



BOARD OF TRUSTEES PUBLIC MEETING MINUTES
Montgomery College
Via Zoom Webinar • Webinar ID: 962 3633 5149
February 22, 2021

1. CALL TO ORDER

Board Chair Knapp called a brief public meeting to order for the purpose of voting to go into closed session. The public meeting began at 5:30 p.m. on Monday, February 22, 2021, by Zoom videoconference. Trustees present for the public vote were:

Trustees Present: Trustee Kenneth J. Hoffman
 Trustee Robert F. Levey
 Trustee Leslie S. Levine
 Trustee Marsha Suggs Smith
 Trustee Frieda K. Lacey, Second Vice Chair
 Trustee Michael A. Brintnall, First Vice Chair
 Trustee Michael J. Knapp, Chair

Trustees Absent: Trustee Richelle Adu, Student Trustee
 Trustee Gloria Aparicio Blackwell
 Trustee Maricé I. Morales

Board Chair Knapp announced that pursuant to the General Provisions Article 3-305(b), the meeting would be closed only to:

- receive updates to collective bargaining negotiations with the College's three bargaining units, AAUP, AFSCME, and SEIU—subsection 9, and
- carry out an administrative function related to the FY21 Trustee and Board Self-Assessment.

No members of the public had any objections to closing the meeting.

Upon a motion made by Trustee Suggs Smith and seconded by Trustee Levey, the Board voted by roll call to go into closed session. The motion passed.

The meeting was closed under the following provisions of General Provisions Article 3-305(b):

3-305(b) Subsection 9	Consider collective bargaining negotiations	To hear updates on negotiations with the College's bargaining units—AAUP, AFSCME, and SEIU	No action taken.
<i>Resource Persons: Ms. Krista Leitch Walker, Mr. Santo Scrimenti</i>			
Administrative Function	Administrative Function	To begin work on the FY21 Trustee and Board Annual Self-Assessment	
<i>Attendees: only Trustees present</i>			

RECONVENE PUBLIC MEETING

The Montgomery College Board of Trustees reconvened on February 22, 2021, by videoconference to conduct the public session of its February meeting. This public session was reconvened and called to order by Board Chair Knapp at 6:32 p.m.

2. ROLL CALL

Trustees Present: Trustee Richelle Adu, Student Trustee
 Trustee Kenneth J. Hoffman
 Trustee Robert F. Levey
 Trustee Leslie S. Levine
 Trustee Marsha Suggs Smith
 Trustee Frieda K. Lacey, Second Vice Chair
 Trustee Michael A. Brintnall, First Vice Chair
 Trustee Michael J. Knapp, Chair

Trustees Absent: Trustee Gloria Aparicio Blackwell
 Trustee Maricé I. Morales

3. APPROVAL OF AGENDA

Trustee Brintnall made a motion to approve the agenda. Trustee Levey seconded.

A roll call vote was taken and the motion passed.

4. APPROVAL OF MINUTES

- A. January 21 and 22, 2021 Public Retreat**
- B. January 27, 2021 Closed Session**
- C. January 27, 2021 Public Meeting**

Trustee Suggs Smith made a motion to approve the three sets of minutes. Trustee Lacey seconded.

The Board voted by roll call and the motion passed unanimously.

5. REPORTS

A. President's Report

Dr. Pollard gave an introduction of her written report, which focused on the many adaptations implemented by the Office of Human Resources and Strategic Talent Management (HRSTM) in response to the dramatic changes in working conditions during the pandemic.

Dr. Pollard reported that the College has provided employees with new equipment, implemented new leave policies, and adjusted benefits. She added that efficiencies have been realized in the College's hiring process, wherein new hires are now interviewed virtually and then onboarded remotely.

Dr. Pollard stated that new lines of communication have been established to answer the multitude of questions that have arisen from the COVID-19 pandemic to fulfill the needs of supervision, employee-relations, mental health support, and performance evaluations.

Dr. Pollard concluded her report by offering the following questions to the Trustees for reflection:

1. Which of these changes do you think has the greatest potential to be permanent?
And why?
2. What challenges do you envision to making the best of these pandemic-response strategies permanent?

B. Conversations with Constituents

Dr. Pollard introduced guest speaker, County Councilmember Craig Rice.

Trustees engaged Councilmember Rice in conversation about the county's response to the COVID-19 pandemic, economic rebound and recovery plans, and the College's role in these matters.

C. Chair's Report

Board Chair Knapp thanked Councilmember Rice for joining the Board of Trustees meeting and began his report with news of recent advocacy events.

Board Chair Knapp reported that several Trustees participated in the National Legislative Summit, held as a virtual conference by the Association of Community College Trustees. Attendees had an opportunity to interact with other community college trustees from across the nation and advocate for national community college legislative priorities with federal elected officials. As part of the conference, Montgomery College had an opportunity to host a virtual networking reception, which highlighted our Bioscience Education program. The reception was very well attended; and Board Chair Knapp thanked all those who contributed to making the event a success.

Turning to advocacy at the local level, Board Chair Knapp reported that he testified at the County Council's Capital Budget Hearing on February 9, and that several Trustees met with individual county councilmembers in virtual visits to support the College's FY22 capital budget request.

In closing his report, Board Chair Knapp reported that the Board continues their work on an anti-racism statement and will submit a draft statement for review ahead of the next Board meeting.

D. Committee and Liaison Report Student Success Committee

Trustee Lacey, chair of the Student Success Committee, reported that the committee met on Wednesday, February 3. At that meeting, the committee reviewed the Board of Trustees' Student Success Goals and heard a progress report on efforts toward meeting those goals.

Trustee Lacey reminded the Board of the Student Success Goals, which were set in 2018:

- 30 percent for credential attainment
- 50 percent for transfer
- 38 percent for baccalaureate attainment after transfer

The committee also received updates on three student success initiatives—the Biomanufacturing Boot Camp, the Academic Master Plan's Scheduling Initiative, and Start Smart.

Trustee Lacey closed her report with the announcement that the next meeting of the Student Success Committee would take place on May 12.

E. Montgomery College Total Compensation Program Update

Before introducing presenters Krista Leitch Walker and Lynda von Bargaen, Dr. Pollard provided the background and context of the Montgomery College Total Compensation Program Update.

Ms. Leitch Walker and Ms. von Bargaen provided background information on the College's former compensation models and previous studies undertaken. With a defined compensation philosophy of being equitable, compliant, and sustainable, Ms. Leitch Walker and Ms. von Bargaen announced that the College will undertake a new compensation study in 2021 that will review current compensation of administrators, faculty, and staff. Recommendations from this study will be received by the end of fiscal year 2021.

6. CONSENT AGENDA

BR#21-02-018	Personnel Actions Confirmation Report
BR#21-02-019	Recognition of Retirees
BR#21-02-020	Award of Bronze Medallion to Professor Robert J. Helsley
BR#21-02-021	Award of Bronze Medallion to Professor Martha C. Vaughan
BR#21-02-022	Award of Silver Medallion to Mr. John B. McLean

Trustee Suggs Smith made a motion to approve the consent agenda. Trustee Lacey seconded.

The Board voted by roll call and the motion passed unanimously.

7. COLLECTIVE BARGAINING

BR#21-02-023 Memorandum of Agreement, Collective Bargaining Agreement with the Montgomery College Chapter of the American Association of University Professors

BR#21-02-024 Memorandum of Agreement, Collective Bargaining Agreement with Service Employees International Union, Local 500

Trustee Suggs Smith made a motion to approve the collective bargaining items. Trustee Hoffman seconded.

The Board voted by roll call and the motion passed unanimously.

8. POLICY MATTER

BR#21-02-025 Modification of Policy 51000–College Mission, Vision, and Core Values

Trustee Brintnall made a motion to approve the policy matter. Trustee Suggs Smith seconded.

The Board took a roll call vote and the motion passed unanimously.

9. BOARD MATTER

Dr. Pollard introduced a draft schedule of Board meetings for Fiscal Year 2022 as an information item.

Trustees asked for snow dates to be removed from the draft ahead of final adoption at the next public meeting.

10. NEW BUSINESS

With a suggestion to improve resolutions that award contracts to multiple vendors, Trustee Lacey requested that minority status of contract awardees be provided in a more prominent place within the resolution document.

11. PUBLIC COMMENTS

Ms. Arlean Graham provided comments.

12. TRUSTEE COMMENTS

There were no Trustee comments.

13. ADJOURNMENT

Trustee Suggs Smith made a motion to adjourn. Trustee Brintnall seconded.

A roll call vote was taken and the motion passed unanimously.

The meeting adjourned at 8:28 p.m.

Signature on file

Michael J. Knapp
Chair, Board of Trustees

Signature on file

DeRionne P. Pollard, PhD
President and Secretary-Treasurer, Board of
Trustees

Recorder: Lily Lee
Approved on: March 22, 2021