seconded by Trustee Boschok that the Green River College Board of Trustees of College District No. 10 adopt as emergency rules the changes to the Green River College Rules of Student Conduct as stated in TAB A of the Board materials, and that such emergency rules are necessary to comply with Washington State House Bill 1751 known as "Sam's Law," and that the emergency rules will become effective upon filing with the Washington Code Reviser. Motion passes.

It was moved by Vice Chair Navas and seconded by Trustee Boschok that the Board of Trustees of Community College District No. 10 authorizes the College President, or her designees, to use up to \$225,419 in local funds (fund 443 – Data Processing) to purchase the Emergency Paging system for the Kent Campus. Motion passes.

BOARD ACTION CONTINUED

It was moved by Trustee Chu and seconded by Vice Chair Navas that the Board of Trustees of College District No. 10 accept the Career Launch Endorsed Program Enrollment Expansion Grant for Software Development (SDEV) in the amount of \$208,000 and approve entering into contract with Mentors in Tech Contract, in the amount of \$104,500. The funds are for direct costs incurred to support the scope of work. Motion passes.

TRUSTEES ASSOCIATION

Trustees discussed the upcoming ACCT conference in October, where Chair Ramirez Robson, Trustee Chu and President Johnson, will be presenting “Student Equity, the Imperative of Turning Words Into Actions”. Trustee Navas and Trustee Boschok will also be attending the conference.

OTHER BUSINESS/PUBLIC COMMENT

A list of upcoming activity dates was provided, with an emphasis on the October 25th Foundation event.

No public comment.

ADJOURNMENT

There being no further business, it was moved by Trustee Pierini, seconded by Trustee Chu, that the Board of Trustees of College District No. 10 adjourn its meeting of September 15, 2022 at 6:53p.m. Motion passes.

Jennifer Ramirez Robson, Chair
GRC Board of Trustees

Suzanne McCudden
Secretary to the Board of Trustees



COLLEGE DISTRICT NO.10

Green River College
Auburn, Washington

September 23, 2022

The Board of Trustees of Green River College District No. 10 held a special meeting at 9:30 a.m. on September 23, 2022 in the ZC Boardroom and virtually via Zoom, ID #: 869 5887 8472. Board Chair Ramirez Robson presided.

4:30 p.m. Regular Meeting

TRUSTEES

Chair Ramirez Robson
Jackie Boschok
Arlene Pierini

STUDENTS/STAFF/GUESTS

Mark Brunke
John Clark
Charlie Crawford
Rolita Ezeonu

STUDENTS/STAFF/GUEST

Jaeney Hoene
Suzanne Johnson
Suzanne McCudden
Dave Norberg

ROLL CALL

The meeting opened at 9:34 a.m. with Chair Ramirez Robson present virtually and Trustee Boschok and Trustee Pierini present in-person.

EXECUTIVE SESSION

No Executive Session

THREE UNITED FACULTY MOU'S

Vice President of Instruction, Rolita Ezeonu and Senior Director of Instructional Budget, Charlie Crawford, provided an overview of the three United Faculty MOU's with a request for action of approval, as attached under TAB A. The three MOU's are the High Demand Funding Tier 1-3, Tier 4 and Nursing.

BOARD ACTION

It was moved by Trustee Boschok, seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 approve the three United Faculty MOU's, as attached under TAB A. Motion passes.

OTHER BUSINESS/PUBLIC COMMENT

No other business or public comment.

ADJOURNMENT

There being no further business, it was moved by Trustee Boschok, seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 adjourn its meeting of September 23, 2022 at 9:44 a.m. Motion passes.

Jennifer Ramirez Robson, Chair
GRC Board of Trustees

Suzanne McCudden
Secretary to the Board of Trustees

DRAFT



The Board of Trustees of Green River College District No. 10 will meet on the following dates in 2023 as follows:

Thursday, January 19
Thursday, February 16
Thursday, March 16
Thursday, April 20
Thursday, May 18
Thursday, June 15

Thursday, July 20
Thursday, August 17
Thursday, September 21
Thursday, October 19
Thursday, November 16
Thursday, December 21

DRAFT



**INTERNATIONAL AND
FOREIGN LANGUAGE
EDUCATION**

TITLE VI

Undergraduate International Studies and Foreign Language (UISFL) Program



**International and Foreign Language Education
Office of Postsecondary Education
U.S. Department of Education**



WHAT IS UISFL?

The Undergraduate International Studies Foreign Language (UISFL) Program's primary goal is to provide funding to eligible institutions of higher education or consortia of such institutions to enable them to establish, strengthen, and operate undergraduate foreign language and area or international studies programs, especially programs and projects that are interdisciplinary in nature. Applicant institutions propose activities that will help them meet national needs in foreign language, area, and international studies.

The UISFL program is administered by the U.S. Department of Education's International and Foreign Language Education (IFLE) office.





A CLOSER LOOK AT UISFL

UISFL provides seed funding to plan, develop, and carry out new programs to strengthen and improve undergraduate instruction in international studies and foreign languages. Current UISFL grantees include community colleges, small four-year colleges and universities, and Minority-Serving Institutions (MSIs).





WHO BENEFITS FROM UISFL?

Higher Education Institutions and Consortia

- Support programs that expand undergraduate instruction in international studies and foreign language education
- Enhance linkages and partnerships between:
 - 2- and 4-year institutions
 - nonprofit educational organizations and Institutions of Higher Education (IHEs)
 - Public and private nonprofit agencies and organizations
- Develop programs designed to integrate professional and technical education with foreign languages, area studies, and other international fields

Students and Faculty

- Support study abroad programs for students
- Support research and faculty development activities in the U.S. and abroad
- Develop connections under which international faculty and scholars may visit U.S. institutions as visiting faculty

*Special Rule

Eligible Title III/V institutions that demonstrate a need may request a reduction in the institutional match or a waiver of the cost share. The nonfederal share may be provided as cash or in-kind contributions from institutional and noninstitutional funds.



MEET OUR PAST GRANTEES

RAMAPO COLLEGE OF NEW JERSEY

Ramapo College of New Jersey received UISFL grants in 2019 and 2020 to expand a Certificate in Spanish for Healthcare and Human Services Professionals program. The grants allowed the program to add interdisciplinary courses, internships locally at Bergen Volunteer Medicine Initiative and the Adler Aphasia Center, as well as overseas components in Cuzco, Peru and Bilbao, Spain. Students observed the important role of medical interpreters in the delivery of health services by bridging language barriers between patients and the health services provider while remaining "invisible" in the process to ensure patient confidentiality. The students also gained a better understanding about the racial and social challenges that health care professionals face in developing and providing health care and human services to Spanish-speaking patients.



Dr. Natalia Santamaria Laorden and her students in the Certificate in Spanish for Healthcare and Human Services Professionals program.

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

The Center for South Asian and Middle Eastern Studies (CSAMES) at the University of Illinois at Urbana-Champaign received UISFL grants in 2012, 2014, and 2020. The most recent grant was used to support a permanent director of Persian, as well as assistantships for Arabic and Turkish to serve those language programs. The grant also funded three courses: a new online general education course, "Introduction to Middle East Studies," "The Gulf States in the Modern Era," and "Digital Approaches to the Humanities" – a research course designed for students with Middle Eastern language skills. In addition, the grant supported faculty travel to Turkey and Jordan to explore new study abroad opportunities for students. Undergraduate students received scholarships to participate in overseas intensive language training programs, and CSAMES conducted outreach events such as documentary film series, conferences, and a career workshop.



Gizem Salcigil White prepares Turkish coffee in her kitchen in Izmir, Turkey for Turkish Coffee and Culture event held on Zoom in February 2020.



ELIGIBLE ACTIVITIES

- Development of a global or international studies program that is interdisciplinary in design
- Development of a program that focuses on issues or topics, such as global business or international health
- Development of an area studies program and programs in corresponding foreign languages, including less commonly taught languages.
- Creation of innovative curricula that combine the teaching of international studies with professional and preprofessional studies, such as engineering
- Research for and development of specialized teaching materials, including language instruction, i.e., business French
- Establishment of internship opportunities for faculty and students in domestic and overseas settings
- Development of study abroad programs

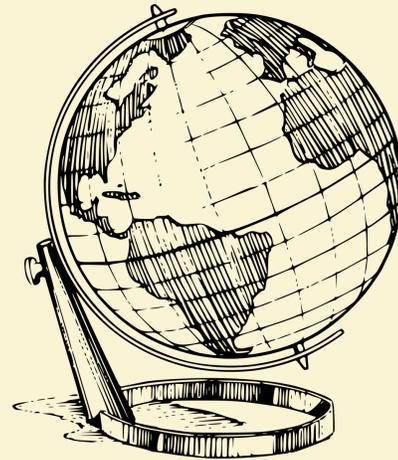




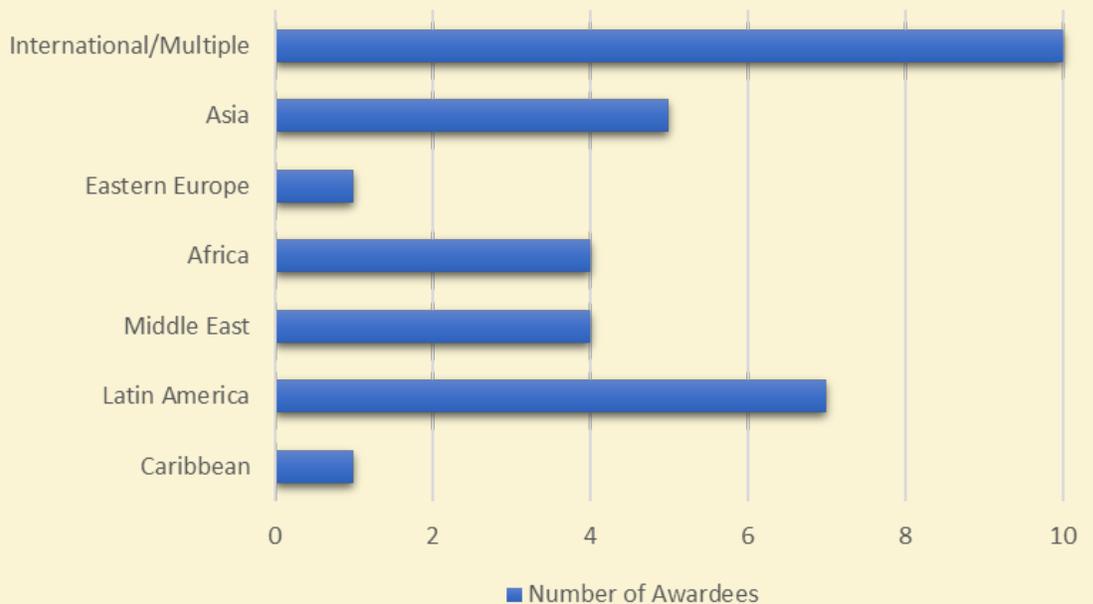
FY 2020 FACTS AND FIGURES

FOCUS AREAS

- STEM
- Global Health
- Internships and Study Abroad
- Curriculum Development
- Community Outreach (K-12)
- Tourism
- Faculty Development
- Language Proficiency
- Global Studies



Regional Focus of Awards



Visit our current [Google map of grantees](#) to further explore this program's past grantees geographically.



FY 2020 FACTS AND FIGURES

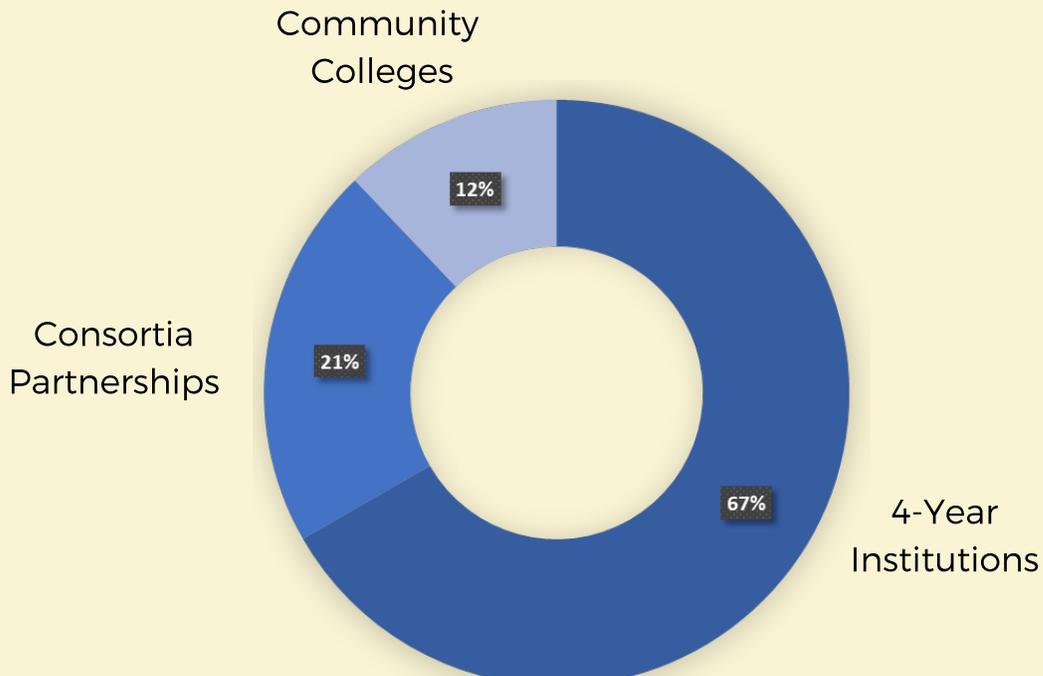


New awards totaled
\$2,857,000



Award grantees were either
an individual MSI or in
partnerships with an MSI

BREAKDOWN OF AWARDS





FREQUENTLY ASKED QUESTIONS

What is an average size award?

The average award size can vary slightly each year. On average, the amount for a single IHE project is \$90,000 for each budget period, and \$120,000 for each budget period for consortia IHEs, public and private nonprofit agencies, or organizations.

When will applicants be notified of their status?

It could take 4-5 months after the competition closes before we notify applicants about the status of their applications.

What kinds of expenses may be charged to a grant?

An applicant may charge the following expenses to a grant: 1) faculty compensation for course development or enhancement; 2) costs associated with workshops or seminars for faculty development; 3) overseas research travel tied to coursework enhancement or to development of institutional linkages; 4) library purchases; and 5) outreach activities to benefit the K-12 teachers or faculty from neighboring community colleges, etc.

UISFL budgets may also include reasonable costs to attend project director meetings and the costs to conduct external evaluations of grant activities.

What resources are available to assist applicants with preparing UISFL applications?

Applicants may view successful applications and abstracts from previous competitions on the IFLE Website, listen to technical assistance webinars on our YouTube channel, and contact IFLE staff to discuss their ideas for a UISFL project.

For more frequently asked questions, visit
<https://www2.ed.gov/programs/iegpsugisf/faq.html>.



CONTACT US

Website: www.ed.gov/programs/iegpsugisf

Email: uisfl@ed.gov

Phone: 202-453-6391



@GoGlobalEd



International and
Foreign Language
Education (IFLE) Office



MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
GREEN RIVER COLLEGE
AND
THE GREEN RIVER UNITED FACULTY COALITION, A.F.T. LOCAL 2195-AFL-CIO

This memo confirms the following understanding and commitment made between Green River College (the college) and the Green River United Faculty Coalition, A.F.T. Local 2195 (the UF).

As part of the negotiations between the college and the UF for the Negotiated Agreement effective July 1, 2021 through June 30, 2024, the college agreed to use local funds to fund an across-the-board \$400,000 salary increase for full-time and adjunct faculty beginning in FY 23. The college also agreed to add a horizontal column to be added in FY 23 to create increased opportunity to advance on the salary scale through earning service and professional development credits. The following are the agreed-upon details for the two compensation changes:

Full-time Faculty Salary Increase

Updated Appendix A: Full-Time Faculty Annual Salary Schedule and Appendix H, Section 5: IEP Annually-Contracted Faculty Salary Schedule (appended to this document).

Retroactive to July 1, 2022, \$771.37 will be added to each step of the FY 23 Full-time Faculty Annual Salary Schedule and Appendix H, Section 5: IEP Annually-Contracted Faculty Salary Schedule (Appendix A to this document).

Retroactive salary increases for fall quarter based on the update Full-Time Annual Faculty Schedule will be paid in equal payments over the duration of the contract beginning no later than the pay period ending 12/15/22].

Adjunct Faculty Salary Increase

Updated Adjunct Faculty Salary Schedule.

Retroactive to July 1, 2022, \$17.14 per credit will be added to each level of the Adjunct Faculty Salary Schedule (Appendix B: Adjunct Faculty Salary Schedule, Section 1: Per Credit Adjunct Schedule and Steps, Effective Summer Quarter 2022). Hourly rates for Faculty Adjunct Librarians and Counselors will be raised as shown in Appendix B (appended to this document).

Retroactive salary increases earned in Summer shall be paid in full not later than 12/23/22.

Retroactive payments for Fall based on the Adjunct Salary Schedule will be paid in equal payments over the duration of the fall contract beginning no later than the pay period ending 12/15/22]

Horizontal Lane

Retroactive to July 1, 2022, a horizontal column, 390, will be added to the FY 23 Full-time Faculty Annual Salary Schedule (Appendix A: Full-Time Annual Salary Schedule, Effective Summer Quarter 2022, Section 1: Initial Placement).

Retroactive increment payments for fall quarter based on the update Full-Time Annual Faculty Schedule will be paid in equal payments over the duration of the contract beginning no later than the pay period ending 12/15/22].

Jaeney Hoene, President
Green River United Faculty Coalition, President

Jennifer Ramirez Robson
Board of Trustees Chair
Green River College

APPENDIX A
GREEN RIVER COLLEGE
ANNUAL SALARY SCHEDULE
EFFECTIVE SUMMER QUARTER 2022

SECTION 1

LEVEL	Initial Placement											
	225	240	255	270	285	300	315	330	345	360	375	390
A	56322	57787	59252	60717	62182	63648	65113	66578	68043	69508	70974	72439
B	59379	60845	62310	63775	65240	66705	68171	69636	71101	72566	74032	75497
C	62437	63902	65368	66833	68298	69763	71228	72694	74159	75624	77089	78555
D	65495	66960	68425	69891	71356	72821	74286	75752	77217	78682	80147	81612
E	68553	70018	71483	72949	74414	75879	77344	78809	80275	81740	83205	84670

3V	Three Year Vocational Certificate	2537 per contract year
5V	Five Year Vocational Certificate	3675 per contract year
MA	Master's Degree	3675 per contract year
DR	Doctoral Degree	7095 per contract year

There shall be no pyramiding of the above premiums

Credits beyond 345 must be earned after July 13, 1994.

SECTION 2

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates in Section 1 above on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

SECTION 3

Increments will be applied consistent with State law when funds are available. To the extent provided by the State Board or legislature, any shortage in the funding of increments will be funded by turnover savings, only to the extent that turnover saving are available. Any increment earned but not funded shall not be paid retroactively, but shall be effective when funds are available.

Turnover savings are defined as: "the ongoing (permanent) difference between the compensation level of a faculty employee who is no longer employed and the compensation level of the faculty replacement." Because turnover savings are defined as permanent savings, they do not include temporary savings that may be realized from such situations as vacant positions, temporary savings from faculty on leave, reassignment or sabbatical, savings resulting from reduction in force, stipend pay or moonlight pay.

"Turnover" does not occur until the full-time permanent tenure-track faculty member has been hired.

Any turnover savings applied to a shortage in increment funding shall be drawn from turnover savings realized during the previous year and if needed, from any remaining turnover savings accrual.

Turnover savings not needed/used to cover unfunded increment will accrue and carry forward.

APPENDIX B
GREEN RIVER COLLEGE
ADJUNCT FACULTY PER CREDIT SALARY SCHEDULE
EFFECTIVE SUMMER QUARTER 2022

SECTION 1

LEVEL	LECTURE (per credit)	LAB (per credit)
Bachelor's Degree or Temporary Vocational Certificate:		
A	920.01	1564.02
B	943.57	1604.07
C	966.88	1643.70
D	990.79	1684.34
E	1014.46	1724.58
F	1039.62	1767.35
 Master's Degree or Above in Teaching Field or Five-Year Vocational Certificate:		
A	982.30	1669.92
B	1006.32	1710.75
C	1029.88	1750.79
D	1053.19	1790.43
E	1077.22	1831.28
F	1103.46	1875.88
 Doctoral Degree:		
A	1028.00	1747.61
B	1051.09	1786.85
C	1074.88	1827.29
D	1098.08	1866.73
E	1121.98	1907.36
F	1149.43	1954.03

The rate of pay for independent study shall be \$69.16 per credit hour per student.

Start-up pay for classes canceled within seven calendar days prior to the first class meeting is \$88.92.

SECTION 2

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates in Section 1 on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

SECTION 3

Increments will be applied consistent with State law when funds are available. Any increment earned but not funded shall not be paid retroactively, but shall be effective when funds are available.

APPENDIX B
GREEN RIVER COLLEGE
ADJUNCT FACULTY SALARY
EFFECTIVE SUMMER QUARTER 2022

SECTION 1

LEVEL	LECTURE-TYPE CLASSES	LAB-TYPE CLASSES
Bachelor's Degree or Temporary Vocational Certificate:		
A	83.64	71.09
B	85.78	72.91
C	87.90	74.71
D	90.07	76.56
E	92.22	78.39
F	94.51	80.33
 Master's Degree or Above in Teaching Field or Five-Year Vocational Certificate:		
A	89.30	75.91
B	91.48	77.76
C	93.63	79.58
D	95.74	81.38
E	97.93	83.24
F	100.31	85.27
 Doctoral Degree:		
A	93.45	79.44
B	95.55	81.22
C	97.72	83.06
D	99.83	84.85
E	102.00	86.70
F	104.49	88.82

The rate of pay for independent study shall be \$69.16 per credit hour per student.

Start-up pay for classes canceled within seven calendar days prior to the first class meeting is \$88.92.

SECTION 2

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates in Section 1 on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

SECTION 3

Increments will be applied consistent with State law when funds are available. Any increment earned but not funded shall not be paid retroactively, but shall be effective when funds are available.

APPENDIX B
GREEN RIVER COLLEGE
HOURLY SALARY SCHEDULE
FOR ADJUNCT LIBRARIANS AND COUNSELORS
EFFECTIVE SUMMER QUARTER 2022

SECTION 1

Adjunct Librarians and Adjunct Counselors will be paid according to the following salary schedule:

LEVEL		HOURLY RATE
Master's Degree or Above in Teaching Field or Five-Year Vocational Certificate:		
A		\$55.61
B	after 3 quarters of employment	\$58.21
C	after 6 quarters of employment	\$60.79
D	after 9 quarters of employment	\$63.40
E	after 12 quarters of employment	\$66.02
F	Associate Faculty	\$68.91
Doctoral Degree:		
A		\$58.67
B	after 3 quarters of employment	\$61.55
C	after 6 quarters of employment	\$63.86
D	after 9 quarters of employment	\$66.46
E	after 12 quarters of employment	\$69.05
F	Associate Faculty	\$72.07

SECTION 2

Salary increases for Cost of Living Adjustments authorized by the legislature shall be applied to the rates in Section 1 on an across-the-board percentage basis before servicing increments and lane changes, unless otherwise mandated by the legislature.

SECTION 3

Increments will be applied consistent with State law when funds are available. Any increment earned but not funded shall not be paid retroactively, but shall be effective when funds are available.

APPENDIX H - SECTION E
IEP ANNUALLY-CONTRACTED FACULTY SALARY SCHEDULE
EFFECTIVE SUMMER 2022

Credits	255	270	285	300	315	330	345	360
Year 1*	\$ 69,680	\$ 71,336	\$ 72,982	\$ 74,628	\$ 76,275	\$ 77,931	\$ 79,577	\$ 81,223
Year 2	\$ 73,125	\$ 74,771	\$ 76,417	\$ 78,073	\$ 79,720	\$ 81,366	\$ 83,022	\$ 84,669
Year 3	\$ 76,570	\$ 78,216	\$ 79,862	\$ 81,510	\$ 83,165	\$ 84,811	\$ 86,459	\$ 88,105
Year 4	\$ 78,076	\$ 79,794	\$ 81,368	\$ 83,016	\$ 84,671	\$ 86,317	\$ 87,965	\$ 89,611
Year 10	\$ 79,582	\$ 81,300	\$ 82,874	\$ 84,522	\$ 86,177	\$ 87,823	\$ 89,471	\$ 91,117

Three Year Vocational Certificate:	\$ 2,537	per contract year
Five Year Vocational Certificate:	\$ 3,675	per contract year
Master's Degree:	\$ 3,675	per contract year
Doctor's Degree:	\$ 7,095	per contract year

There shall be no pyramiding of certificate/degree premiums

*Experience from time of hire as core faculty at GRC

Student Report

Oct 20, 2022



ASGRC Executives 2022-2023



- Shah Asraff Khan
- Tyger Recchia
- Amanda Knott



ASGRC Executives 2022-2023

- Meeting with Representatives and Senators about OER and mental health resources
- Student feedbacks have increased

ASGRC Executives 2022-2023



- The Club Fair was a success.
- We have been seeing a large increase in student involvement on campus. (Karaoke night and the drag show)
- Currently working on Legislative agenda



OFFICE of the VICE PRESIDENT for EQUITY, DIVERSITY & INCLUSION



We commit to be an anti-racist institution where all students, faculty, and staff receive the access, resources, and services needed to achieve their educational, career, and personal goals. Green River College makes social and economic justice, equity, and inclusion our highest priorities.

Equity Statement

10/20/2022 TAB E





Green River Diversity and
Equity Council (GDEC)



Office of Diversity, Equity, &
Inclusion (ODEI)



Instructional Diversity
Council (IDC)



Office of the Vice President
of Equity, Diversity, &
Inclusion (VPEDI)

SB 5227 & 5194

Campus Climate
Assessments

Listening &
Feedback Sessions

Professional
Development
Training

DEI Definitions

Peer Mentoring
Strategies

Faculty Diversity
Program

FT Tenured Faculty
Positions

Culturally
Appropriate
Student Outreach
Program

DEI Strategic Plans

IMPLEMENTATION TIMELINE

AY2021-22	AY2022-23	AY2023-24	AY2024-25	AY2025-26	AY2026-27
<p>Conduct Campus Climate Assessment</p> <p>*Publish assessment results on college website</p>	<p>Conduct Listening and Feedback Sessions</p> <p>*Publish listening and feedback session results on college website</p>	<p>Conduct Listening and Feedback Sessions</p> <p>*Publish listening and feedback session results on college website</p>	<p>Conduct Listening and Feedback Sessions</p> <p>*Publish listening and feedback session results on college website</p>	<p>Conduct Listening and Feedback Sessions</p> <p>*Publish listening and feedback session results on college website</p>	<p>Conduct Campus Climate Assessment</p> <p>*Publish assessment results on college website</p>
<p>Submit DEI Strategic Plans</p>	<p>Provide DEI/anti-racist training for ALL new faculty and staff</p> <p>*80% of total faculty and staff must complete training every 2 years</p> <p>*Post DEI terms and training framework on college website</p>	<p>Provide DEI/anti-racist training for ALL new faculty and staff</p>	<p>Provide DEI/anti-racist training for ALL new faculty and staff</p> <p>* 35% of tenured faculty and administrators must complete training every 2 years</p>	<p>Provide DEI/anti-racist training for ALL new faculty and staff</p>	<p>Provide DEI/anti-racist training for ALL new faculty and staff</p>
<p>Prepare to add 200 new full-time tenure-track positions</p>	<p>Create and collect program evaluations from training participants</p>	<p>Submit DEI Strategic Plans</p>	<p>Provide DEI/anti-racist training for ALL degree-seeking students</p>	<p>Provide DEI/anti-racist training for ALL new degree-seeking students</p>	<p>Provide DEI/anti-racist training for ALL new degree-seeking students</p>
				<p>Provide DEI/anti-racist training for ALL new degree-seeking students</p>	
				<p>Submit DEI Strategic Plans</p>	

Guided Pathways Alignment with Strategic Plan

Goal A: Close Opportunity Gaps and remove Barriers to Student Success

GP PRIORITY AREA

GP Year 2:

- Placement
- Progress Monitoring
- Structured Exploratory Sequence
- Pathways Design

GP Year 3-5:

- Classroom Environment and Course Design
- Equity Competent Educational Planning
- Intake
- Engaging students in support of completion
- Scheduling
- Math Pathways
- Degree Math and College Level English within One Year
- Predictive Courses

Goal B: Ensure That Teaching and Learning Processes Embody Equity-Centered Principles that Close Opportunity Gaps.

GP PRIORITY AREA

GP Year 2:

- Progress Monitoring
- Structured Exploratory Sequence
- Pathways Design
- Placement

GP Year 3-5:

- Classroom Environment and Course Design
- Equity Competent Educational Planning
- Degree Math and College Level English Within One Year
- Scheduling

Goal C: Provide a Full Range of Educational Programs and Support Services that Meet Students Where They Are to Achieve Their Educational, Career, and Personal Goals.

GP PRIORITY AREA

GP Year 2:

- Progress Monitoring
- Structured Exploratory Sequence
- Pathways Design

GP Year 3-5:

- Classroom Environment and Course Design
- Equity Competent Educational Planning
- Intake
- Engaging students in support of completion
- Scheduling



October 2022 Classified Staff Report



WFSE Bargaining & News:

- **Scott Beals** and **Amanda Clifford** represented our staff during the CBA bargaining sessions held throughout the summer 2022.
- In addition to the **7% COLA and retention bonus**, WFSE has negotiated more **pay increases to targeted job classifications**.
<https://www.wfse.org/community-college-coalition-bargaining-updates>

GRC Staff participation:

- **Richard Falk** from I.T. is our new staff rep and Zoom facilitator for the UMCC (Union-Management Communication Committee)
- Two Facilities employees, **Kyle Evans** and **Riley Fritsch**, have stepped up to represent their department at the UMCC, citing the current problems with recruitment and retention in their department
- Four members, including **Heather Lambert** and **Richard Falk**, have volunteered for our new employee “welcome wagon” to help with onboarding newly hired represented staff members

Events/Meetings:

- **August 24th & 31st Pizza Parties** in Student Affairs and Facilities were our first on-campus social events since April 2020!
- **October 12th UMCC** topics included the new Remote Work Policy, the new online COVID contact tracing form, the movement of the college switchboard from I.T. to Student Affairs, lunch hour scheduling, and problems with staff retention in Facilities

State of the Union:

Hybrid meetings: with many of our staff being back on campus but also working hybrid remote schedules, we are rolling out hybrid union events and meetings, including staff lunches, new employee orientations, and UMCC meetings.

Remote Work Survey: Over the summer, the union conducted two staff surveys, including a general union priorities survey and a spin-off survey about remote work. Increasing flexibility around remote work will be a priority for our union in the coming months as we help navigate conflicts between the college’s new Remote Work Policy and the varying attitudes of managers across campus. We have already lost staff because of inflexible telework policies, and more employees are looking for flexibility in a competitive job market. Survey takeaway:

63% of survey respondents said that telework flexibility would affect their future job choices

Written report prepared on October 14th, 2022, by: Steward Jordan Harrington on behalf of the WFSE Leadership Teams

DATE: September 14, 2022

TO: Dr. Suzanne Johnson
Green River College
President

FROM: Jee Hang Lee, ACCT President, and Chief Executive Officer

SUBJECT: VOTING DELEGATE NOTIFICATION FOR THE ACCT LEADERSHIP CONGRESS

According to our records, the board of Green River College is entitled to **1 vote(s)** during the Annual ACCT Leadership Congress, October 26-29, 2022, at the New York Marriott Marquis Hotel.

Eligibility requirements for voting delegate(s) include:

- ✓ Fiscal year 2022 ACCT membership dues **MUST** have been received and verified at the time of Congress registration. Please disregard if you have remitted your dues renewal payment.
- ✓ Only voting members of governing boards may serve as voting delegates (i.e., Chancellor/President, Professional Board Staff, and "trustee emeritus" may not serve as voting delegates.)
- ✓ Voting delegates must sign in and receive their voting delegate credentials at the ACCT Voting Delegate Desk, which will be located near the Congress Registration Desk on the following days:
 - Wednesday, October 26th, between 7:30 a.m. and 6:00 p.m.
 - Thursday, October 27th, between 7:00 a.m. and 5:00 p.m. (Note: Regional Caucuses will be held from 2:00 p.m. – 3:30 p.m. on this day.)
 - Friday, October 28th, between 8:30 a.m. and 10:30 a.m. (Note: Voting Delegate Desk will be in the Senate Room only on this day.)

Please note the following:

- **Ballots will be distributed only to registered voting delegates during the Regional Caucuses and Senate Meeting.**
- **Voting Delegate(s) MUST be determined by your Board Chair before approaching the Voting Delegate Desk to register. ACCT staff CANNOT be involved in the selection of ANY Voting Delegate(s.)**

The fall 2022 *Advisor* contains information on the Regional Caucuses and Meetings and the Senate Meeting. The *Advisor* also lists the candidates for Regional Directors, Directors-at-Large, and the Diversity Committee. Please visit www.acct.org/product/advisor to review the fall 2022 *Advisor*.

If you have not had the opportunity to register for this year's Congress, I hope you will take the time to do so. Please register online at www.acct.org or contact ACCT's office at (202) 775-4667 for registration information.

Thank you for your attention to this important matter. I look forward to seeing you in New York City!

2022 & 2023				Passcode	
Event/Meeting	Date(s)	Time	Location		
Board Meeting	10/20/2022	4:30pm	Board Room in ZC & Zoom https://us02web.zoom.us/j/83940821882	98092	
Scholarship Banquet / Hanford Award	10/25/2022	5:30pm	Main stage in SU		
ACCT Leadership Congress	10/26 to 10/29	4 days	New York, New York		
Board Meeting	11/17/2022	4:30pm	Planning to Cancel		
ACT Fall Conference, Day 1	11/17/2022	10am - 6:30pm	Hilton Seattle Aiport & Conference Center, Seatac		
ACT Fall Conference, Day 2	11/18/2022	7:30am - 2:30pm	Hilton Seattle Aiport & Conference Center, Seatac		
State of the College Address	11/30/2022	2pm - 3:30pm	Student Union Grand Hall & Zoom		
Trustee Tuesday	12/13/2022	TBD	Virtual		
Board Meeting	12/15/2022	4:30pm	Board Room in ZC & Zoom		
Board/Team Retreat	1/20/2023	9am - 4pm?	Lake Wilderness Lodge		
Transforming Lives Awards Dinner	1/23/2023	6:00pm	Olympia Hotel at Capitol Lake, Olympia		
ACT Winter Legislative Conference	1/24/2023	TBD	Olympia Hotel at Capitol Lake, Olympia		
ACCT National Legislative Summit	February 5-8, 2023	All Day	Marriott Marquis, Washington DC		
Retirement Social	6/7/2023	3:00pm	SU Grand Hall		
Commencement	6/16/2023	TBD	ShowWare?		
Board Retreat	8/2/2023	9am - 4pm	Lake Wilderness Lodge?		
ACCT Leadership Congress	October 9-12, 2023	4 days	Las Vegas, Aria Resort and Casino		
ACCT Leadership Congress	October 23-26, 2024	4 DAYS	Arch/WA State Convention Center		
ACCT Leadership Congress	October 22-25, 2025	4 days	New Orleans, Marriott and Sheraton		
ACCT Leadership Congress	October 21-24, 2026	4 days	Chicago, Hyatt Regency		