



CASCADIA COLLEGE BOARD OF TRUSTEES

Wednesday, March 19, 2025



March 12, 2025

Dear Trustees and Community Members:

At our March meeting, we'll have the chance to chat with candidates for faculty Tenure. This executive session is a highlight of each year as the faculty share the art of teaching and the practice of improvement. We'll meet with three candidates: Dr. Victor Begay, Dr. Khai Button, and Dr. Kimia Ghanbeigi.

In addition, we'll continue down the road to building the 25-26 budget as we account for different factors outlined by the state. Several issues on the table, such as furloughs or budget reductions, will determine our final budget once decided.

Our 25th Anniversary Celebration was a shiny silver success. Many thanks to the Trustees and numerous community members for attending. It was a great reminder of why we are here and what we have accomplished.

See you soon.

Eric Murray
College President

Activities from the last month:

Campus

- Title IX Training (final 10 hours of 40 required)
- College Advisory Council
- Budget Council (x2)
- Executive Team Budget Planning Retreat
- Foundation (x2)
- 25th Anniversary Celebration
- BOT Finance Sub-Committee
- Coffee for Three (x2)

Community / State

- Leadership Eastside (x4)
- LWIT Celebration honoring Bob Tjossem
- Kyle Stannert, City Manager Bothell
- WACTC in Olympia (2 days)
- Northshore School District Superintendent, Michael Tolley

UWB

- Monthly meeting
- Board of Regents Luncheon

From the Vice President for Administrative Services, Sean Poellnitz:

COMPLIANCE

- We are streamlining public records requests, investigations, and ADA processes to enhance service efficiency and responsiveness. These improvements strengthen compliance support for employees and students while ensuring adherence to legal and institutional requirements.
- Compliance continues to review and update policies and procedures to maintain full alignment with the 2020 Title IX regulations and Washington Administrative Code (WAC) provisions.

FACILITIES

- Capital Update: CC5- the team is reviewing the 90% completed construction documents and providing comments. The Cascadia team is currently reviewing artists with WA Arts Commission. We were unable to secure a firm as a project manager- owners representative and will be adjusting our strategy to hiring a temporary employee as a Project Manager-Owners Rep.
- Minor Works Capital Update: Both of our projects launched in February. The remodel of the chemistry lab to a biology lab; lower level vista remodel and E&I center remodel.
- Cascadia hosted the quarterly Operations and Facilities Council meeting for the CTCs.

FINANCE

- The team is well into the IPEDS reporting process and NWCCU Accreditation Finance reporting.
- The Bank Reconciliation is fully completed for FY2020. The team has 57 items remaining for FY21 and down to 41 items for FY22. Once these are completed, the audit for FY22 and FY23 will be able to resume.
- The Budget process launched in February with all departments preparing their FY26 budgets.

HUMAN RESOURCES & PAYROLL

- On February 18, HR & Payroll welcomed Vaishnavi Srinivasan as the Payroll & Benefits Coordinator, focused on benefits and absence processing in ctcLink to improve accuracy and service.
- The team is finalizing a revamped new hire orientation, designed to enhance onboarding, foster belonging, and support retention, with input from department leaders.
- HR continues to support recruitment and provides guidance to people leaders on performance management, policy and contract interpretation, and the application of WAC and Revised Code of Washington (RCW) provisions to ensure consistency and equity.
- HR also collaborates with the State Board's Human Resource Management Commission (HRMC) to align practices with system-wide standards, with recent work centered on improving leave management processes.

INFORMATION TECHNOLOGY SERVICES

- The Winter Quarter saw 1,209 new ITS requests, with 418 from students. The most common issue was Account Support for both Cascadia and UW NetID accounts. Students also frequently requested equipment checkouts, totaling 121. The team resolved 1,192 requests, including 364 student requests, during this period.

From the Vice President for Inclusion, Advocacy, and Community, Chari Davenport:

HEDs Survey – We will once again, distribute the Higher Education Data Sharing (HEDs) survey. This is a requirement of Senate Bill 5227. The survey will gather data on equity and inclusion efforts at Cascadia College and is delivered to faculty, staff, and students. Some may remember that we distributed the survey two years ago. Per the senate bill requirement, we will be circulating again this year.

The survey will begin on March 14 and will run for three weeks. We are working with all employees and student groups to encourage full participation in this valuable process. We continue to strive to bring inclusion to our campus in every way and the results from this effort will be quite valuable. For those with questions, feel free to contact anyone on the Inclusion, Advocacy, and Community team.

MSSDC Student of Color Conference – We have five Cascadia students (also Cascadia Scholars) attending the MSSDC Student of Color Conference this month. This year's theme is *In La'Kech Ala K'in: You Are My Other Me, Tu Eres Mi Otro Yo*. The Students of Color Conference is a three-day experience where students can attend workshops and sessions focused on the five pillars of this conference: Identify Development, Awareness of Others, Skills Development, Social Justice and Social Activism, and Personal Development. Our own Ana Nina, Director of Inclusion, Advocacy, and Community Programs will accompany our five students again this year. This year's conference will be held at Green River College in Auburn. Congratulations to our students who will be attending and we look forward to hearing about their experience.

Northshore School District – Social Justice Conference – Once again, we will welcome over 250 students from the Northshore School District to the Cascadia Campus. On March 28th, we will host not only students, but administrators, workshop speakers, and many volunteers as these students attend workshops and share a community space. As always, the Cascadia Scholars and the Outreach and Admissions Office will collaborate on a workshop to promote the Scholars Program and Navigating the Community and Technical College System. Each year, this conference brings speakers from all over Washington State; this continues to be a great opportunity to support these high school students, as well as, promote Cascadia College.

Cascadia Scholars – The Cascadia Scholars Program is moving along quite well and we are planning the following:

- We plan to open the Scholars application process earlier (in spring) with a close date that aligns with the Foundations date in October. This will bring more students to the program, which means we will need more mentors.
 - Our plan is to develop a Cascadia Scholars Internship (for college credit) bringing in past Scholars and offering the opportunity to work in the Office of Inclusion, Advocacy, and Community, as well as, mentoring new Scholars.
- We will begin a 'study buddy' program called 'Scholars in Action.' We have asked students to consider joining each other in the Scholars office to work and study together. We are excited to see how this will develop.
- Finally, our textbook and supplies lending program is going strong. Our library continues to expand as both students and faculty donate books.

From the Vice President for Student Learning, Dr. Kerry Levett:

Professional-Technical Education

The Water Resource Management program welcomes a new member to its Technical Advisory Committee: Michelle Bahnick is a Wetland Biologist with the Natural Resources division of the Tulalip Tribes.

World Languages

Professor Yukiko Tsukada held a Calligraphy workshop in February. Fourteen students attended, helped in great part by Japanese Language Tutor Sae.

Celebration of Learning

Our second Celebration of Learning (March 17-21) will be held at various sites that week on Campus. Classes such as Sociology, Graphic Design, Psychology, the Bock Learning Center, and Physics will be open to share their learning.

Mathematics

Math faculty member Srividhya Venkatraman recently led a team of eight Cascadia students to the 18th annual Kenyon-Hoffman Conference, also known as the 2025 Western Washington Community College Student Mathematics Conference. The event was held at Green River College in Auburn on Saturday, February 22nd. At the all-day event, students gave 15-minute presentations on various math topics while other community college faculty evaluated the presentations. Cascadia students Will Tomasini and Advait Vijayakumar received two of the day's top three honors. Other Cascadia students participating included Evelyn Prewitt, Shaezel Khan, Jason Yee, Shlok Rathi, Vishal Yalla and Felicity Yim. The event culminated a quarter's worth of practice and preparation leading up to the final day.

Social Sciences

Dr. Sorya Cardenas (Tenured Senior 1, Sociology) has been asked to be the keynote speaker for [Northwest International Education Association \(NIEA\)](#) centering on AI and teaching.

From the Vice President for Student Success Services, Erin Blakeney

Enrollment Management

- **Outreach/Admissions:**
 - Presented to 15 students at North Creek High School.
 - Attended Sultan High School's Dual Credit Night, presenting Running Start info to 25 attendees.
 - Conducted a Running Start Information Session for 120 Bothell High School students.
 - Hosted 14 attendees for a campus tour.
 - Welcomed 6 students for Cascadia Orientation and Registration Experience.
- **Enrollment Services:**
 - The Enrollment Workgroup is streamlining enrollment processes to improve processing times and enhance Faculty/Student communication for quarterly registration.

International Programs

- **Marketing and Recruitment:**
 - Assistant Director visited 10 high schools and attended two fairs in Kyrgyzstan.
 - Director hosted a professor from Tokyo Seitoku University on February 25.
- **Student Advising and Study Abroad:**
 - IP staff met with a SEVP field representative for the annual check-in.
 - Four students are scheduled to study in Rome, Italy in Spring 2025.

Student Accessibility Services (SAS)

- Experiencing an influx of new student registrations late in the quarter.
- Preparing for spring quarter by:
 - Supporting faculty with accessible course materials.
 - Reviewing videos for captioning needs.
 - Coordinating with interpreting agencies to ensure accommodations.
- Upcoming collaborations:
 - Continuing Accessibility Study Groups with Student Learning.
 - Partnering with Inclusion, Advocacy, and Community for Mental Health Awareness Month.

CARE Team

- The emergency grant program has provided \$96,000 to students this academic year:
 - \$59,000 from the Supporting Students Experiencing Homelessness (SSEH) grant.
 - \$37,000 from Benefits Hub Emergency grant.
- Funds have supported students facing homelessness and food insecurity.

Student Life

- To meet increased Halal meat requests, Kodiak Cave purchased a chest freezer.
- Kodiak Cave usage continues to rise:
 - 242 trips so far this winter (up from 205 in WQ24).
 - 138 unique students this quarter (up from 112 last quarter).
 - 18% increase in trips, 23.2% increase in unique students.
- The Services & Activities Fee budget request process is underway and will be presented at the May Board of Trustees meeting.
- Communication with potential graduates has begun. Save-the-date mailers will be sent soon for the June 11 graduation at 4 PM on the campus sports field.
- 21 clubs are currently active this quarter. ⁶

From the Executive Director of the Foundation: Brittany Caldwell

25TH ANNIVERSARY CELEBRATION



On February 26th the Foundation had the honor of hosting Cascadia College's 25th Anniversary Celebration. And WOW, was it a heartfelt, inspiring event.

Mobius Hall was packed with nearly 250 staff, faculty, students, alumni, elected officials, and community members to honor a quarter-century of innovation, educational excellence, and as the event highlighted – creating a space where every student is nurtured and feels like they belong. We are thankful that so many of you were able to join the festivities.

The dedication of Cascadia's staff and faculty has created a lasting and transformative impact on our community. It was inspiring to reconnect with so many passionate supporters of education and celebrate the impact of Cascadia over the past 25 years.

View more about the event in the [March 7, 2025 Friday Letter](#), and [event photos here](#).



ANNUAL PAY IT FORWARD CAMPAIGN

In conjunction with the anniversary, the Cascadia College Foundation launched our "[Pay it Forward](#)" campaign, aiming to raise \$25,000 in 25 days to support students through scholarships, bookstore vouchers, emergency grants, GED testing, and transportation assistance.

This initiative underscores the college's dedication to breaking down financial barriers and empowering the next generation of learners. Last year, with support from our community, the Foundation was able to financially support 316 students ([2023-24 Annual Report](#)). This year, we're hoping to support even more!

Learn more about our *Pay it Forward - \$25k in 25 days* campaign and how the community can support students [here](#).

From the Executive Director of the Marketing & Communications: Meagan Walker

OVERVIEW:

The Marketing & Communication Department (Marcom) is settling into a rhythm with staffing at a more predictable level.

Employee Newsletter:

We were able to issue the first employee newsletter. The initial newsletter originated from the Marcom department. Eric's Friday letter is moving over to this platform next, followed by Inclusion, Advocacy and Community. The goal is to eventually switch regularly-scheduled department newsletters (weekly, monthly, quarterly, annually) to this platform for several reasons:

- Every newsletter will appear in the body of the email instead of as an attachment
- It gives the newsletters a level of consistency rather than having every department use different software or methods to create them
- Authors will work with Marcom to design a custom banner for their department
- We will be able to tag key words in the newsletters so people can search a library of back-dated issues in go.cascadia (coming soon)
- Marcom will train and support users
- Newsletters will be authored by individual departments, the sender will be from the issuing department, authors have flexibility to create the layout/design below the banner and use a variety of features

Social Media and Web Traffic:

We are posting a significant increase in social media followers and see web traffic increase on enrollment pages

25th Anniversary Video:

Completed and shown at the Foundation's event. [Link to video on YouTube.](#)



Board of Trustees Meeting Agenda

Dr. Colleen Ponto, Chair
Dr. Meghan Quint, Vice Chair
Mr. Alex Lee
Mr. Shahryar Qadri

Executive Session & Regular Meeting
Wednesday, March 19, 2025
4:00 p.m.

Cascadia College
18345 Campus Way N.E.
Bothell, WA 98011
CC2-260
or [via Zoom](#)

**Cascadia College Board of Trustees
Cascadia College
18345 Campus Way N.E.
Bothell, WA 98011**

**Wednesday, March 19, 2025
4:00 p.m.**

AGENDA

1. EXECUTIVE SESSION (4:00pm)

The Board will meet in a 60-minute Executive Session to discuss number 2 below and/or any of the issues listed below:

1. to receive and evaluate complaints against a public officer or employee;
2. **to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee;**
3. to discuss with legal counsel litigation or potential litigation to which the college is, or is likely to become, a party, when public knowledge of the discussion would likely result in adverse consequences to the college;
4. to consider, as a quasi-judicial body, a quasi-judicial matter, between named parties;
5. to consider matters governed by the administrative process act, chapter 34.05 RCW; and/or
6. to plan or adopt the strategy or position to be taken during collective bargaining, professional negotiations, or grievance or mediation proceedings, or to review proposal made in on-going negotiations or proceedings.

2. PUBLIC MEETING CALL TO ORDER (5:00pm)

3. CONSENT AGENDA

A) Meeting Agenda

B) Minutes from last meeting – February 19, 2025

4. PUBLIC COMMENTS

Cascadia College reserves up to 30 minutes for members of the public to comment on topics related to the meeting's agenda. Each speaker is allotted up to three minutes to provide their comments.

At the discretion of the Board Chair, comments about topics not on the agenda may be heard. Those who wish to provide comment to the board outside of the agenda's

allotted time or its designated topics may submit their remarks in writing up to seven calendar days after the conclusion of the meeting. Written comments will be distributed to all board members.

5. NEW EMPLOYEES/PROMOTIONS

Introduction of New Employees/Promotions

6. INFORMATION ITEMS - NONE

7. DISCUSSION & PRESENTATION ITEMS

- A) Parking Proposal (UWB)
- B) Strategic Success Story (KL)
- C) Fee Requests – Student Success (EB)
- D) Fee Requests – Student Learning (KL)
- E) Monthly Finance Update (SP)

8. ACTION ITEMS

- A) Fee Requests
- B) Reserves Request
- C) Supplemental Title IX Rules (EE)

9. OTHER REPORTS

- A) Cascadia Events & Advocacy Board (EAB)
- B) Cascadia Community College Federation of Teachers (CCCFT)
- C) Cascadia Classified Union Washington Public Employees Association (WPEA)
- D) Board Chair and Individual Board Members
- E) President

10. OTHER BUSINESS OR ANNOUNCEMENTS

11. NEXT MEETING

The next regularly scheduled Board meeting is Wednesday, April 16, 2025.

ACCESSIBILITY & NON-DISCRIMINATION

The facilities for this meeting are free of mobility barriers. Interpreters for hearing-impaired individuals and taped information for visually impaired individuals will be provided upon request when adequate notice is given.

Cascadia College is committed to creating a supportive environment for a diverse student, faculty, and staff population. Individual differences are celebrated in a pluralistic community of learners.

Cascadia does not discriminate on based on, but not limited to race, color, national origin, citizenship, ethnicity, language, culture, age, sex, gender identity or expression, sexual orientation, pregnancy or parental status, marital status, actual or perceived disability, use of service animal, economic status, military or veteran status, spirituality or religion, or genetic information in its programs, activities, or employment, and is prohibited from discrimination by college policy and state and federal law.

**Minutes Regular Meeting
Cascadia College Board of Trustees
February 19, 2025**

**Cascadia College
19345 Campus Way NE
Bothell, WA 98011**

BOARD OF TRUSTEES

Present: Angie Hinojos, Chair; Dr. Colleen Ponto, Vice Chair; Dr. Meghan Quint; Alex Lee, Shahryar Qadri;

EXECUTIVE STAFF

Chari Davenport, Dr. Kerry Levett, Erin Blakeney, Sean Poellnitz, Dr. Eric Murray, Dr. Ellen Evans, AAG.

Susan Thomas (recorder)
Thais Lima (presentation assistant)

AUDIENCE

Audience members via Zoom included: See Addendum A

1. EXECUTIVE SESSION (4:00 PM)

Chair Angie Hinojos called the meeting to order at 4:00pm

2. Board moved to PUBLIC SESSION

Chair Hinojos called the meeting to order at 4:15 pm

3. CONSENT AGENDA

Chair Hinojos asked for approval of the consent agenda.

MOTION: Trustee Meghan Quint made a motion to approve. Trustee Alex Lee seconded the motion.

APPROVED. Unanimously.

4. PUBLIC COMMENTS

There were no public comments

5. INTRODUCTIONS OF NEW EMPLOYEES/PROMOTIONS

New Employees

- Wenli (Olivia) He, Advisor-College & Career Foundations
- Thuy Pham, Program Specialist II-College & Career Foundations
- Jacinth Nurse, Assistant Accounting Manager
- Brenda Thai, Credentials Evaluator
- Mark Fein, Instruction & Classroom Support Technician III

6. INFORMATION ITEMS

- **President's Work Plan**

The Trustees have the responsibility of holding the President accountable to yearly goals and outcomes. Each year in December-January, the Trustees review the performance of the President and review yearly goals. In February, the President presents the agreed upon goals, or "work plan", in final form to the Trustees.

- **Tenure Process**

The Trustees review tenure as part of their responsibilities. This year we will have three tenure candidates: Dr. Victor Begay, Dr. Khai Button, and Professor Kimia Ghanbeigi. Discussion of the steps involved in the tenure process.

7. DISCUSSION ITEMS

- **Mission Fulfillment Moment: Mission Metrics**

Dr. Kerry Levett presented the Mission Goals and Metrics slide deck. The Student Success Council reviewed and discussed the data exploring areas for future actions to improve learning, achievement, close equity gaps, and support resource decisions.

Discussion included:

- Ask, "Who's not" improving?
- Increase New and Continuing Students
- Increase Completion/Transfer Rates
- Credentials Awarded, Trends
- "On Track", Predictive Factors: Milestones

- **Winter Quarter 10th Day Enrollment Update**

Each quarter the Board of Trustees reviews the enrollment as of the Tenthday (post census) for changes in patterns and impact to budget. This provides a snapshot of our current position compared to previous years, and provides the foundation for understanding our enrollment pattern. Erin Blakeney and Dr. Kerry Levett presented the very positive 10th Day Enrollment slide deck.

- **Monthly Finance Report**

Sean Poellnitz presented The Monthly Finance Report slides and discussed the following topics:

- Estimated Projections for the current fiscal year, 24-25. Summer and Fall actuals
- Spring enrollment projections
- CTC Link recap
- A review of the BOT budget approval process.

8. RECOMMENDED ACTION ITEMS

- **Faculty Sabbatical Applications 2025-2026**

The Trustees must approve the granting faculty sabbatical (2022-2025 CCCFT CBA

Article 15.23.01) Dr. Levett put forward three faculty for sabbatical; the recommendations for sabbatical for the 2025-2026 year are Nataša Kesler, Jared Leising and Eugene Taylor.

Motion to approve: Vice Chair Ponto
Seconded: Trustee Lee
APPROVED: Unanimous, No abstentions

Discussion about the decision process going forward: The Board of Trustees gave Dr. Murray the designation to make this decision on behalf of the Trustees.

9. OTHER REPORTS

- **Cascadia Events & Advocacy Board (EAB)**
Student representative Olivia Kent-Horton shared information on events and advocacy the EAP is sponsoring and planning:

Recent Events:
 - Winter Involvement Fair
 - Global Gratitude
 - Casino Night
 - Lunar New Year
 - Common Hour Tabling: Recharge your CampusAdvocacy:
 - Common Hour: Your Break, Your Time
 - Olivia participated in Legislative Advocacy Day in Olympia January 30
 - EAB Events Gallery slideshow
- **Cascadia Community College Federation of Teachers**
Dave Shapiro was not present. See his report in the packet for updates of the AFT-WA Lobby Day on 2/17/25 and the Contract Bargaining negotiations
- **Cascadia Classified Union Washington Public Employees Association**
Ryan Higgins discussed current national, local and WPEA Union news items. Ryan presented the Parking Rates for Classified Employees slide deck. Classified staff pay 1822% more than the average of our peer colleges. This is a major factor for our employees. The Union Requests that Cascadia College initiates negotiations with WPEA to increase subsidy to cover classified employee parking to provide free or severely reduced parking rates
- **Board Chair and Individual Board Members**
 - **Vice Chair Ponto** attended the NSD meeting in January.
 - **Trustee Lee** attended the LWSD board meeting in January.
 - **Chair Hinojos** resigned her position as Chair and is stepping off the Board. She is retiring from all her commitments and planning to enjoy this next stage of life. Dr. Murray asked Vice Chair Ponto to take over Chair. Colleen affirmed. Trustee Meghan Quint volunteered to take over as Vice Chair.

Motion to nominate Vice Chair Ponto to Chair: Trustee Qadri
Motion to confirm Vice Chair Ponto to Chair: Trustee Lee

Motion to nominate Trustee Quint as Vice Chair: Trustee Lee
Motion to confirm Trustee Quint as Vice Chair: Trustee Qadri

APPROVED: Unanimous, No abstentions

- **President**

- Dr. Eric Murray thanked Angie Hinojos for her service and shared how grateful we are for her. Cascadia will begin the search for another trustee, vetting, background checking and then present a nomination to governor.
- Olivia was in Olympia last month, and Dr. Murray was there last Thursday. The legislature expects to have a 14B deficit and will need to make cuts. We won't know until they get further in their budget process.
- On the Federal level, our campus has been training and implementing workshops on Immigration Enforcement. We will be providing instructions to campus to contact one of Cascadia's Designated Employees if approached by an immigration enforcement official.
- Also on the Federal level, we're on pause making any changes to our DEI activities until we hear back from our AAG office.
- The Bothell City Council gave Cascadia College a 25th Year Anniversary Proclamation thanking us for our 25 years in the community: February 26, 2025 was proclaimed as Cascadia College Day. The city council is very supportive of Cascadia and we have great interaction with them.
- Next week is our 25th Year Anniversary Birthday party. All are invited to attend; we'd love to see you there.

10. OTHER BUSINESS/ANNOUNCEMENTS

No other announcements.

11. MEETING ADJOURNMENT

Chair Hinojos adjourned the meeting at 5:10pm.

12. Minutes Approved and Adopted on, March 19, 2025.

Angie Hinojos, Board Chair

Attest:

Dr. Eric Murray, President
Bdminutes 02/19/2025

Addendum A

Board of Trustees Meeting Attendance	Present
Eric Murray, President	X
Angie Hinojos, Chair	X
Colleen Ponto, Vice Chair	X
Alex Lee, Trustee	X
Meghan Quint, Trustee	X
Shayryar Qadri	X
Ellen Evans, AAG	X
Erin Blakeney	X
Kerry Levett	X
Chari Davenport	X
Sean Poellnitz	X
Olivia Kent-Horton	X
Thais Lima	X
Susan Thomas	X
Ryan Higgins	X
Meagan Walker	X
Laura Heddal	X
Victor Begay	X
Shawna Pitts	X
Ginny Jackson	X
Steve Kroeger	X
Diane Wright	X
Ifrah Mohamed	X
Teya Viola	X
Shannon Bath	X
Becky Riopel	X

Cascadia College Board of Trustees
NEW EMPLOYEES and/or PROMOTIONS

Subject: New Employees and/or Promotions

Background:

The Board has requested to meet all new employees and become aware of those who have received promotions.

Details:

The following employees have joined Cascadia since the last Board meeting:

Vaishnavi Srinivasan, Payroll & Benefits Coordinator

Hello!! My name is Vaishnavi Srinivasan. I am a Human Resources professional with 5 years of experience in Talent Management and Acquisition. I have worked across various industries, including medical devices, semiconductors, aerospace, automotive, industrial, and office automation. I hold an MBA in Human Resource & Finance and began my career with HCL Technologies.

I moved to the USA in June 2020 and have since continued to grow my career in HR. I recently joined the Payroll & Benefits team, where I focus on ensuring accurate and efficient compensation and benefits processes. Payroll and benefits play a vital role in employee satisfaction and compliance, and with my expertise in finance and HR, I aim to streamline operations, enhance efficiency, and contribute to a seamless employee experience.

I love interacting with people and value the opportunity to positively impact their careers. Outside of work, I enjoy learning new skills and spending quality time with family.

Brenda Thai, Program Specialist 3 – Credentials Evaluator

Brenda is joining Cascadia College as the Credential Evaluator, and previously worked at Bellevue College as an Academic Operations Specialist. Brenda received a Bachelor in Science from Michigan State University and is currently in pursuit of a Master's in Business Administration from Central Michigan University.

Brenda has worked in higher education for 11 years in various roles from advising to outreach to selective admissions, and has worked in Michigan, Pennsylvania, and Washington. Brenda has worked in student-facing and non-student-facing roles, and has made it a goal to put student success first by offering a welcoming and safe space where students feel empowered and supported.

In her free time, Brenda enjoys traveling with her husband, reading mystery and thriller novels, and searching used bookstores and thrift stores for nostalgic or classic picture and chapter books from the 90's and early 2000's.

Cascadia College Board of Trustees

Discussion Item 7.A

Subject: Parking Rate Increase Proposal

Justification:

The Trustees must approve all fee increases.

Background:

In 2023-24, the Commuter Services Task Force (CSTF) began to study the costs and revenues associated with running campus parking operations. This task force is a group of employees and leaders across both Cascadia and UWB.

Last Spring, the task force recommended an increase to cover rising costs. The Trustees were not inclined to pass the fee increase without further work and research into the problem and potential solutions. That work was completed over the last year.

This year, the CSTF again presents their proposal with updated data. The Trustees are asked to read the proposal carefully. Martin Arroyo, the Director of Campus Parking Services, will be available to answer questions. Member of the CSTF will also be present. After discussion and posing potential new questions at this meeting, the proposal will come back to the Trustees in April for a vote.

Commuter Services – FY 24 Report & Request for FY26-28 rate increases

Commuter Services Overview

Overseeing 2,800 parking spaces, ten transit routes, and transportation alternatives for the UW Bothell and Cascadia College, Commuter Services is a self-sustaining enterprise supporting the needs of the Bothell Campus community. Revenue is generated from the sale of parking permits, the sale of transit products, and the enforcement of parking rules via parking fines. The revenue received is solely used for Commuter Services and the maintenance and support of campus transportation programs.

FY24 Financial Summary

Commuter Services ended fiscal year 2024 with slight improvement over FY2023. This increase in revenue is largely attributed to the additional of resident overnight parking permits with the opening of the Residential Village in fall 2023 and revenue from contractor parking supporting the completion of Innovation Hall and phase two of the Residential Village.

The chart below summarizes Commuter Services' financial activity ending June 2024.

FY24	
Beginning Balance (from FY23)	3,745,002
Parking Operations	
Parking Operations - Revenue	3,251,588
Parking Operations – Expenses	(3,134,153)
Parking Operations Net Position	117,436
UPASS	
U-PASS - Revenue	331,151
U-PASS – Expenses*	(275,280)
UPASS Net Position	55,871
FY24 Net Position	173,307
Ending Balance	3,918,309

*The bulk of the expenses are accounted for by West Parking Garage loan payments; the garage was completed in 2020, has a 20-year, \$30 million loan with annual payments adding up to \$1.87 million.

FY2025 Look Ahead

Data from the Fall 2024 and Winter 2025 quarters indicate that FY25 revenues will grow by 1%. While we will lose contractor parking revenues, campus enrollments have grown from the previous year. On the expense side, personnel and operating expenses will increase by 3% from the previous year. We also expect to expend \$300,000 on badly needed deferred maintenance.

Overall, we expect parking operations to show a small deficit in FY25 as compared to the small surplus in FY24. We expect the U-PASS operations to result in a small surplus, partially offsetting the deficits from the parking operations.

The Commuter Services team priorities for FY25 include working on:

- Deferred maintenance of the campus parking structures and replacement of aging equipment.
- Transition of the campus' enterprise parking system, which will require technology investments and replacement of equipment.
- Replacement of the occupancy and guidance system in the North and South Garage, since this is no longer supported by the current vendor.

FY2026 -FY2028 Rate Increase Request and Fiscal Projections

To continue to operate Commuter Services as a self-sustaining entity, we are requesting an annual rate increase for the next three-year period. Our proposal includes two scenarios for campus consideration: an *annual* 3% increase for the next three years or a variable rate increase with a 2% increase in FY26, a 3% increase in FY27, and a 4% increase in FY27. Both scenarios leave Commuter Services in approximately the same position at the three-year period with a projected ending balance of approximately \$2.9M.

This request is based on the following facts:

1. Parking rates on campus have not been increased since September 2021
2. Over the last three years, price levels have risen by a cumulative 15%
3. Tuition rates have increased by 3% *annually* over the last three years
4. Salaries & benefits and operational expenses are increasing by more than 3% annually.
5. We have a growing backlog of deferred maintenance that needs to be addressed.
6. While our carryforward funds have allowed us to operate without rate increases, we have seen decreases in the fund balance from \$6.1M in Sept 2020 to \$3.9M in Sept 2024.
7. Without any rate increases, we expect the carryforward balance to decline to \$2.4M by Sept 2028.

The specific rate scenarios are as follows:

Rate Scenario #1: 3% increase per year for the three-year rate request period

Proposed Rates	2024	2025	2026	2027	2028
Parking - all days/per quarter	\$ 225	\$ 225	\$ 232	\$ 239	\$ 246
Parking - 3 days per week/per quarter	\$ 170	\$ 170	\$ 175	\$ 180	\$ 186
Parking - 2 days per week/per quarter	\$ 127	\$ 127	\$ 131	\$ 135	\$ 139
Motorcycle per quarter	\$ 86	\$ 86	\$ 89	\$ 91	\$ 94
Car Pool per quarter	\$ 225	\$ 225	\$ 232	\$ 239	\$ 246
Residential Overnight - per quarter	\$ 270	\$ 270	\$ 278	\$ 286	\$ 295
Daily - Daytime Rate	\$ 10.00	\$ 10.00	\$ 10.30	\$ 10.70	\$ 11.00
Daily - Nights (9pm - 5am)		\$ 6.00	\$ 6.00	\$ 6.00	\$ 6.00
Daily - Weekend Premium		\$ 4.00	\$ 4.00	\$ 4.00	\$ 4.00
Weekday Hourly	\$ 2.00	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60
UPass	\$127.00	\$127.00	\$127.00	\$127.00	\$127.00

Rate Scenario #2: variable rate increase – 2% in year one, 3% in year two, and 4% in year three

Proposed Rates	2024	2025	2026	2027	2028
Parking - all days/per Quarter	\$ 225	\$ 225	\$ 230	\$ 236	\$ 246
Parking- 3 Day per week/per quarter	\$ 170	\$ 170	\$ 173	\$ 179	\$ 186
Parking - 2 Day per week/per quarter	\$ 127	\$ 127	\$ 130	\$ 133	\$ 139
Motorcycle per quarter	\$ 86	\$ 86	\$ 88	\$ 90	\$ 94
Car Pool per quarter	\$ 225	\$ 225	\$ 230	\$ 236	\$ 246
Residential Overnight - per quarter	\$ 270	\$ 270	\$ 275	\$ 284	\$ 295
Daily - Daytime Rate	\$ 10.00	\$ 10.00	\$ 10.20	\$ 10.50	\$ 11.00
Daily - Nights (9pm-5am)	n/a	\$ 6.00	\$ 6.00	\$ 6.00	\$ 6.00
Daily - Weekend Premium	n/a	\$ 4.00	\$ 4.00	\$ 4.00	\$ 4.00
Weekday Hourly	\$ 2.00	\$ 2.00	\$ 2.10	\$ 2.25	\$ 2.50
UPass	\$ 127	\$ 127	\$ 127	\$ 127	\$ 127

Assuming the rate increases above are approved, our financial projections show that parking operations will use a portion of our current surplus to fund much needed deferred maintenance and equipment upgrades fire system upgrades, garage safety cameras, concrete sealing, and additional lighting.

Financial Summary – Scenario #1

	2024 Actual	2025 Projected	2026	2027	2028
Parking Revenue, Projected	\$ 3,251,588	\$ 3,449,845	\$ 3,570,340	\$ 3,694,451	\$ 3,822,284
	2024 Actual	2025 Projected	2026	2027	2028
Personnel (Salary & Benefits)	\$ 577,035	\$ 537,909	\$ 554,046	\$ 570,668	\$ 587,788
Operations	\$ 666,618	\$ 671,161	\$ 691,296	\$ 712,035	\$ 733,396
Total Operations & Personnel Expenditures	\$ 1,243,653	\$ 1,209,070	\$ 1,245,342	\$ 1,282,702	\$ 1,321,183
Loan Repayment	\$ 1,890,500	\$ 1,886,500	\$ 1,886,000	\$ 1,888,750	\$ 1,889,500
Deferred Maintenance / Capital Expenses	\$ -	\$ 300,000	\$ 660,000	\$ 750,000	\$ 1,091,259
Total Expenditures	\$ 3,134,153	\$ 3,395,570	\$ 3,791,342	\$ 3,921,452	\$ 4,301,942
Parking Operations Net	\$ 117,435	\$ 54,275	\$ (221,002)	\$ (227,002)	\$ (479,658)
UPASS Revenue, Projected	\$ 331,151	\$ 355,677			
UPASS Costs	\$ 275,280	\$ 414,491			
UPASS Net, Projected	\$ 55,871	\$ (58,814)			
Beginning Cash	\$ 3,745,002	\$ 3,918,308	\$ 3,913,769	\$ 3,692,767	\$ 3,465,765
Ending Cash Balance	\$ 3,918,308	\$ 3,913,769	\$ 3,692,767	\$ 3,465,765	\$ 2,986,107

Financial Summary – Scenario #2

	2024 Actual	2025 Projected	2026	2027	2028
Parking Revenue, Projected	\$ 3,251,588	\$ 3,449,845	\$ 3,535,842	\$ 3,658,917	\$ 3,822,274
	2024 Actual	2025 Projected	2026	2027	2028
Personnel (Salary & Benefits)	\$ 577,035	\$ 537,909	\$ 554,046	\$ 570,668	\$ 587,788
Operations	\$ 666,618	\$ 671,161	\$ 691,296	\$ 712,035	\$ 733,396
Total Operations & Personnel Expenditures	\$ 1,243,653	\$ 1,209,070	\$ 1,245,342	\$ 1,282,702	\$ 1,321,183
Loan Repayment	\$ 1,890,500	\$ 1,886,500	\$ 1,886,000	\$ 1,888,750	\$ 1,889,500
Deferred Maintenance / Capital Improvements	\$ -	\$ 300,000	\$ 660,000	\$ 750,000	\$ 1,091,259
Total Expenditures	\$ 3,134,153	\$ 3,395,570	\$ 3,791,342	\$ 3,921,452	\$ 4,301,942
Parking Operations Net	\$ 117,435	\$ 54,275	\$ (255,500)	\$ (262,535)	\$ (479,669)
UPASS Revenue, Projected	\$ 331,151	\$ 355,677			
UPASS Costs	\$ 275,280	\$ 414,491			
UPASS Net, Projected	\$ 55,871	\$ (58,814)			
Beginning Cash	\$ 3,745,002	\$ 3,918,308	\$ 3,913,769	\$ 3,658,269	\$ 3,395,734
Ending Cash Balance	\$ 3,918,308	\$ 3,913,769	\$ 3,658,269	\$ 3,395,734	\$ 2,916,065

It should be noted that, based on their employment contracts, certain Cascadia staff and faculty pay less than the posted rates for parking. Under the 2013 Commuter Services MOU, Cascadia College had agreed to negotiate with their unions to have the rates for represented employees match the posted parking rates for all students and staff.

U-PASS

In FY24 and FY25, U-Pass surpluses helped with sustaining parking operations, but these surpluses will go away if UWB students adopt a universal U-PASS model (like UW Seattle and UW Tacoma). In that model, all students pay a mandatory quarterly charge irrespective of usage. Those collections are then used to pay the transit agencies. Student funds will retain the surplus (or deficits). For that reason, the above projections do not include U-PASS numbers for FY26-FY28.

If UWB Students do adopt a universal U-PASS based on a mandatory fee, Cascadia students and staff can still continue to purchase individual U-PASS at the regular rate of \$127 per academic quarter.

The Commuter Services team is happy to provide more details on these items as requested.

Consideration of Alternative Revenue Source

After feedback from campus leadership and the Commuter Services Advisory Committee (CSAC), Commuter Services researched alternative ways to increase revenue without changing the rates. Commuter Services researched renting out campus lots during weekends and other non-peak times. This research was not fruitful as there does not seem to be a demand in the area for parking lot rentals. In checking with peer institutions (like UW Seattle), this seems to be consistent to what they are seeing in their operations as well.

Commuter Services has had some success in offering up the campus parking lots for short term events, like the household hazardous waste events, summer camp drop-off, and others. Commuter Services will continue to be good campus partners when these events arise to ensure that these short-term rentals are easy, convenient, and revenue producing, however, these events are infrequent and short in duration and would not have an impact on offsetting a parking rate increase.

Commuter Services Advisory Committee Feedback

The CSAC reviewed the rate options in their December 2024 and February 2025 meetings. Generally, the advisory committee understood the need for rate increases and discussion surrounded looking at alternative revenue sources in lieu of rate increases. One committee member suggested making one large 10% increase in year one of the rate period and leaving the rate flat for the last two years of the rate period, however, there are concerns about the optics of such a large increase. No other comments about the rates were provided by the CSAC.

Cascadia College Board of Trustees

Discussion Item 7.B

Subject: Strategic Story
College and Career Foundations : Transition to College-Level Study

Justification:

Our strategic plan represents actions taken as we collectively seek mission fulfillment. This agenda item shares successes on this journey and informs the Board per accreditation requirements.

Background:

This month we are focusing on a strategic initiative: College and Career Foundations.

Cascadia College's College and Career Foundations consists of Adult Basic Education and English Language Programs for both domestic and international students. While our CCF students participate in the for a variety of reasons, this month we focus on students transition to college-level program.

Drs. Michael Horn, Director of Institutional Effectiveness, Tasha Vice, Dean for Student Learning, and Kerry Levett, Vice President for Student Learning will be available for discussion and questions

Related Reference Documents:

- INFO 7.B.1: Cascadia's College and Career Foundations
- Website link: [College and Career Foundations](#)

College Foundations: Transition to College-Level Study

Cascadia College

March 2025

Draft

College & Career Foundations (CCF)?



Preparation for college

Adult Basic Education (ABE) - preparation for college-level coursework

English Foundations (EF) – intensive, designed to prepare for college

English as a Second Language (ESL) - communication skills



High School completion

GED - preparation to pass the high school equivalency examination

High School (HS) - adults complete a high school diploma

Guiding Questions?

What is the demographic makeup of students in various College and Career Foundations (CCF) pathways?

How many students transition to college-level courses? Who's not transitioning?

How many earn a degree? Who's not earning a degree?

Baseline

This is our first attempt at modeling CCF

- Identification of students
- Transitions into college-level courses

Our further goals

- Collaborations to improve modeling of CCF transfer into areas of interest pathways
- Identify transition and completion barriers

Inclusion

- Selection by courses taken (class subject) and academic plan.
- GED and HS records were selected from academic plan.
- English and ESL records from EF, EF-I, or ESL class subject
- Student Transitioned to college
 - if a recent course was college-level
 - if their last term did not include ESL or ABE
- Running Start students were not included

Data Notes, Time Periods

Demographic records were of students from summer 2020 through spring 2025

Path-to-Degree records were students who started from summer 2020 through fall 2022.

There was a small amount of overlap between groups. For example, a student could be in English Foundation classes *and* also listed as a high school diploma student. In that case, the student was included in both groups.

Data Notes, Transition

By course: A student was transitioned to college level if the most recent class they took was not a CCF class.

By Academic plan (HS or GED): a student was transitioned to college if the most recent academic plan was not high high school completion or GED.

Adult Basic Education



21% of ABE students
went on to take at least
one regular college class
(18 students out of 86)



2 students earned
Associate's degrees
(Biology and Business)



8 earned high school
diplomas



Started 2020-2022

Adult Basic Education

ABE students are older

- College overall:
 - Average age 23
 - Median age 19
- ABE:
 - Average age 30
 - Median age 26

ABE pathway has more Hispanic and Black students

	College Overall	ABE
WHITE	44%	29%
ASIAN	20%	16%
2 OR MORE	15%	8%
HISPANIC	10%	15%
UNDISCLOSED	8%	24%
BLACK/AFRICAN AMERICAN	4%	9%

ABE pathway has proportionally more female students

- College overall 50% female
- ABE 67% female

Data based on 117³⁴ total ABE students. 2020-2025

English Foundations



17% of EF students went on to take at least one regular college class (17 students out of 102)



No students earned Associate's degrees



1 earned high school diploma



Most students take EF only in the first term. After their 1st qtr, then college-level enrollment

English Foundations

EF students are older

- College overall:
 - Average age 23
 - Median age 19
- EF:
 - Average age 34
 - Median age 32

EF pathway has more Hispanic and Asian students

	College Overall	EF
WHITE	44%	32%
ASIAN	20%	31%
HISPANIC	10%	20%
UNDISCLOSED	8%	6%
2 OR MORE	15%	6%
BLACK/AFRICAN AMERICAN	4%	6%

EF pathway has gender and economic differences

- College overall 50% female, EF **69%** female
- College overall 15% economic disadvantage, EF **34%**

Data based on 317 total EF students.

English Foundations International Students



48% of EF-I students
went on to take at least
one regular college class
(27 students out of 56)



9 students earned
Associate's degrees (AIS
and Business)



3 earned high school
diploma



Younger, mostly male as
compared with EF
students

English Foundations International

EF-I students are young

- College overall:
 - Average age 23
 - Median age 19
- EF-I:
 - Average age 22
 - Median age 19

EF-I notes

- Most (84%) did not disclose their race
- Zero used accessibility accommodations
- 2% received need-based aid (compared to 15% for whole college)

EF-I pathway has proportionally more male students

- College overall 42% male, EF-I 54% male

Data based on 168 total EF-I students. Placement is determined by International Programs staff

ESL: English as Second Language



1% of ESL students went on to take at least one regular college class (2 students out of 297, 2020-2022)



No students earned Associate's degrees



1 earned high school diploma

English as Second Language

ESL students are older

- College overall:
 - Average age 23
 - Median age 19
- ESL:
 - Average age 38
 - Median age 35

ESL pathway has more Hispanic students

	College Overall	ESL
WHITE	44%	26%
ASIAN	20%	16%
2 OR MORE	15%	4%
HISPANIC	10%	35%
UNDISCLOSED	8%	16%
BLACK/AFRICAN AMERICAN	4%	4%

ESL pathway has gender and economic differences

- College overall 50% female, ESL 65% female
- College overall 15% economic disadvantage, ESL 19%

Data based on 852 total ESL students.

General Educational Development (GED)



36% of GED students went on to take at least one regular college class (4 students out of 11)



No students earned Associate's degrees



1 earned high school diploma

General Educational Development

GED students are older

- College overall:
 - Average age 23
 - Median age 19
- GED:
 - Average age 30
 - Median age 29

GED pathway has more Hispanic, multi-racial, and Asian students

	College Overall	GED
WHITE	44%	12%
ASIAN	20%	35%
2 OR MORE	15%	29%
HISPANIC	10%	18%
UNDISCLOSED	8%	6%
BLACK/AFRICAN AMERICAN	4%	0%

GED pathway has economic differences

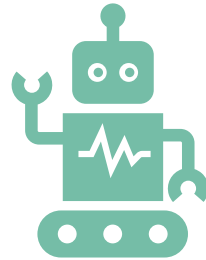
- College overall 15% economic disadvantage, GED 35%

Data based on 17 total GED students.

High School Completion (HS)



25% of HSC students went on to take at least one regular college class (10 students out of 40)



10 students earned Associate's degrees (AIS, Business, Science)



8 earned high school diploma

High School Completion

HSC students are similar in age to regular college

- College overall:
 - Average age 23
 - Median age 19
- HSC:
 - Average age 24
 - Median age 19

HSC pathway has more Hispanic and Asian students

	College Overall	HSC
WHITE	44%	33%
ASIAN	20%	26%
2 OR MORE	15%	14%
HISPANIC	10%	17%
UNDISCLOSED	8%	8%
BLACK/AFRICAN AMERICAN	4%	1%

HSC pathway has economic and gender differences

- College overall 42% male, HSC 49% male
- College overall 15% economic disadvantage, HSC 19%

Data based on 72 total HSC students.

College Transition Summary

1

The pathways that are currently producing the most Associate's degrees are EF-I and High School Completion

2

Overall 13% of all CCF students take at least one college-level class

3

20 students earned Associate's degrees. This represents 4% of all CCF students and 31% of those who took at least one college-level class

CCF Improvement Plans



A new academic advisor has been hired specifically to assist students in the transition from CCF to degree pathways.



Students are advised to take COLL 101 first. They can also take ENGL 101 along with a math course determined by placement.



Cascadia Foundation offers a tuition waiver for students transitioning from CCF to college-level courses.

Cascadia College Board of Trustees

Discussion Item 7.C (1 of 4)

Subject: Fee Increase - Accuplacer Online Proctoring

Justification:

The Trustees must approve all fee increases.

Background:

Cascadia College began offering online testing in the spring 2020 quarter when all services and programs went remote. We currently offer two options for students to take the assessment: in person or remote proctoring, and the cost for the proctoring service is increasing from \$25 to \$28, so the fee to students would be \$17 for in person assessment and \$45 for remote proctoring, which covers the full cost of the assessment exam and remote proctoring service.

Cascadia College uses a placement process to ensure that students start in college English and Math courses that match their skills, needs, and goals. It is an important first phase in the college pathway with classes that contribute to a student's degree or certificate. Students can submit High School or College transcripts, Advanced Placement (AP) or International Baccalaureate (IB) scores, the Smarter Balanced Assessment scores, placement reciprocity from another SBCTC community/technical college, or they can take the Accuplacer assessment.

Cascadia College had been spending approximately \$30,000 per year to cover the online proctoring services fees while we were primarily in remote operations during the pandemic and students did not have another option for taking the Accuplacer assessment, if they didn't have one of the other placement measures.

Cascadia currently offers both in person and online Accuplacer, but must continue to use an approved partner for the online proctoring service, so students will be able choose what modality works best for them and the fee will cover the associated costs that the college pays in order to offer Accuplacer and the online proctoring service.

Recommendation:

To continue providing the option for students to take the Accuplacer Placement assessment remotely with an approved online proctoring service, we recommend that the Board of Trustees approve the fee of \$45, which includes the full cost of the assessment exam and online proctor charges.

Cascadia College Board of Trustees

Discussion Item 7.C (2 of 4)

Subject: Fee Increase – Transcripts

Justification:

The Trustees must approve all fee increases.

Background:

Cascadia College is proposing to move to using Parchment, which is going to be integrated with ctcLink at the state level. There is a cost difference to use Parchment, but it would also include all processing to be done for both transcripts and diplomas. The fee for this service would move from \$7.90 per transcript to \$8.70 per transcript.

Cascadia currently uses the National Student Clearinghouse for our transcript services. The SBCTC is working toward a ctcLink enhancement to integrate with Parchment for transcript services. This would allow all transcripts to be sent through Parchment - both electronic and paper transcripts. These would no longer be processed by campus staff. The new transcript fee would also include processing diplomas and those would be mailed to graduates directly from Parchment, who would also process any lost/replacement diplomas. The new fee would include the service to provide both transcript and diploma processing – but students would only pay for each transcript and for a replacement diploma.

Recommendation:

To increase the fee to \$8.70 per transcript which would include full service for both transcript and diploma processing, but students would only pay for each transcript and for a replacement diploma, if needed.

Cascadia College Board of Trustees

Discussion Item 7.C (3 of 4)

Subject: Fees – Waivers for Placement Testing & Transcript Fees

Justification:

The Trustees must approve all fee increases and/or waivers.

Background:

Cascadia College has students with limited resources to pay for some fees that are not included in a typical financial aid package, which include placement testing and transcript fees.

Student Success would like to offer a waiver for students with limited resources to pay these fees. To apply for the waive, students would submit a fee waiver application and submit it with supporting documentation, that could include:

- Participation in the school district fee/reduced lunch program
- Completed FAFSA/WASFA with a Student Aid Index (SAI) of \$0 or below.

Recommendation:

To offer a waiver for students with limited resources to pay for these fees. The waiver would be determined by either Participation in the school district free/reduced lunch program, completed FAFSA/WASFA with a Student Aid Index (SAI) of \$0 or below.

Cascadia College Board of Trustees

Discussion Item 7.C (4 of 4)

Subject: Fees Increase – Student Technology Fee

Justification:

The Trustees must approve all fee increases and/or waivers.

Background:

Cascadia is proposing an increase in the number of credits to which the Student Technology Fee will be assessed. The fee will continue to be \$4.00 per credit, with a minimum of \$10.00, however the maximum number of credits will increase from 10 credits to 15 credits, with a maximum of \$60.00 collected.

The Student Technology Fee, first assessed in Spring 2002, has never been increased. It has historically paid for: student-use computers in the breakout spaces, computer labs and laptops specifically for student check out; shared computer equipment in the library, software licenses for general use by all students; a portion of the wireless licensing costs; student printing support and a helpdesk staff position. The current revenue collected is rarely enough to cover all requests submitted and as technology evolves, costs go up and new innovations are available, but Cascadia has not been in a place where this fee can support growth.

The Events & Advocacy Board reviewed a few scenarios and approved the recommendation to keep the \$4/per credit and minimum charge of \$10, but to increase the maximum charge to \$60, which is the equivalent of a 15-credit course load. They felt that this adjustment would result in an increased revenue that is more likely to accommodate current requests and possibly allow for the ability to support new initiatives.

Recommendation:

To increase the number of credits to which the student technology fee is assessed from 10 credits to 15 credits, with a minimum of \$10, adjusting the maximum from \$40 to \$60.

Cascadia College Board of Trustees

Discussion Item 7.D

Subject: Fee Increase - Lab Course Fees

Justification:

The Trustees must approve all fee increases.

Background:

The Board of Trustees approves student fees, including for specific courses. Natural Science Lab Course fees were adjusted four years ago after roughly ten years of static fees to account for increased costs and a decision to achieve funding sustainability. Our fees, which remain lower than our area colleges, were adjusted for inflation and the real costs of running the instructional labs. Also included in our fee calculations was a 15% margin that accounted for both projected inflation trends and the expectation of our repair and replacement model to become self-funded.

Increased inflation, especially in shipping and imported goods, has raised course by course costs beyond our current fee revenues. Although we have increased enrollments, not all students pay the full fees for their courses and costs are not offset. This inhibits us from reaching our goal of 15% of reserve buffer to account for inflation and repair/replacement in the self-sustaining fee model.

Additionally, more of our courses are using CUREs (classroom-based undergraduate research experiences) that provide high-impact, equity-focused projects for students, who are then better able to transfer competitively and seek jobs in the lab field; these experiences provide students who cannot take unpaid internships with industry-relevant alternatives. In sum, increased costs, expanded programming, and updated student labs to meet our mission goals require these relatively conservative fee increases.

2025-2026 Projections based on 2024-2025 FTE Estimates

Course	Current	Proposed	Total Revenue by FTE	Repair & Replace 15%
Online Lab	\$20.00	\$25.00	\$2850.00	\$427.50
General Science	\$35.00	\$45.00	\$63,790.00	\$9568.50
Intensive Lab	\$60.00	\$70.00	\$12,595.00	\$1889.25
MicroBio & Chem 254	\$75.00	\$100.00	\$6000.00	\$900.00

Supplement Documents

- DISC 7.D.1 Natural Science Lab Course Fee proposal (slide deck)

Natural Science Online Lab Course Fee Proposal

Course Fees:

- ☐ Online lab course fee (all disciplines): \$20
- ☐ General Science course fee: \$35
- ☐ Intensive Science Lab course fee: \$60
- ☐ Microbiology course fee: \$75

Why this matters:

- ☐ **Direct User Cost Model:** In 2022 the Board of Trustees approved a “direct-user” fee model rather than a general fee to account for different costs across courses.
- ☐ **Inflation:** increased inflation, especially in shipping and imported goods, has raised course by course costs beyond our current fee revenues.
- ☐ **Impacts of waived fees:** While we have increased enrollments, not all students pay the full fees for their courses and costs are not offset.
- ☐ **Maintenance of Repair and Replace fund** The fee increase maintains a 15% margin that accounts for both projected inflation trends and the revision of our repair and replacement model to become self-funded.
- ☐ **Course fee type adjustment:** Several course fees needed adjustment to reflect actual costs, including the expansion of embedded research components (CURE).

The Recommendation:

- ☐ Increase online lab fee (all disciplines): \$25
- ☐ Increase the General Science course fee: \$45
- ☐ Intensive Science Lab course fee: \$70
- ☐ Increase the Microbiology course fee: \$100

Estimated Annual Impact (based on 23-24 FTEs)

Course	Current	Proposed	Total Revenue by FTE	Repair & Replace 15%
Online Lab	\$20	\$25	\$2850	\$427.50
General Science	\$35	\$45	\$63,790	\$9568.50
Intensive Lab	\$60	\$70	\$12,595	\$1889.25
Microbio & Chem 254	\$75	\$100	\$6000	\$900.00

Reclassify Courses as Fee Eligible

Current Course Fees:

- ☐ Chemistry 131 course fee:\$35
- ☐ Chemistry 254 course fee: \$35

The Recommendation Comparision:

- ☐ Chemistry 131 Intensive Lab courses fee: \$70
- ☐ Chemistry 254 to Microbiology course fee: \$100

Why this matters:

- ☐ We have integrated an undergraduate research program into the course to increase student success in competitive transfer programs.
- ☐ Due to inflating raising costs, course costs per student exceed the existing and as well as proposed fees.
- ☐ Materials for these courses have been impacted by shipping costs which have also increased drastically.
- ☐ Equipment costs are now rolled into a self-sustaining Repair and Replace schedule, which means that we also need to maintain the 15% buffer.
- ☐ Fees have been kept as low as possible, and a reclassification of these fees most closely matches the actual costs; our goal is to charge what is appropriate for each class without complicating our fee structure.

Cascadia College Board of Trustees
Discussion Item 7.E

Subject: Monthly Finance Report

Justification:

The Board has the responsibility of staying up to speed on the college's financials.

Background:

The finance report will include the following topics:

- Estimated Projections for the current year reserve spending.
- Estimates for next year's predicted reserve spending in IT and Facilities.

CASCADIA
COLLEGE

ADMINISTRATIVE SERVICES

March Finance Report



As of Mar 3, 2025

www.cascadia.edu

Reserves Reporting

Bank Cash and Bond Reporting

RESERVES

1	Available Reserves a/o Jan 2025	June 24, before YE	a/o Feb 2025
1A	Local Funds	\$10,128,000	\$6,904,713
1B	Bonds (available 7/25)	\$2,550,000	\$1,993,585
1C	Bonds (12/25)	\$2,550,000	\$1,250,000
1D	Bonds (1/2026)	\$1,250,000	\$1,300,000
1E	Bonds (6/26)		\$1,371,000
	Bonds (2027)		\$2,041,756
	Bonds (2028)		\$1,250,121
1F	LGIP	\$2,445,926	\$2,445,926
		\$18,923,926	\$18,557,101
	Expected 23-24 Drawdown	\$2,321,000	
	Expected/Actual Totals	\$16,602,926	\$18,557,101

Reserve Spending

2	24-25 Reserve Expenditures	Approved 6/24	Remaining
3A	Facilities R&R	\$380,000	\$76,000
3B	IS R&R	\$575,000	\$115,000
3C	ADA/Civil Rights survey	\$50,000	\$0
3D	Chiller	\$250,000	\$50,000
3E	Accounting Firms (Audits, Recons)	\$250,000	\$50,000
3G	Assessment Module / Canvas	\$30,000	\$30,000
3H	Cyber Security Solution	\$34,000	\$34,000
3I	College ID Machine	\$50,000	\$50,000
3K	Operational Deficit	\$200,000	\$200,000
3L	FEMA Grant	-\$455,000	
		\$1,364,000	\$605,000

	Projected	Actual
Available	\$16,602,926	\$18,557,101
24-25	\$1,364,000	\$605,000
TOTAL	\$15,238,926	\$17,952,101

Reserve Draw Down Request

Facilities Repair & Replace

Category			Expense
Furniture	Lower Level Vista	Seating	\$40,000
Furniture	Replenish Stock	Desk & Chairs	\$ 25,000
Painting	CC1 & 2 Level 1 &2	Corridors & Classrooms	\$ 150,000
Carpet	CC1 & 2 Lower Level	Corridors & Classrooms	\$ 182,660
Grand Total:			\$397,000

ITS Repair and Replace

Category	Expense
Classroom A/V	\$ 237,698.00
Digital Signage	\$ 56,800.00
End-User Hardware	\$ 143,560.00
Meeting Room A/V	\$ 10,100.00
Printers	\$ 2,000.00
Grand Total	\$ 450,158.00

❑ Total Operating Draw Down Request: **\$847,158**

Cascadia College Board of Trustees
Action Item 8.A

Subject: Student Fees

Justification:

The Trustees must approve all fees.

Background:

As presented in the earlier discussion by Vice President Erin Blakeney and Vice President Kerry Levett, there are certain student fees recommended for adjustment. These include the Student Technology Fee, the Transcript Fee, the Accuplacer Fee and Natural Science Course Fees.

Discussion:

N/A

Action:

Suggested motion for this action:

“The Board moves to amend the (Student Technology Fee) (Transcript Fee) (Accuplacer Fee) (Natural Sciences Fee) as presented, along with the delegated authority to the college to waive those fees should students meet the designated criteria.”

Vote/Adoption:

Trustee makes the motion: _____

Trustee seconds the motion: _____

	Yes	No	Abstain
Lee			
Ponto			
Qadri			
Quint			

Cascadia College Board of Trustees
Action Item 8.B

Subject: Use of Reserves, 2025-26

Justification:

The Trustees must approve all significant investments from the Reserves.

Background:

As presented in the earlier discussion by Vice President Sean Poellnitz, the college requests authority to use the reserves for the 2025-26 repair and replacement schedules for IT and Facilities.

Discussion:

N/A

Action:

Suggested motion for this action:

“The Board moves to use reserves as presented to invest in repair and replacement for IT and Facilities purposes.”

Vote/Adoption:

Trustee makes the motion: _____

Trustee seconds the motion: _____

	Yes	No	Abstain
Lee			
Ponto			
Qadri			
Quint			

Cascadia College Board of Trustees
Action Item 8.C

Subject: Supplemental Title IX Rules

Justification:

The Trustees must approve all rule, code and policy changes.

Background:

As presented earlier in the year, AAG Ellen Evans explained that we were operating under the 2020 Title IX rules, which expired and were replaced with the 2024 rules. With the new federal administration in place, those rules were in flux and so the temporary usage of the 2020 rules was extended.

New rules must now be formally adopted. AAG Evans will explain the suggested adaptation and this will need to be approved by the Trustees.

Discussion:

Led by AAG Evans.

Action:

Suggested motion for this action:

"The Board moves to ... "

Vote/Adoption:

Trustee makes the motion: _____

Trustee seconds the motion: _____

	Yes	No	Abstain
Lee			
Ponto			
Qadri			
Quint			

132Z-120 Supplemental sex discrimination student code of conduct and procedures.

WAC 132Z-120-005 Order of Precedence

This supplemental procedure applies to allegations of Sexual Harassment subject to Title IX jurisdiction pursuant to regulations promulgated by the United States Department of Education. See 34 C.F.R. § 106. To the extent these supplemental hearing procedures conflict with the College's standard disciplinary procedures, WAC 132Z-115-006 through 132Z-115-095, these supplemental procedures shall take precedence. The College may, at its discretion, contract with an administrative law judge or other person to act as presiding officer and assign such presiding officer to exercise any or all of the duties in lieu of the student conduct committee and committee chair.

WAC 132Z-120-010 Prohibited Conduct Under Title IX

Pursuant to RCW 28B.50.140(13) and Title IX of the Education Act Amendments of 1972, 20 U.S.C. §1681, the *College* may impose disciplinary sanctions against a student who commits, attempts to commit, or aids, abets, incites, encourages, or assists another person to commit, an act(s) of "sexual harassment."

For purposes of this supplemental procedure, "sexual harassment"⁴ means conduct on the basis of sex that satisfies one or more of the following :

- (1) Quid Pro Quo Harassment. A college] employee conditioning the provision of an aid, benefit, or service of the *College* on an individual's participation in unwelcome sexual conduct.
- (2) Hostile Environment. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the *College's* educational programs or activities.
- (3) Sexual Assault. Sexual assault includes the following conduct:
 - (a) Nonconsensual sexual intercourse. Any actual or attempted sexual intercourse (anal, oral, or vaginal), however slight, with any object or body part, by a person upon another person, that is without consent and/or by force. Sexual intercourse includes anal or vaginal penetration by a penis, tongue, finger, or object, or oral copulation by mouth to genital contact or genital to mouth contact.
 - (b) Nonconsensual sexual contact. Any actual or attempted sexual touching, however slight, with any body part or object, by a person upon another person that is without consent and/or by force. Sexual touching includes any bodily contact with the breasts, groin, mouth, or other bodily orifice of another individual, or any other bodily contact in a sexual manner.
 - (c) Incest. Sexual intercourse or sexual contact with a person known to be related to them, either legitimately or illegitimately, as an ancestor, descendant, brother, or

sister of either wholly or half related. Descendant includes stepchildren and adopted children under the age of eighteen (18).

(d) Statutory Rape. Non-forcible sexual intercourse between someone who is eighteen (18) years of age or older and someone who is under the age of sixteen (16).

(4) Domestic violence. Physical violence, bodily injury, assault, the infliction of fear of imminent physical harm, sexual assault, coercive control, damage or destruction of personal property, stalking, or any other conduct prohibited under RCW 10.99.020, committed by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of State of Washington, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the State of Washington, RCW 26.50.010.

(5) Dating violence. Physical violence, bodily injury, assault, the infliction of fear of imminent physical harm, sexual assault, or stalking committed by a person (i) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (ii) where the existence of such a relationship shall be determined based on a consideration of the following factors:

(a) The length of the relationship;

(b) The type of relationship; and

(c) The frequency of interaction between the persons involved in the relationship.

(6) Stalking. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

WAC 132Z-120-015 Title IX Jurisdiction

(1) This supplemental procedure applies only if the alleged misconduct:

(a) Occurred in the United States;

1. Occurred during a *College* educational program or activity; and

(b) Meets the definition of Sexual Harassment as that term is defined in this supplemental procedure.

(2) For purposes of this supplemental procedure, an "educational program or activity" is defined as locations, events, or circumstances over which the College exercised substantial control over both the respondent and the context in which the alleged sexual harassment occurred. This definition includes any building owned or controlled by a student organization that is officially recognized by the College.

(3) Proceedings under this supplemental procedure must be dismissed if the decision maker determines that one or all of the requirements of Section 1(a)-(c) have not been met.

Dismissal under this supplemental procedure does not prohibit the College from pursuing other disciplinary action based on allegations that the Respondent violated other provisions of the College's student conduct code, WAC 132Z-115.

- (4) If the Student Conduct Officer determines the facts in the investigation report are not sufficient to support Title IX jurisdiction and/or pursuit of a Title IX violation, the Student Conduct Officer will issue a notice of dismissal in whole or part to both parties explaining why some or all of the Title IX claims have been dismissed.

WAC 132Z-120-020 Initiation of Discipline

- (1) Upon receiving a Title IX investigation report from the Title IX Coordinator, the Student Conduct Officer will independently review the report to determine whether there are sufficient grounds to pursue a disciplinary action against the Respondent for engaging in prohibited conduct under Title IX.
- (2) If the Student Conduct Officer determines that there are sufficient grounds to proceed under these supplemental procedures, the Student Conduct Officer will initiate a Title IX disciplinary proceeding by filing a written disciplinary notice with the Chair of the Student Conduct Committee and serving the notice on the Respondent and the Complainant, and their respective advisors. The notice must:
 - (a) Set forth the basis for Title IX jurisdiction;
 - (b) Identify the alleged Title IX violation(s);
 - (c) Set forth the facts underlying the allegation(s);
 - (d) Identify the range of possible sanctions that may be imposed if the Respondent is found responsible for the alleged violation(s);
 - (e) Explain that the parties are entitled to be accompanied by their chosen advisors during the hearing and that:
 - (i) The advisors will be responsible for questioning all witnesses on the party's behalf;
 - (ii) An advisor may be an attorney; and
 - (iii) The College will appoint an advisor of the *College's* choosing at no cost to the party, if the party fails to do so; and
 - (f) Explain that if a party fails to appear at the hearing, a decision of responsibility may be made in their absence.

WAC 132Z-120-025 Pre-Hearing Procedure

- (1) Upon receiving the disciplinary notice, the Chair of the Student Conduct Committee will send a hearing notice to all parties, in compliance with WAC 132Z-115-075. In no event will the hearing date be set less than ten (10) days after the Title IX Coordinator provided the Final Investigation Report to the parties.

- (2) A party may choose to have an attorney serve as their advisor at the party's own expense. This right will be waived unless, at least four (4) days before the hearing, the attorney files a notice of appearance with the committee chair with copies to all parties and the Student Conduct Officer.
- (3) In preparation for the hearing, the parties will have equal access to all evidence gathered by the investigator during the investigation, regardless of whether the *College* intends to offer the evidence at the hearing.

WAC 132Z-120-030 Rights of Parties

- (1) The *College's* Student Conduct Procedures, WAC 132Z-115-083, and this supplemental procedure shall apply equally to all parties.
- (2) The *College* bears the burden of offering and presenting sufficient testimony and evidence to establish that the Respondent is responsible for a Title IX violation by a preponderance of the evidence.
- (3) The Respondent will be presumed not responsible until such time as the disciplinary process has been finally resolved.
- (4) During the hearing, each party shall be represented by an advisor. The parties are entitled to an advisor of their own choosing, and the advisor may be an attorney. If a party does not choose an advisor, then the Title IX Coordinator will appoint an advisor of the *College's* choosing on the party's behalf at no expense to the party.

WAC 132Z-120-035 Evidence

The introduction and consideration of evidence during the hearing is subject to the following procedures and restrictions:

- (1) Relevance: The Committee Chair shall review all questions for relevance and shall explain on the record their reasons for excluding any question based on lack of relevance.
- (2) Relevance means that information elicited by the question makes facts in dispute more or less likely to be true.
- (3) Questions or evidence about a Complainant's sexual predisposition or prior sexual behavior are not relevant and must be excluded, unless such question or evidence:
 - (a) Is asked or offered to prove someone other than the Respondent committed the alleged misconduct; or
 - (b) Concerns specific incidents of prior sexual behavior between the Complainant and the Respondent, which are asked or offered on the issue of consent.
- (4) Complainant and Respondent may not ask questions directly of one another. Questions may be asked through a party's advisor or by the Chair, after the Chair determines the question is relevant and not privileged or otherwise impermissible. The Chair has discretion to follow this procedure for other witnesses, as well.

- (5) No negative inference: The Committee may not make an inference regarding responsibility solely on a witness's or party's absence from the hearing or refusal to answer questions.
- (6) Privileged evidence: The Committee shall not consider legally privileged information unless the holder has effectively waived the privilege. Privileged information includes, but is not limited to, information protected by the following:
 - (a) Spousal/domestic partner privilege;
 - (b) Attorney-Client and attorney work product privileges;
 - (c) Privileges applicable to members of the clergy and priests;
 - (d) Privileges applicable to medical providers, mental health therapists, and counsellors;
 - (e) Privileges applicable to sexual assault and domestic violence advocates; and
 - (f) Other legal privileges identified in RCW 5.60.060.

WAC 132Z-120-040 Initial Order

In addition to complying with WAC 132Z-115-085, the Student Conduct Committee will be responsible for conferring and drafting an Initial Order that:

- (1) Identifies the allegations of sexual harassment;
- (2) Describes the procedural steps taken from receipt of the formal complaint through the determination, including any notifications to parties, interviews with witnesses and parties, site visits, methods used to gather evidence, and hearings held;
- (3) Makes findings of fact supporting the determination;
- (4) Reaches conclusions applying the conduct code to the facts;
- (5) Contains a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
- (6) Describes any disciplinary sanctions or conditions imposed against the Respondent, if the Committee determines the Respondent violated the conduct code;
- (7) Determines whether remedies designed to restore or preserve Complainant's equal access to the *[College or University]*'s education programs or activities will be provided by the College ; and
- (8) Describes the process for appealing the Initial Order to the Vice President of Student Success.
- (9) The Committee Chair will serve the Initial Order on the Parties simultaneously.

WAC 132Z-115-045 Appeals

- (1) All Parties, including the *Student Conduct Officer* in their capacity as a representative of the College, have the right to appeal from the determination of responsibility and/or

from a dismissal, in whole or part, of a formal complaint during the investigative or hearing process. Appeals must be in writing and filed with the Vice President of Student Success within twenty-one (21) days of service of the Initial Order or Notice of Dismissal. Appeals must identify the specific findings of fact and/or conclusions in the Initial Order or Notice of Dismissal that the appealing party is challenging and must contain argument as to why the appeal should be granted. Failure to file a timely appeal constitutes a waiver of the right to appeal and the Initial Order or Notice of Dismissal shall be deemed final.

- (2) Upon receiving a timely appeal, the Vice President of Student Success will serve a copy of the appeal on all parties, who will have ten (10) days from the date of service to submit written responses to *the Vice President's Office* addressing issues raised in the appeal. Failure to file a timely response constitutes a waiver of the right to participate in the appeal. Upon receipt of written responses, *the Vice President's* shall serve copies of the responses to the other parties.
- (3) Parties receiving a copy of the responses shall have five (5) days in which to submit a written reply addressing issues raised in the responses to the *Vice President's Office*.
- (4) *[The President or their delegate]*, based on their review of Parties' submissions and the hearing or investigative record, will determine whether the grounds for appeal have merit, provide the rationale for this conclusion, and state whether a dismissal is affirmed or denied, or if the disciplinary sanctions and conditions imposed in the Initial Order are affirmed, vacated, or amended, and, if amended, set forth the new disciplinary sanctions and conditions.
- (5) The Vice President's Office shall serve the Final Decision on the parties simultaneously.
- (6) All administrative decisions reached through this process may be judicially reviewed pursuant to applicable provisions of RCW 34.05, including, but not limited to, the timelines set forth in RCW 34.05.542.



Report to the Trustees

February Meeting 2025

Events & Advocacy Board

Cascadia College

By Olivia Kent- Horton, Advocacy Chair

Events

Stay Afloat

February 25th | 10:30 AM – 12:30 PM

Although it may be chilly outside, EAB brought the summer vibes to Cascadia with a *Stay Afloat* Root Beer Float Stand! Students enjoyed free, creamy, and fizzy root beer floats while engaging in some much-needed fun during the cold season. This event allowed students to take a break from their busy schedules and experience a taste of summer, fostering a sense of community and relaxation. Over the two-hour period on February 25th, students were able to unwind and connect with others, while enjoying the casual atmosphere on the CC1 First Floor Vista.



March Madness

March 11th, 2025 | 11:00 AM – 2:00 PM

Get ready for some high-energy fun with EAB's **March Madness** event! Students are invited to join in on the excitement with basketball-themed games, delicious food, and inflatable activities. This event is a great way for students to celebrate the spirit of March Madness, connect with peers, and enjoy friendly competition. This event was made to promote school spirit and provide a fun, stress-relieving break for students. The day will feature:

- **Inflatable Basketball Games**
- **Mini Burgers**
- **Swish Pong**
- **Prizes for winners**



Advocacy

Common Hour- “Your Break, Your Time”

EAB is continuing to gather student feedback through the Common Hour Survey. The responses have been coming in quickly, and once the survey concludes, we plan to send the results to key stakeholders at the College for further discussion.



Cascadia Community College Federation of Teachers Local 6191, AFT



***Report to the Board of Trustees
Cascadia Community College
Meeting Date: March 2025***

❖ AFT-WA “Day of Action”

CCCFT members participated in the AFT-WA “Day of Action” on March 4, 2025. We collaborated with fellow unions members from Everett, Shoreline, Edmonds, and Lake Washington Tech, as well as union siblings for K-12 schools and from the health professions to demonstrate in support of academic freedom, funding for higher education, support for health professionals, and for promoting diversity, equity, and inclusion in education and the broader society.

❖ Contract Bargaining

The CCCFT Bargaining Team continues to work with the Cascadia College Bargaining Team in negotiating our 2025-2028 Collective Bargaining Agreement. We’ve had a number of productive sessions and are still hoping to have a draft contract to present to our membership for ratification at the end of spring quarter even in light of uncertainties in the Washington state budget and our Cascadia’s future allocation. We shall see.



Washington Public Employees Association UFCW Local 365

Report to the Board of Trustees Cascadia College

Meeting Date: 3/19/2025

State Budget Crisis: “For the first time in more than a decade, the state faces a budget crisis, one of its own making. State lawmakers increased spending by 15.8% in the 2023-25 biennium, far outpacing revenue growth of 3.5%. As a result, the state has a projected multibillion-dollar budget deficit.”

<https://www.waroundtable.com/2025/01/13/welcome-to-the-2025-legislative-session/>

Governor’s Furlough Proposal: “Ferguson is proposing \$300 million in savings by requiring most state employees to take one furlough day per month for the next two years.” <https://governor.wa.gov/news/2025/governor-bob-ferguson-presents-plan-save-4-billion-address-historic-budget-shortfall#:~:text=Ferguson%20is%20also%20proposing%20%24300,our%20prisons%20and%20state%20hospitals>. Once again the state’s budget is balanced on the backs of public employees with a suggested 4-5% pay-cut. This would wipe out the currently offered 3% and 2% COLA from the college, which was not enough to cover the expected CPI in the first place (6.36% as per the state’s I-732 estimates).

Collective Bargaining: No meaningful progress has been made in negotiations since the rejection of the contract on October 1st. At this point there will be another vote by members to determine if we accept or do not accept by the July 1st legislative deadline.

WPEA Legislative Staff Unionize! After years of struggle the Washington State House of Representatives and Senate legislative staff in partnership with WPEA have officially received union recognition and signed an inaugural Collective Bargaining Agreement. WPEA held a celebration in January to welcome our new union partners!