Clatsop Community College

Board of Education
November 10, 2026
Board Packet



2026 Spooktacular Student Costume Contest

Clatsop Community College

1651 Lexington Avenue * Astoria, Oregon 97103 * (503) 338-2411

NOTICE OF MEETING

Tuesday, November 10, 2026, 5:30 pm
Regular Board Meeting
Columbia 219 or Zoom
https://clatsopcc.zoom.us/j/89824559188

REGULAR BOARD MEETING

- **CALL TO ORDER**
  - Roll Call
  - Approval of Agenda

- **PUBLIC FORUM**
  - **Public Comment** Note: This is an opportunity for brief comments for the Board. Individuals wishing to sign up for public comment during the meeting should do so by emailing Felicity Green at fgreen@clatsopcc.edu by no later than 12:00 noon on Tuesday, November 10. Public comments may not exceed 3 minutes unless approved otherwise by the Board Chair. Public comment will also be accepted by mail to: Felicity Green, Board Secretary, 1651 Lexington Avenue, Astoria, OR 97103, by close of business on Monday, November 9.

- **PRESENTATION:** ***Ben Cannon, Executive Director of the Higher Education Coordinating Commission (HECC) on HB 4124***

- **APPROVAL OF MINUTES**
  - Regular Board Meeting, October 13, 2026

- **VERBAL REPORTS / DISCUSSION ITEMS**
  - Report of the President
  - Financial Report
  - Maritime Update
  - Report of the Board Chair
  - Discussion of Presentations at Board Meetings
  - Discussion of the Board Policy Committee

- **WRITTEN REPORTS** ***will be accepted as submitted***
  - Report from the ASG Representative
  - Report from OCCA
  - Report from CEDR
  - Report from the CCC Foundation
  - Report from Communications and Marketing
  - Report from Instruction and Student Success
  - Report from Human Resources

Clatsop Community College

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- **NEW BUSINESS**
  - Board Member Assignment: Identifying Connections and Resources to Support the College
  - Motion to Extend Classified Collective Bargaining Agreement through June 30, 2028
  - Authorization of Voluntary Separation Incentive Program

- **ANNOUNCEMENTS/COMMUNICATIONS**
  - Next Board Meeting: Tuesday, December 8, 2026, 5:30 pm: Regular Board Meeting, South County Campus and Zoom

- **BOARD FORUM**

- **ADJOURNMENT**

Clatsop Community College

1651 Lexington Avenue * Astoria, Oregon 97103 * (503) 338-2411

2026 - 2027 Board Goals for the College

1. Support the Strategic Plan

By June 30, 2027, review at least three updates on progress toward the College's 2025-2030 Strategic Plan.

2. Ensure Fiscal Stewardship

By June 1, 2027, adopt a balanced budget and review regular financial reports to monitor the College's financial health.

3. Participate in Board Development

By July 30, 2027, participate in at least one Board development activity.

4. Support and Evaluate the President

By March 9, 2027, establish annual goals for the President and complete the President's annual evaluation.

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Non-Discrimination Declaration: It is the policy of Clatsop Community College that there will be no discrimination or harassment on the grounds of race, color, sex, gender, marital status, religion, national origin, age, sexual orientation, gender identity or expression or disability in any educational programs, activities, or employment. Questions or complaints should be directed to Anita Jensen, Affirmative Action/Gender Equity (Title IX) Officer, Lower Library, Suite 102, ajensen@clatsopcc.edu (503) 338-2450; TDD : Oregon Relay- Dial 711. For Student Access Services, contact Faith Forster, Columbia Hall, Room 111, fforster@clatsopcc.edu (503) 338-2313.

Accommodations: Students having questions about or a request for classroom accommodations should contact Faith Forster, Columbia Hall, Room 111, fforster@clatsopcc.edu (503) 338-2313. Community members having questions about or a request for special needs and accommodation should contact Anita Jensen, Lower Library, Suite 102, ajensen@clatsopcc.edu (503) 338-2450; TDD: Oregon Relay- Dial 711. Please send special needs and accommodations requests here. Contact should be made at least two business days in advance of the event.

Declaración de no-discriminación: Es la política de Clatsop Community College que no habrá ningún tipo de discriminación o acoso por razón de raza, color, sexo, género, estado civil, religión, origen nacional, edad, orientación sexual, identidad de género o expresióno discapacidad en los programas educativos, actividades o en la contratación. Preguntas o quejas deben ser dirigidas al Anita Jensen, Oficial de Acción Afirmativa / Título IX localizada en la biblioteca, oficina número 102 , ajensen@clatsopcc.edu número de teléfono (503) 338-2450, TDD (discapacidad auditiva) marcar 711 en su teléfono. Para servicios de acceso para estudiantes, comuníquese con Faith Forster localizada en Columbia Hall, oficina número 111, fforster@clatsopcc.edu (503) 338-2313.

Ayuda a personas discapacitadas: Estudiantes que tengan preguntas o una requieran solicitud de adaptaciones en el aula deben comunicarse con Faith Forster, localizada en Columbia Hall , oficina número 111, fforster@clatsopcc.edu (503) 338-2313. En cuanto a los miembros de la comunidad, se les pide que se comuniquen con Anita Jensen, localizada en la biblioteca, oficina número 102 , ajensen@clatsopcc.edu número de teléfono (503) 338-2450, TDD (discapacidad auditiva) marcar 711 en su teléfono. Haga el favor de notificar a la oficina para que se le pueda proporcionar apoyo. La comunicación debe tomar lugar por lo menos dos días de trabajo antes del evento por el cual se requiera tal ayuda. Para más información, vea la página Web de Clatsop Community College bajo Información en Español.

Minutes

Clatsop Community College

Board of Education

Clatsop Community College
1651 Lexington Avenue * Astoria, Oregon 97103 * *www.clatsopcc.edu*

MINUTES OF THE OCTOBER 13, 2026
BOARD OF EDUCATION
Regular Board Meeting with Executive Session

EXECUTIVE SESSION

Board Members Present: Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Mitra Vazeen. Ashley Flukinger and Jody Stahancyk were absent.

The Board convened Executive Session pursuant to ORS 192.660 (2)(f) to consider information or records that are exempt from disclosure by law, including written advice from their attorney, at 4:30 pm.

Executive Session was adjourned at 4:48 pm.

REGULAR BOARD MEETING

Board Members Present: Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Mitra Vazeen. Ashley Flukinger and Jody Stahancyk were absent.

Others Present: Teena Toyas, Luke Roth, Jennifer Carlson, Ian Wilson, Beth Van Elswyk, Sophie Alsbury, Ezekiel Duchene, Julie Kovatch, Meyer Freeman, TJ Lackner, Shawna Bullinger, Tom Ank, Briana Smith, Ken Ross, "CM", President Jarrod Hogue and Recording Secretary Felicity Green

CALL TO ORDER

Chair Bill Montero called the Regular Board Meeting to order at 4:50 pm. Roll was called. Jody Stahancyk and Ashley Flukinger were absent.

There was a motion to approve the agenda with the addition of a motion from the executive session. *This part of the meeting was unfortunately not recorded and the Board secretary did not catch who made the motion and who seconded it.* **Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley and Mitra Vazeen voted Aye. Ashley Flukinger and Jody Stahancyk were absent. The motion carried.**

INTRODUCTION OF ASG

Sophie Alsbury, the new ASG President, introduced herself. She is an art major from Warrenton. The Board welcomed her.

APPROVAL OF MINUTES

Ed Johnson moved to accept the Minutes of the September 8, 2026 Regular Board Meeting as presented. Sheila Roley seconded the motion. **Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley and Mitra Vazeen voted Aye. Ashley Flukinger and Jody Stahancyk were absent. The motion carried.**

VERBAL REPORTS / DISCUSSION ITEMS

REPORT OF THE BOARD CHAIR

Bill Montero said that he enjoyed working at the Northwest Natural hot dog cookout at new student orientation and meeting the Foundation Board there. He thanked Northwest Natural for their donation. He said that he appreciates Tom Ank's emails about the IdeaLab and he is looking forward to attending the Board Chair workshop at the OCCA Conference on November 4.

FINANCIAL REPORT

Jennifer Carlson gave the financial report. Revenues are down about $200,000 from the previous year but expenditures are down $130,000. Overall, the College is still looking at a large deficit even with the $150,000 that has been cut from the budget. The deficit is currently $416,000; she is monitoring it and hoping to keep it going down. A Board member asked about the reason for the large expenditure decrease and why there is a deficit. Jennifer Carlson explained that the combination of saving unspent money that had been budgeted for instructional equipment as well as several people retiring brought about the expenditure decrease. The deficit is primarily due to state appropriations coming in at half a million dollars less than the College budgeted.

REPORT OF THE PRESIDENT

President Hogue said that for the next three days the College will be hosting six peers from other institutions as part of the culminating cycle of NWCCU accreditation. He thanked Teena Toyas, Tina Kotson, Julie Kovatch and Felicity Green, for the extra work they are doing, including driving and arranging logistics, and reminded the Board of the Board representative meeting with the accreditors on Wednesday at 11:15.

He is excited about progress the College has made in both understanding their data and being able to use it to report how it is doing as an institution. He also reported that he recently met with S&P Global with Jennifer Carlson. S&P have moved the College outlook from negative to stable, which is a big step and real progress. The S&P letter was included in the packet.

He said that Beth Van Elswyk did a great job organizing another Saltchuk / Alaska Tanker meeting. Saltchuk has given the College an additional match gift, so they do want to see the project move forward. He doesn't know yet at what level other Saltchuk companies will be coming in. He will be going to the marine expo in Puget Sound and plans on some meetings there. The College is still making progress, and the project has been listed by Senator Ron Wyden as a community investment project on a list for the Ways and Means Committee. He is also very excited about the $260,000 Murdoch Trust grant for a construction program at MERTS.

He has been speaking with several community partners about the vessel situation. Arrow #2 and the Seabreeze charter vessel are checking their insurance to see if there is any way they can accommodate students on board during the off season.

A Board member asked about the current status of the maritime program and the relationship with Tongue Point. Tongue Point is in good standing and will be continuing their programs. The Department

of Labor is purchasing a vessel for them which is slated to be in Astoria around the beginning of 2027. President Hogue is hopeful that the College will be able to partner with them on that vessel. He is exploring many different options and agrees that as Oregon's Maritime College, it's important to offer sea time. There was a Board suggestion to ask the state to fund a vessel for the College. He agreed that was a great idea and will reach out to local and state government after the election.

MOTION FROM EXECUTIVE SESSION

Ed Johnson **moved that the Clatsop Community Board of Education direct the President to join the Community College Collaborative Coordinating and Defense of the U.S. Department of Justice tuition lawsuit and formally engage Miller Nash, LLP, to represent the College and its Board of Education in that matter, including executing the necessary engagement and cost sharing agreement.** Sheila Roley seconded the motion. **Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley and Mitra Vazeen voted Aye. Ashley Flukinger and Jody Stahancyk were absent. The motion carried.**

WRITTEN REPORTS

A Board member asked about dual credit allied health classes with Astoria High School that were mentioned in Tina Kotson's report. President Hogue explained that the report was talking about ensuring that counselors and students are clear on some of the dual credit classes they can take in high school to help them fast track into the nursing program. They are knocking off some of their prerequisites for admission into nursing while still in high school. The College is working with other area high schools as well. The recent grant through Providence and the Oregon Health Authority to implement medical assistant training in Seaside High School is another important program for students interested in health careers including the nursing program.

Bill Montero congratulated Beth Van Elswyk and Brianna Smith on their recent position changes.

Ed Johnson moved to accept the written reports. Mitra Vazeen seconded the motion. **Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley and Mitra Vazeen voted Aye. Ashley Flukinger and Jody Stahancyk were absent. The motion carried.**

OLD BUSINESS

MARITIME CAPITAL PROJECT UPDATE

President Hogue said that he had touched on this but that while some fundraising progress has been made, the project is still well short. He said the College is at about $700,000. He is hoping that more maritime agencies step up but, meanwhile, he is considering the possibility of requesting that the Board release a certain amount from the reserve fund. That would ensure that the College receives the 100% state match and funds the project. That would then enable the College to continue fundraising to replace the amount borrowed from contingency. He would like the Board to be prepared to possibly have that conversation in the future.

POLICIES FOR SECOND READING AND ADOPTION
Sheila Roley **moved to accept BP 3540 Sexual and Other Assaults on Campus for second reading and adoption.** Mitra Vazeen seconded the motion. **Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley and Mitra Vazeen voted Aye. Ashley Flukinger and Jody Stahancyk were absent. The motion carried.**

NEW BUSINESS

EIE REPORT AND REVIEW OF DATA WITH IAN WILSON
Ian Wilson spoke about the Evaluation of Institutional Effectiveness Report (EIE) that was submitted in September and which the accreditors will be discussing this week. He also shared the dashboard he has created for the Board. This dashboard, which updates live, has a little more information than the dashboards intended for the general public. He pointed out highlights, including the FTE and the unduplicated head count as well as the ability to select each term in order to compare data year after year. There was a question about how many full time students are currently enrolled. He said that while FTE is a good approximation, he doesn't have that exact number but will find out and send it along.

He said that there is some encouraging data visible and said that the College has been awarding more associates and career pathways certificates in the last couple years. This year, the College will begin awarding Core transfer maps. Those are new and required by the state of Oregon; they ensure that a core of classes will count towards a bachelors at any four year college or university in Oregon. They will be very helpful particularly for students who are not yet clear on their direction.

He cautioned that it's important to know the whole story, using as an example that while it looks as if the College is awarding less Associate of General Studies degrees, that is not due to less degrees overall, but because it is being phased out in favor of the Associate Arts Oregon Transfer degree. The dashboard is also tracking high school partnerships as well as how many courses are taught by full time versus part time faculty.

There was some discussion of maritime courses; the majority of maritime students are not full time or seeking a degree. They are primarily in workforce training.

He spoke about the student access and student success indicators, which are already published on the website and change in real time. This data, which can be disaggregated many different ways, has given the College valuable information. For example, students with a dual credit history are significantly more likely to successfully complete math and writing in their first year. This points to an equity gap that the College will now be able to address. This data allows the College to adjust their targets as necessary. He also spoke about the indicators that measure institutional effectiveness, noting that all the current targets have been met. For example, the percentage of local high school graduates who enroll in a degree program at the College has gone from 14% to 22% since the strategic plan has been in place. He encouraged the Board to explore these tools on the website.

There was a question about Colleague and whether any data was lost during the Anthology crossover. Ian Wilson said that Colleague was much better than before. He noted that some ethnicity data had

been lost via Anthology, but that all registration records and degrees conferred transferred with no losses. There was a question about how far back College records go. There are digital records since 2000 and paper records since the founding of the College. Ian Wilson said that Ken Ross and Tom Ank were a big part of the success of the data migration. Tom Ank thanked both Ken Ross and Ian Wilson for how they set the College up for success.

MOTION TO APPROVE PLACING THE FORERUNNER IN SURPLUS STATUS

There was a question about what would become of the Forerunner once it was placed in surplus. President Hogue explained that once it was surplused, it could be sold. It is currently drydocked at the Port of Astoria.

Mitra Vazeen **moved that the Clatsop Community College Board of Education declare the M/V Forerunner and its associated equipment surplus property and authorize the President or the President's designee to dispose of the vessel, including sale by public auction, in accordance with College Policy 3.485, Procedure 3.485P, and applicable state and federal requirements.** Ed Johnson seconded the motion. **Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley and Mitra Vazeen voted Aye. Ashley Flukinger and Jody Stahancyk were absent. <u>The motion carried.</u>**

MOTION TO APPROVE PLANNING AND FUNDRAISING FOR LIMITED ATHLETICS

Meyer Freeman spoke to the Board about his history with sports, commenting that after growing up in Knappa and now being the pickleball guy in Astoria, helping bring intercollegiate sports back to the College is a natural fit for him. He has been working on this project on a volunteer basis. He spoke with five colleges in the Northwest Athletic Conference (NWAC) and got great feedback. The NWAC commissioner visited the College and was impressed by Patriot Hall. Meyer Freeman cited keeping students in the area, a stronger connection with the local community and bringing people, excitement and enthusiasm on campus as reasons he feels this initiative will be very worth it. Men's and women's basketball would be the first teams. Several Board members commended his efforts and agreed that it was a great idea. President Hogue commented that the College has a tremendous asset in Patriot Hall and this is an opportunity to take advantage of it. He also noted that student athletes must be full time students and this will bring at least 30 to CCC. There is still a lot of work to be done and Patriot Hall will need some upgrades, including a scoreboard and some striping.

Sheila Roley **moved that the Clatsop Community College Board of Education authorize the President to begin formal planning and fundraising for men's and women's basketball, with a goal of beginning competition during the 2028–29 academic year, and to return to the Board with a final program plan and budget before implementation.** Ed Johnson seconded the motion. **Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley and Mitra Vazeen voted Aye. Ashley Flukinger and Jody Stahancyk were absent. <u>The motion carried.</u>**

UPDATE ON PART TIME FACULTY UNION NEGOTIATIONS

President Hogue informed that Board that negotiations with the Part Time Faculty Union were beginning with the first meeting scheduled for next week. He hopes that it will go smoothly; he is thinking about equity in terms of cost-of-living adjustments and wants to keep all employee groups equitable.

BOARD FORUM

Sheila Roley said that there are a lot of great things happening and it's a nice beginning to the school year.

Lloyd Mueller said that it was really nice to see the Standard and Poor change and the letter was very encouraging.

Ed Johnson said that in the last few weeks he has been quizzing medical providers at CMH and was impressed at the percentage who attended CCC. He said they were doing a wonderful job and it was quite impressive.

Bill Montero said that it was exciting to sit down with some of the Foundation members and see that they are all pulling together to make everything work. He noted it was good to be part of a good team and said he was looking forward to meeting peers at the OCCA conference.

The meeting adjourned at 5:47 pm.

DRAFT

President's Report

Clatsop Community College

Board of Education

President's Report to the Board

November 2026

1. Accreditation Update

(Strategic Priority: Improve Institutional Effectiveness)

The College completed its Year Seven self-evaluation visit on October 14–16. The peer evaluation team offered four commendations recognizing campus collaboration, our culture of institutional effectiveness, institutional data and dashboards, and workforce partnerships.

Three recommendations focus on strengthening assessment and program review, connecting assessment results to planning, and using disaggregated data to address student achievement gaps. We identified no errors of fact in the draft report and agree with the recommendations. NWCCU Commission action is expected in January 2027. Thank you to everyone who supported the visit.

2. MERTS Capital Project

(Strategic Priority: Build and Sustain Partnerships)

We have confirmed $250,000 in support from Saltchuk and Alaska Tanker Company for the maritime simulator project. Saltchuk is also offering a $50,000 match toward another corporate partner's contribution. We continue to pursue additional private support and follow up on our $1.5 million federal funding request.

3. Construction Programming

(Strategic Priorities: Improve Student Access; Build and Sustain Partnerships)

Following the announcement of Murdock Trust funding to develop and launch construction programming, we are working with Northwest Regional ESD on a potential capital equipment partnership to support a regional training center for high school students. The program will use the middle lab at IMTC, requiring us to relocate overflow equipment and materials stored there from adjacent programs.

4. AI Innovation Lab & Studio

(Strategic Priorities: Improve Student Access; Build and Sustain Partnerships)

We are developing an AI Innovation Lab & Studio as non-credit workforce training for Winter Term 2027, with eight Wednesday sessions from 6–8 p.m. This collaborative, project-based course will help beginning and intermediate users develop practical AI solutions for businesses, nonprofits, and public agencies.

5. DOJ Lawsuit Update

(Strategic Priority: Improve Student Access)

The College continues to coordinate with OCCA, Chemeketa CC and legal counsel on the DOJ lawsuit concerning Oregon's tuition policies. We will keep the Board informed as the case progresses.

Important Activities/Meetings:

Week of October 11

- South County Medical Assisting Meeting
- Energy Performance Program w/ Energy Trust
- OCCA Legislative Committee
- NECCU Accreditation

Week of October 19

- AI Workgroup
- Meeting with ASG
- PTFA Bargaining
- Welcome Dual Credit HS Teachers and Administrators
- Construction Program Planning
- Clatsop WORKS Employer Appreciation in Seaside
- Clatsop Superintendent Meeting at Jewel School
- College Council
- Presentation to Northwest Oregon Works
- Classified Association

Week of October 26

- Meeting w/ Miller Nash
- Budget Discussion with Jennifer Carlson
- Policies and Procedures Committee
- President's Council
- Murdoch Trust Event – Integration of AI into education and skills training
- Oregon Coast Economic Summit in Seaside
- Construction programming call, Northwest Regional ESD
- HVAC Grant Reporting

Week of October 26

- Part-Time Faculty Association Bargaining
- Oregon Presidents' Council
- OCCA Conference

Financials

Clatsop Community College

Board of Education

BOARD OF EDUCATION

Financial Report- October 2026

As of October 31, 2026 · FY2027 monthly update · July–October actuals

General Operating Fund **11**

FY2027 revenue through October

$3.52M

Down 7.5% (−$286,207) vs. July–October FY2026

FY2027 expenditures through October

$4.23M

Down 6.1% (−$275,349) vs. July–October FY2026

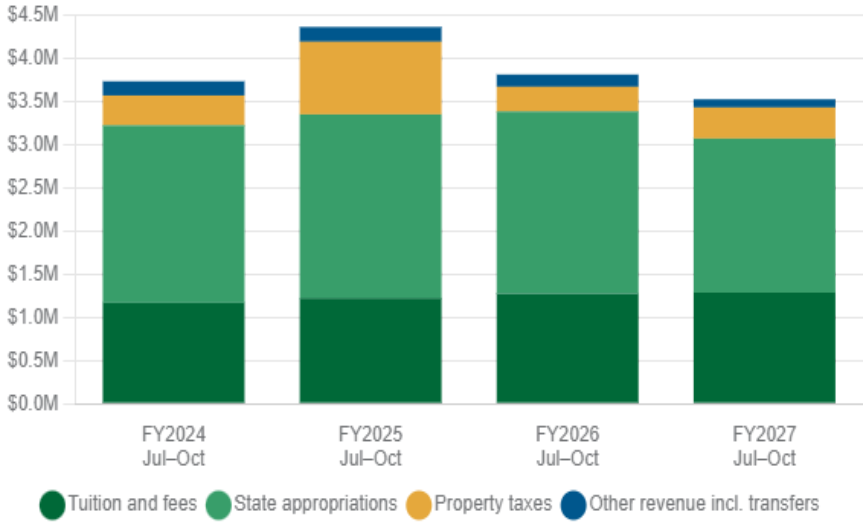
Annual operating budget gap

−$416,551

Second source budget column: revenue less expenditures; not a forecast

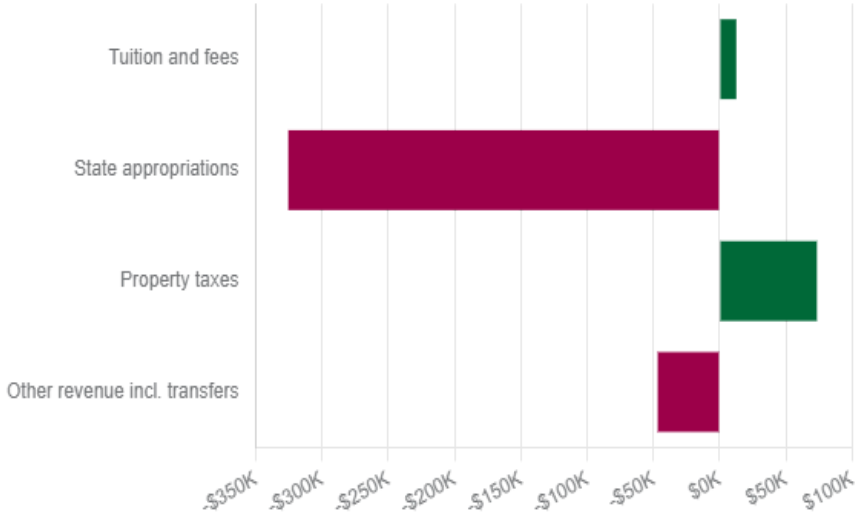
Revenue sources

Year-over-year comparison of July–October receipts. Other revenue includes transfers.



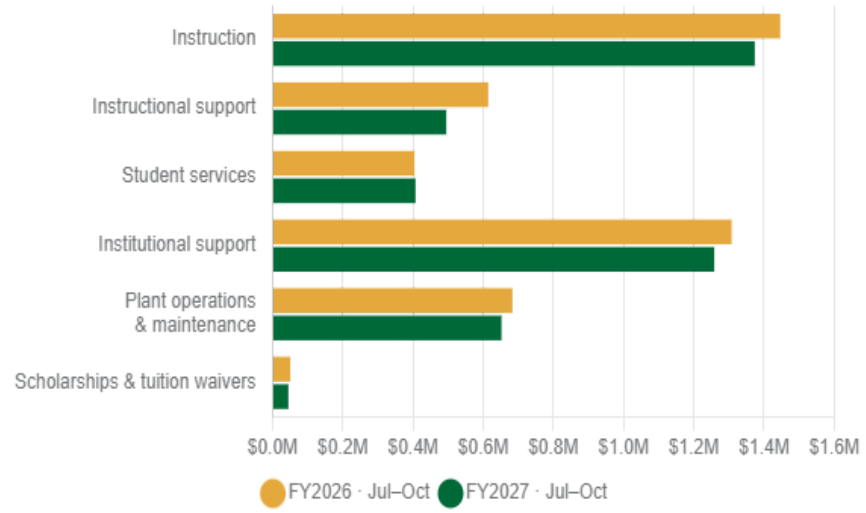
Revenue change

FY2027 minus FY2026, July–October. Negative values indicate lower receipts.



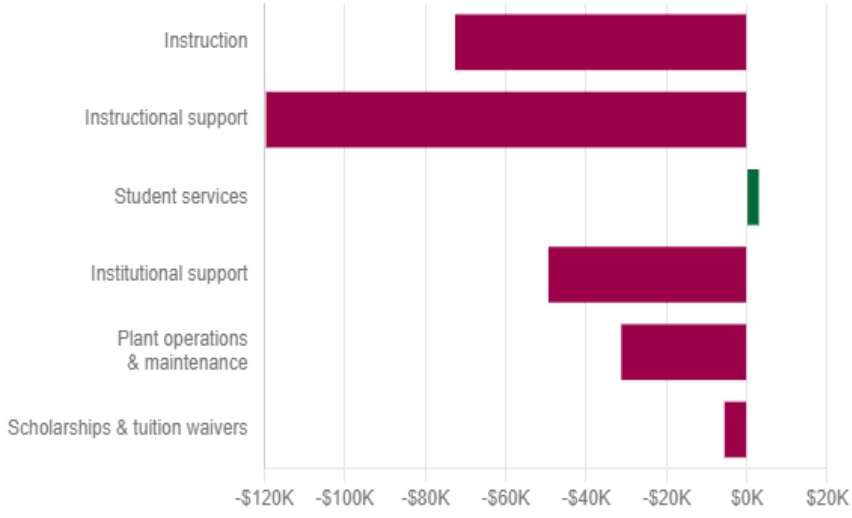
Expenditures by function

Selected fiscal year versus the preceding year, both July–October.



Expenditure change by category

FY2027 minus FY2026, July–October. Negative values indicate lower expenditures.



Clatsop Community College Financial Report as of October 31, 2026

General Operating Fund- Fund 11	FY2024			FY2025			FY2026			FY2027				
Description	Fiscal Year Actual	Year-to-Date Actual	% of Full Year	Fiscal Year Actual	Year-to-Date Actual	% of Full	Fiscal Year Actual	Year-to-Date Actual	% of Full Year	FY Operating Budget	FY Operating Budget	Year-to-Date Actual	% of Full Year	Year-to-Date
Beginning Fund Balance	$ 1,662,359			$ 1,674,128			$ 1,864,859			$ 1,924,688	$ 1,924,688			
Revenue														
Tuition and Fees	$ 2,953,091	$ 1,167,387	39.53%	$ 3,122,377	$ 1,219,727	39.06%	$ 3,309,208	$ 1,271,949	38.44%	$ 3,409,350	$ 3,409,350	$ 1,284,502	37.68%	$ 12,553
State Appropriations	$ 4,106,512	$ 2,050,596	49.94%	$ 4,297,181	$ 2,125,702	49.47%	$ 4,147,404	$ 2,107,063	50.80%	$ 4,096,627	$ 3,535,988	$ 1,781,656	50.39%	$ (325,407)
Property Taxes	$ 5,903,094	$ 346,753	5.87%	$ 6,110,588	$ 841,573	13.77%	$ 6,366,360	$ 286,775	4.50%	$ 6,625,000	$ 6,625,000	$ 360,141	5.44%	$ 73,366
Other Revenue Including Transfers	$ 1,291,788	$ 164,333	12.72%	$ 613,845	$ 170,140	27.72%	$ 531,748	$ 141,535	26.62%	$ 543,771	$ 543,771	$ 94,815	17.44%	$ (46,720)
Total Revenue	$ 14,254,485	$ 3,729,069	26.16%	$ 14,143,991	$ 4,357,142	30.81%	$ 14,354,720	$ 3,807,322	26.52%	$ 14,674,748	$ 14,114,109	$ 3,521,115	24.95%	$ (286,207)
Expenditures by Function														
Instruction	$ 5,462,231	$ 1,409,787	25.81%	$ 5,298,970	$ 1,327,014	25.04%	$ 5,825,453	$ 1,446,385	24.83%	$ 5,873,476	$ 5,834,938	$ 1,373,810	23.54%	$ (72,575)
Instructional Support	$ 1,870,684	$ 651,398	34.82%	$ 1,734,397	$ 567,192	32.70%	$ 1,858,713	$ 614,394	33.05%	$ 1,788,219	$ 1,805,791	$ 494,846	27.40%	$ (119,548)
Student Services	$ 1,489,137	$ 579,422	38.91%	$ 1,202,706	$ 322,092	26.78%	$ 1,264,719	$ 404,271	31.97%	$ 1,326,935	$ 1,349,510	$ 407,227	30.18%	$ 2,956
Institutional Support	$ 3,561,504	$ 1,635,840	45.93%	$ 3,630,314	$ 1,246,534	34.34%	$ 3,290,111	$ 1,307,679	39.75%	$ 3,506,050	$ 3,353,295	$ 1,258,314	37.52%	$ (49,365)
Operation and Maintenance of Plant	$ 1,663,056	$ 664,044	39.93%	$ 1,898,198	$ 656,795	34.60%	$ 1,883,212	$ 683,419	36.29%	$ 2,002,326	$ 2,002,326	$ 652,178	32.57%	$ (31,241)
Scholarships & Tuition Waivers	$ 196,104	$ 63,902	32.59%	$ 188,675	$ 70,086	37.15%	$ 172,683	$ 50,563	29.28%	$ 184,800	$ 184,800	$ 44,987	24.34%	$ (5,576)
Total Expenditures	$ 14,242,716	$ 5,004,393	35.14%	$ 13,953,260	$ 4,189,713	30.03%	$ 14,294,891	$ 4,506,711	31.53%	$ 14,681,806	$ 14,530,660	$ 4,231,362	29.12%	$ (275,349)
Net Revenue (Expenditures)	$ 11,769	$ (1,275,324)		$ 190,731	$ 167,429		$ 59,829	$ (699,389)		$ (7,058)	$ (416,551)	$ (710,247)		$ (10,858)
Ending Fund Balance	$ 1,674,128			$ 1,864,859			$ 1,924,688			$ 1,917,630				
Expenditures by Category			% of Total			% of Total			% of Total				% of Full Year	
Salaries and Fringe Benefits	$ 11,397,252	$ 3,725,682	32.69%	$ 10,622,166	$ 2,993,209	28.18%	$ 11,652,021	$ 3,324,133	28.53%	$ 11,639,437	$ 11,496,291	$ 3,289,015	28.61%	$ (35,119)
Contracted Services	$ 1,515,779	$ 700,611	46.22%	$ 1,552,188	$ 654,380	42.16%	$ 1,454,021	$ 685,423	47.14%	$ 1,655,186	$ 1,655,186	$ 606,487	36.64%	$ (78,936)
Materials, Supplies, and Travel	$ 968,908	$ 445,596	45.99%	$ 1,347,165	$ 444,658	33.01%	$ 924,587	$ 429,087	46.41%	$ 1,098,895	$ 1,090,895	$ 265,090	24.30%	$ (163,997)
Other Expenditures Including Transfers	$ 351,486	$ 130,241	37.05%	$ 383,464	$ 79,466	20.72%	$ 258,260	$ 62,066	24.03%	$ 268,020	$ 268,020	$ 50,502	18.84%	$ (11,564)
Capital Outlay	$ 2,263	$ 2,263	100.00%	$ 48,277	$ 18,000	37.28%	$ 6,002	$ 6,002	100.00%	$ 20,268	$ 20,268	$ 20,268	100.00%	$ 14,266
Total Expenditures	$ 14,235,688	$ 5,004,393	35.15%	$ 13,953,260	$ 4,189,713	30.03%	$ 14,294,891	$ 4,506,711	31.53%	$ 14,681,806	$ 14,530,660	$ 4,231,362	29.12%	$ (275,349)

MERTS

Clatsop Community College

Board of Education

Clatsop Community College Foundation

Board of Education Report • October 2026

Updated October 26, 2026

Prepared by Beth Van Elswyk, Executive Director, Workforce Innovation & Partnerships

1. Increase Student Access.

- **Maritime —** Active in the National MARAD Center of Excellence Cohort
  - Attended the Joint CoE Cohort Welcome & Orientation on October 1, 2026, formally plugging Clatsop — Oregon's only designated Maritime Training College — into the national network of 48 Centers of Excellence spanning 87 campuses across 26 states and two territories. This opens access to shared curriculum, gateway-office support, and peer-college resources beyond anything we could build alone.
  - Personal meeting with PNW MARAD rep Xochitl Castaneda, reviewing resources, action items and the vision. We created an action plan for the ED to travel and attend a variety of meetings and professional hand off introductions to get CCC Maritime College truly representing its CoE status. We are also to put our proposal together for a vessel and work with her on a long term permanent solution.
  - Saltchuk Resources Press Release and announcement pending.
  - ED Beth will be attending the Pacific Marine Expo Nov 19th – 21st. President Hogue will be attendance as well for a variety of meetings are being scheduled at Salthcuk Resources head quarter and with MARAD. Beth will end the expo with Xochitl of MARAD on Saturday for a debrief of where we are, who we are connecting with and ensuring we are getting the support lined up for the long term visions.
  - We Work The Waterways is making its west coast debut at the Marine Expo, CCC is a sponsor and our logo will be the only Maritime College logo on t-shirts and materials alongside the industry sponsors. CCC will be working out a partnership to host a We Work the Waterways at the MERTS campus. https://weworkthewaterways.com/
  - Foss is currently seeking a vessel to loan us for this Fall. Back up options are now available with the Lightship and other vessels not as ideal as having our own to finish the term, but the faculty and ED have an ideal goal with Foss, and back ups should that not happen. Long term MARAD and industry partners will work with us to find a vessel.
  - ED and Maritime Program Specialist met with Tongue Point Job Corp leadership. They did not renew the IBU contract. That is all that happened. Seamanship is still up and going and we are focused more than ever to work together. They too are waiting on a vessel (a few signatures from the DOL) and we look forward to sharing vessel time and offering students opportunities on both campuses and vessels.
  - Purposeful Instructional updates are being done by faculty. All planning, coursework and updates are now back on schedule for updating. We are still hindered by CG approvals but have made some new contacts via MARAD and hope to have this resolved with their support.
- **Welding —** xTool MetalFab Laser Welder & CNC Cutter Installed on the MERTS Shop Floor!
  - First laser-welding and precision CNC-cutting capability the program has ever had.
  - The honest gap: owning the equipment isn't the same as being authorized to teach on it. Class 4 laser systems require a designated Laser Safety Officer (LSO) under ANSI Z136.1, and we currently have no staff certified. Laser Institute of America (LIA) institutional membership is the identified fix and we are now members, it gets 2–3 welding staff through LSO certification rather than funding one person through a one-off course . Faculty and ED will be LSO creating a layered Safety Accountability model.
- Action item: schedule LSO training ahead of the next course-catalog cycle so "Laser Welding, CAD, and Laser Cutting" can be formally added to the stackable welding pathway
- **High School Access —** Welding Dual-Credit Courses Moving Through Articulation
  - TPJCC transmittal forms for WLD 101 (Shielded Metal Arc Welding) and WLD 103 (Flux Core Arc Welding) are in process the paperwork that keeps simultaneous-enrollment high schoolers flowing into our entry-level welding courses, the cohort that nearly tripled from 12 to 32 students last year.
- **Ready for Work Learning Lab —** Still Pending, No Change

- Final determination remains pushed to mid-November with a January 2027 cohort start; no new information this period. We stay a "strong candidate" per last communication (carried forward from September report).

2. Student Success

- **Ed Reed Scholarship Fund —** $28,798 to 23 Welding Students, Two Years Running
  - That total, spanning AY 2024–26, is the clearest access-to-completion number we have for welding and the centerpiece of the upcoming lab dedication story.
- **Welding Wage Outcomes —** The Case for Every Dollar We Raise
  - Entry-level welders in Oregon start at $20–$26/hr; AAS graduates with advanced certifications reach $55,000–$75,000+ within five years strong, citable return-on-investment language for donor conversations
- **Coursework Review & Work-Ready Focus —** Ongoing
  - All CTE courses remain under review with a Work-Ready lens.
  - ED attended the FALL CTE Leaders meeting on 10-27. Lots of changes coming as we move from Pathways to a Career Cluster Framework with cross-cutting clusters. Budgets, time and how the state budgets for higher ed were top of discussion and concern for all. Several new CTE leaders for CC's in Oregon as many CC's note there needs to be a new model that does not rely on state funding for sustainability. HECC and ODE are working to find new ways to note "completions" and fix funding models but there is no clear way forward yet.

3. Strengthen Reputation / Community Outreach

- **Maritime Simulator —** Saltchuk Partnership Moves to Payment Setup
  - A Direct Payment Authorization (ACH) form is in process with Saltchuk Resources — the concrete, operational follow-through on the late-August stakeholder lunch, and a sign the relationship is moving from goodwill into formal giving infrastructure. OSG/ATK will follow next with their payment.
- **MERTS Burn Facility —** Live Multi-Agency Fire Exercise!
  - The Roundhouse Foundation-funded training props (garage-door, window, and door/hinge props, plus a MaxFire Box) were put to use in a multi-stage live exercise with Gearhart Fire Department, with Seaside Fire providing mutual-aid coverage real proof this is an active regional workforce asset, not a dormant one. Wade Mathews, a 35-year fire/EMS veteran and CCC Fire Science alum (Class of 1998), now leads this work as our Fire Science and Maritime Fire Science Instructor
  - https://www.youtube.com/watch?v=rWjxsHa-c5I
- **Ed Reed Legacy Lab —** Ribbon Cutting Still Pending LSO Certification
  - The dedication and ribbon-cutting for the lab housing the xTool MetalFab now has a clear, named dependency: Laser Safety Officer certification. Once that's complete, this becomes a strong donor-visible moment to pair with the Astoria Chamber of Commerce.

4. Increase Organizational Effectiveness

- **Department Strategic Planning Documents —** Maritime and Welding Now Complete
  - Both departments' 2025–2030 Strategic Plan documents finalized in Oct.
- **ED Program Assessment —** Parts 1 and 2 Finalized
  - The Program ED Assessment Summary and the Program Student Learning Outcomes report were both finalized this period (8/17/26 and September 2026 respectively), keeping our accountability cadence on schedule.
- **MMSeas —** MERTS goes digital!~
  - Maritime Program Assistant James Brock has taken over the role and lead a huge immediate initiative for MMSeas and to get our students onto MMSeas and utilizing the full digital suite vs paper sign ups.

5. Build & Sustain Partnerships

Grants

- **Murdock Charitable Trust —** Moved to Grant Agreement / Signatory Stage!
  - The grant has advanced to a signed agreement, press release sent to all sources. President Hogue is working on a matching supporting grant via ESD.
- **HECC Career Pathways (Grant 25-020E) —** Policy Landscape Shifting in Our Favor
  - HECC finalized its Workforce Pell program-approval policies and is proposing OAR changes that raise the non-credit training certificate ceiling from 210 to 599 hours more room to build stackable, non-credit CTE credentials under this grant going forward.
  - New language in CTE from pathways to Career Cluster framework to align NAICS

CTE Industry Partnerships

- **Maritime —** Saltchuk/ATC/Wärtsilä Relationship Deepening
  - Saltchuk Resources moving into ACH payment setup with the Foundation; Wärtsilä/Transas and Klein Educational Systems consulting continues toward a full simulator scope with a Captain from Alaska Tanker Company at the table. FOSS, TOTE, and Tropical still to weigh in (carried forward, with the Saltchuk payment step as the new development).
- **Welding —** xTool Installed, LIA Membership
  - Regional labor-market data keeps making the case for urgency: 131 regional welding job openings in 2024 against only 17 regional program completions — a gap of 114 openings, or 7.7 openings per graduate (Source: Lightcast Q2 2026 Data Set).

ASG

Clatsop Community College

Board of Education

Associated Student Government Report for Tuesday, November 10, 2026 BOE Meeting
Submitted by Sophie Alsbury, 10/30/26

Internal Organization Activities

- Interviewed and filled cabinet positions. Interviews were held on the 7th to the 9th.
- Spoke with accreditors on the 15th as a cabinet.
- Had our first meeting with a cabinet. Cleaned out and moved office supplies from the old office into the new office space on the 19th.

Service to Students

- Spooktacular event on the 30th. The Costume Contest had a good amount of attendance. ASG paid for the snacks from Bandit Café.

Student Belonging and Upcoming Student Events

- ASG had a second meeting. We brainstormed ideas for student events and ways to increase student belonging.

OCCA

Clatsop Community College

Board of Education

Oregon Community College Association

260 13th Street NE
Salem, OR 97301
503.399.9912
https://www.occa17.com

OCCA Board Representative Update

November 2026

2026 OCCA Conference

The 2026 OCCA Conference begins Wednesday, November 4, in Sunriver, bringing community college board members, presidents, employees, students and partners together around the theme "Community Colleges WORK for Oregon." Wednesday afternoon features a pre-conference session for board chairs and vice chairs, with a welcome dinner and Student Voice panel planned for Wednesday evening. Thursday's general sessions include a keynote from Kermit Kabela, Lumina Foundation's strategy director for credentials of value, and an afternoon workforce panel. Breakout sessions will address governance, Workforce Pell, student basic needs, Public Employee Retirement System (PERS) costs and financial planning. Thursday evening's Howard Cherry Awards Banquet will recognize outstanding contributions to Oregon's community colleges. Friday's closing sessions will focus on board responsibilities and legislative issues. "The Board's Role in Labor Negotiations" will address boards' responsibilities in collective bargaining. A legislative panel featuring state Reps. Lisa Fragala (D–Eugene) and Ricki Ruiz (D–Gresham) will offer perspectives as colleges prepare for the 2027 legislative session. View the conference schedule.

Action: Attendees are encouraged to share takeaways with their fellow board members at an upcoming meeting. Highlight lessons from the sessions and panels, share useful resources and identify an idea or practice for further board discussion.

Six leaders to be honored at Howard Cherry Awards Banquet

Six leaders will be honored for their contributions to Oregon's community colleges at the Howard Cherry Awards Banquet on Thursday, November 5, at the 2026 OCCA Conference. The Howard Cherry Awards will recognize Rep. Ricki Ruiz as Outstanding Community College Advocate for his work on college access and affordability; Blue Mountain Community College President Dr. Mark Browning as Outstanding Community College Administrator for his leadership in enrollment growth, financial stability and workforce education; and Treasure Valley Community College's Betty Carter as Outstanding Community College Board Member for her student-centered governance and community service. Klamath Community College board member Dave Jensen will receive the Chuck Clemans Award for his longstanding service to OCCA and statewide community college advocacy. The Oregon Presidents' Council will present the Cam Preus Award to Dr. Kristina Holton of Oregon Coast Community College and Amy Burbee, M.A., of Linn-Benton Community College for sustaining leadership development opportunities for women working at Oregon's community colleges. Read the full release and learn more about this year's honorees.

HECC November meetings to address policy priorities and HB 4124

The Higher Education Coordinating Commission (HECC) will hold two fully remote meetings in November. Its regular monthly meeting on Thursday, November 5, will include a budget update, consideration of legislative concept recommendations to the Governor, an implementation update on the House Bill 4124 higher education system study and discussion of Oregon's postsecondary attainment goal. Commissioners will also review reporting requirements, staffing data and funding-related updates. A special informational meeting on Friday, November 13, will focus on a briefing and

discussion of the HB 4124 study and recommendations.

Action: Board members and college leaders are encouraged to read the next OCCA Digest, OCCA's monthly email newsletter, which will be released the week of November 9 to include updates on the election results, the OCCA conference and the HECC meeting, along with analysis of how the elections will shape the 2027 legislative session. Subscribe to the OCCA Digest.

Share your perspective on the future of Oregon higher education

Community college leaders and campus communities have an opportunity to inform the future of Oregon's public higher education system through the House Bill 4124 Study Public Survey, open through December 4. EY-Parthenon, the Higher Education Coordinating Commission's lead consultant for the study, is seeking input from students, faculty, staff, employers and community members about the system's challenges, opportunities and priorities. The short survey includes four substantive questions, along with a question about respondents' connection to higher education. Responses will inform the study alongside other research and public engagement as HECC develops recommendations for the Legislature, due April 1, 2027. Learn more about the study.

Action: Board members and college leaders are encouraged to complete the survey and invite their campus communities and networks to participate before December 4. Share the link with students, employees, community partners and employers so the study reflects the experiences and needs of the people Oregon's community colleges serve.

November 18 revenue forecast to inform Oregon's next budget

Oregon's next Economic and Revenue Forecast will be released November 18, providing an updated picture of state resources as the Governor and Legislature prepare the 2027–29 budget. The forecast will be the last before the Governor's proposed budget is released. Although the August forecast improved projected General Fund and lottery resources, uncertainty about federal funding and competing demands on the state budget continues to complicate planning. For community colleges, the November forecast will help frame funding discussions ahead of the 2027 legislative session, including investment in the Community College Support Fund. An improved revenue outlook does not automatically translate into additional college funding, making it important for college leaders to explain how state investment supports student access, program availability and workforce preparation.

Oregon receives $4.1 million to expand student basic needs support

The Higher Education Coordinating Commission (HECC) has received a $4.1 million federal grant to strengthen basic needs support and workforce pathways across Oregon's 17 community colleges. The four-year project, running through 2030, will help students access public benefits and services that address barriers such as food and housing insecurity. HECC's Office of Community Colleges and Workforce Development will administer the grant, with Portland Community College coordinating the statewide effort among colleges and partners. The funding will expand benefits screening, strengthen referrals and campus services, and connect basic needs support with pathways to workforce credentials. It builds on existing efforts, including benefit navigators, Career Pathways and the SNAP Training and Employment Program (STEP). In 2025–26, benefit navigators at Oregon's public colleges and universities provided direct support to 30,180 students. The project aims to help more students stay enrolled, complete their credentials and move into employment. Read HECC's press release.

Action: Board members and college leaders are encouraged to learn about the basic needs services available at their college, including benefit navigation and community referrals. Consider requesting a briefing on how students find and access support, which needs remain unmet and how the college assesses whether services are helping students persist and complete.

November 19 Lunch & Learn to explore bonds and capital financing

OCCA's next Lunch & Learn webinar, "Everything You Ever Wanted to Know About Bonds… and More!", is scheduled for November 19, earlier than usual because of the Thanksgiving holiday. Presented by Piper Sandler, the session will cover general obligation bonds, Oregon's property tax system, debt and disclosure requirements, and financing alternatives for major capital investments. Whether you are new to bonds or want a refresher, this webinar will help board members and college leaders understand options for supporting facilities, workforce programs and long-term financial sustainability. Registration is free for board members and college employees as part of their college's OCCA membership dues. A recording will also be available on the OCCA website following the session, alongside recordings of past Lunch & Learn webinars.

Action: Register for the November 19 OCCA Lunch & Learn and encourage interested colleagues to attend. If you cannot attend, plan to watch the recording on the OCCA website.

Public Meeting Minute

OCCA continues to work with other local government partners to advocate for common-sense application of Oregon Public Meetings Law by the Oregon Government Ethics Commission (OGEC). OCCA staff are participating in a legislative work group led by Rep. Nathan Sosa (D-Greater Hillsboro) to develop legislation for the 2027 session. In addition, OCCA President Pat Fahey and Executive Director Abby Lee are engaged in direct conversations with OGEC Commissioners sharing the reality of volunteer board service and the need for clear rules and consistent guidance on the requirements of Public Meetings Law. Areas of focus for these parallel efforts include clarifying the definition of serial communications to require active participation by a quorum in discussion and deliberations of matters before the board, creating a more collaborative process in addressing complaints and OGEC investigations, and ensuring that board members receive mandatory Public Meetings Law training early in their terms. We will continue to provide updates as legislation is developed.

Action: Do you have a question about Oregon Public Meetings Law that you would like us to address in a future update? Let OCCA Senior Policy Advisor & General Counsel Karen Smith know at ksmith@occa17.com.

Coming in December: OCCA Board Meeting

The OCCA Board of Directors will hold its next meeting virtually on December 4. The tentative agenda includes an update from the Higher Education Coordinating Commission (HECC) on the progress of the House Bill 4124 work group, a report on discussions with the Oregon Government Ethics Commission legislative work group regarding public meetings and serial communications, and approval of OCCA's 2027 legislative priorities. These priorities will guide OCCA's advocacy during the 2027 legislative session.

Action: Following the December meeting, OCCA will share a template resolution, similar to those provided in past years, for local boards to consider adopting. Board members are encouraged to bring the resolution forward for consideration to demonstrate unified statewide support for community college legislative priorities during the 2027 session.

CEDR &

SBDC

Clatsop Community College

Board of Education

BOARD REPORT – November 10, 2026

CEDR

Clatsop Center for Business, Community & Professional Development

Clatsop WORKS & Cooperative Work Experience

CEDR

Submitted by: Kevin Leahy, CEDR Executive Director & CCC Associate Vice-President

- Met with Andrew Bornstein on October 7 to review Blue Economy Task Force priorities and issues facing our seafood processors related to DEQ permits and lack of partnership that is causing existential issues with this sector.
- Clatsop Child Care Advisory Group met at our South County offices on Tuesday, October 13. A follow-up strategy meeting will be held on November 17.
- Met with Col-Pac EDD Director Sarah Lu Heath and our team to discuss opportunities for a local investor group to help connect businesses with private capital. They will come back to us with thoughts and next steps by the end of the year.
- As the chair of the ADHDA Business Development Committee, met with two new Downtown businesses in our "walkabout", where new businesses are welcomed quarterly. I cover the SBDC and how we can help their business with confidential and no cost advising at these visits.
- Hosted the monthly City/County Manager lunch meeting at Patriot Hall on October 20th.
- Attended the CFEDC (Clatsop Forestry Economic Development Committee) meeting on October 20 and as Vice-Chair discussed a presentation to the Clatsop County Board of Commissioners after the new year when there will be new Commissioners sworn into office and share the importance of the Forestry and Wood Products industry to our economy. Also brainstormed on the 2027 Leaders Tour topics. More to come.
- Attended the SBDC advisor meeting that Meyer Freeman leads on Wednesday, October 21. Shared updates to the team on the upcoming Fall Directors Conference.
- Attended the CCC Regional Business Advisory Committee meeting on Thursday, October 22, led by Business Faculty Carla Moha and Provost Teena Toyas. We have been working to strengthen the private sector membership with this committee and making very positive headway!
- President Hogue and I each gave a presentation at the NOW (Northwest Oregon WORKS) Board meeting on Friday, October 23 at the MERTS campus.
- Traveled to the SBDC Fall Directors conference in Silverton and in Spring 2027 the conference will be in Astoria! Excited to host colleagues from throughout the state.
- The Blue Economy Task Force meeting was held in Cannon Beach last week. ODFW gave testimony and I asked the Deputy Director what they are doing to preserve the SAFE (Select Area Fisheries Enhancement) program that has a one-year reprieve from BPA and Governor Kotek and is vital to our local fishing economy with over 7 million hatchery salmon in production each year. They acknowledged the concern and said they are "working on it".
- President Hogue, Executive Director Van Elswyk and I attended the 2026 Oregon Coastal Caucus Economic Summit at the Seaside Civic & Convention Center all day this past Thursday, October 29. I had an opportunity to visit with Senator Merkley and stressed the importance of the USCG expanding with more fast response Cutter's home ported in Astoria and thanked him for his continued support of the Maritime Simulator project at MERTS.

CENTER FOR BUSINESS, COMMUNITY & PROFESSIONAL DEVELOPMENT
Submitted by Josh Allison & Meyer Freeman

Clatsop Small Business Development Center

- Two additional fall SBDC programs are underway. Our Food & Beverage Entrepreneur's Boot Camp (which focuses on food/beverage manufacturing in the CPG space) began on Oct 13th and our Start-Up Boot Camp (which is designed for new businesses) began on Oct 20th.
- Recruitment is currently underway for our upcoming Small Business Management Programs.
- Met with Col-Pac who is looking into establishing a local investor program to help connect businesses with private capital. We discussed potential roles, community partners, and how the SBDC could potentially fit into this concept.
- Imported all Q3 client data from LearnWorlds to CenterIC. All Q3 events in CenterIC submitted & verified, and all Q4 events have been published.
- Presented to Carla Moha's BA-101 Intro to Business class on Oct 5th.

Community Education and Professional Development

- Met with Director of TenFifteen Theater to discuss opportunities to develop an educational partnership to offer non-credit FTE-eligible theater courses under Community Education.
- Attended a HVAC Fundamentals meeting to discuss a second cohort. Class dates were confirmed with instructors and programmed for Spring Term (class sessions to begin 3/22/27 with on-the-job component to begin 4/12/27).
- Met with Clatsop County Historical Society to explore potential opportunities to develop educational partnership to help train workers/volunteers.
- Met with KMUN/KMUX to discuss potential opportunities to coordinate non-credit FTE-eligible courses to assist with providing radio communications training classes. Tillicum House could provide the equipment/classroom setting for the course. KMUN plans to run a trial class this winter and we will assess student/instructor feedback for a potential CCC non-credit class this Spring Term.

Clatsop WORKS Paid Internship Program & CCC Cooperative Work Experience
Submitted by Misty Bateman, Program Manager

Clatsop WORKS

- Misty resumed a weekly presence at Astoria and Seaside High Schools in October (at SHS Monday afternoons and at AHS Tuesday mornings).

- Presented to the faculty of Knappa High School and to the faculty of Astoria High School in October regarding Clatsop WORKS.

- Presented in October to two CCC 1st Year classes, with information on work-based learning opportunities at Clatsop Community College.

- Had an information table at the October Astoria High Student Activities Fair.

- We held the Fall Clatsop WORKS Advisory Board meeting in October.

- We held the annual Host Employer Appreciation Dinner in October to thank the employers who hosted student interns in summer 2026.

- Met with Sierra Trass; Economic Development Specialist in Scappoose and with Vero Reeves of PCC OMIC Training Center to share information with them regarding the Clatsop WORKS program as they are considering a similar Columbia County program.

Cooperative Work Experience (CWE)

- Made two worksite visits in October: one to the student in AUTO280 at Astoria Ford and one to the student in FRP280 with Cannon Beach Rural Fire Protection District for midterm evaluations.

Foundation

Clatsop Community College

Board of Education

Foundation Executive Director's Report

Report to the Board of Education

To: Board of Education
From: Briana Smith Executive Director, CCC Foundation
Date: November 11th, 2026
Reporting period: October 14, 2026, to present

Summary

Since my last report, the Foundation has received the checks totaling $46,000 for the food pantry and student basic needs. I attended the NAO Conference on Impact and Innovation and the PCC GiveCampus conference, where I met with nonprofit leaders and college foundation leaders and gathered ideas to strengthen our fundraising. I am also meeting with new donors interested in establishing new scholarships, and implementation of Scholarship Universe continues.

Transition

I began as Executive Director on September 15. Since then, I have reviewed financial and donor records, met with college leadership and staff, and connected with board members and key donors.

New Scholarship Donors

I am meeting with new donors who are interested in establishing new scholarships for CCC students. I will share more details, including award amounts and criteria, as these conversations progress and agreements are finalized.

Professional Development and Community Engagement

Since the last meeting, I attended two conferences that will inform the Foundation's fundraising and donor engagement work:

- NAO Conference on Impact and Innovation: I met with many nonprofit leaders and gained valuable information on measuring and communicating impact and on innovative approaches to the work.
- PCC GiveCampus: I met with other college foundation leaders to discuss fundraising strategies and what is working at their institutions.

Scholarship Universe Implementation

Implementation of Scholarship Universe is underway, once it is fully running, the platform should make it easier for students to find and apply for scholarships and for the Foundation to manage awards. I will report on the launch date and student participation at a future meeting.

Priorities for the Next Reporting Period

- Complete Scholarship Universe implementation
- Follow up with prospective scholarship donors and finalize new scholarship agreements
- Apply ideas from the NAO and PCC GiveCampus conferences to our fundraising and donor stewardship plans
- Steward recent donors and deliver thank-yous and impact updates
- Continue donor outreach and identify new prospects for basic needs and scholarships
- Review the Foundation's fundraising calendar and plan for upcoming events or campaigns Bandit Celebration, Annual Fundraiser, Giving Tuesday.

Requests of the Board

- Please Introduce me to potential donors or community partners that you feel may be passionate about CCC students.

Communications and Marketing

Clatsop Community College

Board of Education

Communications and Marketing Report for Tuesday, Nov 10, 2026, BOE Meeting
Submitted by Julie Kovatch

Communications – Internal collaborations and messaging to CCC community

- Website-
  - Website use: Oct 11K
  - Highest visited pages for month: Homepage, Canvas, Catalog, Schedules and Calendar, Library
  - Mental Health & Crisis Support page updates
  - Updated Degrees & Certificates page to include Core Transfer Map (CTM)
  - Updated Student Records Privacy page
  - Updated Order Transcripts page
  - Updated STEP page
- New Student Orientation: designed and ordered swag in collaboration with Admissions for Starter Kits for students attending New Student Orientation. Gave similar swag to the Nursing Orientation Student event as well.
- Participated in several accreditation meetings and assisted with transportation of the accreditors as needed.
- Organized Spooktacular events for CCC on Oct. 30th which include employee costume participation and an internal crockpot sampling event that gets colleagues to visit each other's offices and help create a sense of community. The big event is the student costume contest that I do in collaboration with ASG. We get very good student engagement at that event each year.
- Business Card Orders completed for CCC Employees
- Drafting and Reviewing Winter 2027 Printed Schedule to be mailed out Nov. 8
- Medical Assistant Student Name Badge Photos & Prints done for new students
- ASG advisor duties: Completed interviews for all student government positions and all members are in place now. They are starting to create a regular schedule and attend meetings.

Communications – External collaborations and messaging to public

- Press releases and announcements: Securing of Murdock Grant to Build Construction Management Program, Ales and Ideas, and Math for the Curious announcement along with Spooktacular events, and Open Mic.
- Updated and opened the Fall Term Student Survey that is sent out on the 6th week of each term. It will be open for 2 weeks, then close and I will create the report. Emails, flyers, and digital signage was created to promote students filling out the survey.
- Attended the bi-weekly College Advocacy Coordinator meetings and the monthly Oregon Community College Marketing Public Relations Group meetings.
- Attended area community meetings as schedule allowed: AWACC, Rotary, and ADHDA groups.

Marketing – Printed Media, Radio, and Publications, Marketing events

Communications and Marketing Report for Tuesday, Nov 10, 2026, BOE Meeting
Submitted by Julie Kovatch

- **Seaside Parade of Lights:** I have signed CCC up to participate in the Parade of Lights in Seaside on November 27th. I am working with Beth to get the lifeboat as our parade entry and am devising a way to get it lit up with lights.
- **Light Up Towler:** I have been attempting to devise a way to get holiday lighting on Towler in school colors that will be a glowing marketing tool in this dark season. After talks with Jarrod I have created a "Light Up Towler" promotion that will start on November 2nd and run till the 16th to try and raise enough money to get the lights on Towler.
- **Career Pathways Ads**: Jarrod confirmed there was Career Pathways money to fund some trade program specific ads. I have created scripts and secured voices for 500+ commercials through KRKZ Scholarship Program package that has been purchased. Commercials should start November.
- **Local IQ Meetings**: I met with a company regarding targeted marketing using geofencing and such. While I am interested in using this style of marketing for some programs the price tag remains high so I'm not pursuing it at this time.
- **Social Media**-
    - Facebook followers: Oct- 3,879 (up 21)
    - Instagram Followers: Oct- 1,544 (up 5)
    - Organic post views
        - Oct. #'s Facebook: 29.3K Instagram: 20.3K

Events – Recent and Upcoming

- Oct. 30- Spooktacular Student Costume Contest Event at Noon in Bandit Café
- Nov. 5- Ales & Ideas
- Nov. 14- Math for the Curious
- Nov. 27-Seaside Parade of Lights
- CCC event details and important dates can be seen on the CCC Calendar at: http://www.clatsopcc.edu/events/

Instruction and Student Success

Clatsop Community College

Board of Education

November Report to the Board
Office of Instruction and Student Services
Prepared by Provost Teena Toyas: BS, MA
Prepared October 30, 2026

November Board Report Summary for the Office of Instruction and Student Services from the Provost/VP Teena Toyas:

The Office of Instruction and Student Services staff and administration have been actively collaborating with faculty to welcome students back for the fall term. Course enrollment is on track to meet target projections, and instruction is progressing smoothly across all programs. Faculty submitted midterm grades during the fifth week of the term, and the Advising team is following up with students to connect them with dedicated support resources.

In October, college administrators, full- and part-time faculty, staff, and students met with the Northwest Commission on Colleges and Universities (NWCCU) Evaluation of Effectiveness team. Staff coordinated travel and planning for the visiting evaluators. The visit went exceptionally well; the NWCCU team noted our high level of professionalism and openness, and the College successfully concluded its evaluation—placing our next Evaluation of Effectiveness visit in eight years.

Addressing Strategic Priorities

This report highlights key updates across the Office of Instruction, Student Services, and Patriot Hall, aligned with the five priority areas of the Clatsop Community College Strategic Plan.

Strategic Priority I: Improve Student Access

1. **Winter 2027 Registration:** The Winter 2027 course schedule is now live in Colleague for student and advisor planning. Registration opens in November.
2. **Comprehensive Student Support:** Students have active access to tutoring, counseling, advising, the Bandit Food Pantry, the Bandit Clothing Closet, and the Patriot Hall gym to ensure emerging needs are addressed.
3. **Dual Credit Summit:** The Office of Instruction hosted the second annual Dual and Sponsored Dual Credit Summit on October 19, 2026. Area high school instructors and administrators joined College faculty and staff (in person and via Zoom) to review program expectations and discipline guidelines. College faculty also facilitated Professional Learning Communities (PLCs) with high school instructors during the event.

Strategic Priority II: Increase Student Success

1. **Transfer Pathways Conference:** Interim Registrar Jamie Swick and TRIO/Advising Director Christine Rhiel attended the Ford Family Foundation conference, *"Building Momentum for Student Success in Transfer Pathways,"* in Eugene, Oregon, on October 26. The sessions focused on actionable strategies to enhance transfer pathways and improve long-term student outcomes.
2. **On-Campus Student Employment:** Student Employment and Events Coordinator Luke Roth continues to conduct regular interviews to match students with on-campus job opportunities tailored to their interests and schedules.
3. **Essential Needs Resources:** Student Services staff and the Foundation continue to provide ongoing food, clothing, and emergency resource support to students.

Strategic Priority III: Strengthen Our Reputation

1. **K–12 and Community Outreach:** Staff from Instruction and Student Services continue to engage with local high schools and regional partners to deepen collaboration throughout the academic year.
2. **NWCCU Accreditation Visit:** Meetings with the NWCCU evaluation team yielded strong positive feedback. Evaluators commended faculty and staff for their transparency, dedication, and student-first mission focus.

Strategic Priority IV: Increase Organizational Effectiveness

1. **Accreditation Logistics:** The NWCCU campus visit was seamlessly organized, ensuring full participation from required leadership, faculty, and staff across all scheduled sessions.
2. **Patriot Hall Events:** Student Employment and Events Coordinator Luke Roth partnered with Director of Facilities Dan Clark to manage event setup and staffing for several major October gatherings. Notably, the Astoria High School Scholarship Foundation event on October 3, 2026, drew wide praise for the quality of the facility and staff execution.
3. **Ford Family Foundation Youth Event:** On October 7, 2026, Patriot Hall and the Lexington Campus hosted an event in partnership with TRIO, Upward Bound, and Talent Search, receiving enthusiastic student feedback.

Strategic Priority V: Build and Sustain Partnerships

1. **Business Advisory Committee:** The Clatsop Regional Business Advisory Committee convened on October 22, 2026, engaging in productive discussions on emerging business trends, curriculum alignment, and regional industry developments.
2. **Community & Educational Collaborations:** Academic instruction and community education teams continue to maintain strong ties with local organizations to expand learning and service opportunities.
3. **Community Access at Patriot Hall:** Patriot Hall remains an active hub for academic classes, community education, staff wellness, and local residents. Open gym sessions (basketball, pickleball, and volleyball) run weekly, with facility hours set for Monday–Friday, 6:30 AM–8:00 PM, and weekends, 9:00 AM–2:00 PM.

<u>TRIO Student Support Services (SSS):</u>
(Prepared by Christine Riehl, TRIO SSS Director)

This report demonstrates how TRIO SSS and Advising work aligns with the five areas of the CCC Strategic Plan.

Improve Student Access

1. To better understand the STEP program and how TRIO SSS/Advising can support this program, Christine Riehl, TRIO SSS/Advising Director, met with Tina Willis, the STEP program director, in early Oct. Both directors left the meeting to better understand how and when STEP service hours will be documented and for what services the TRIO SSS/Advising will refer a student to the STEP program.
2. In late October, two TRIO SSS/Advising staff members attended the nursing general information session to learn of any updates in the nursing application process.

Increase Student Retention and Success

1. In early October, the TRIO SSS program offered a well-attended Time Management workshop to the TRIO SSS participants. Students worked on creating weekly schedules including work time, personal and/or family time, and classroom and study time. The workshop also covered the recommended amount of time spent on homework.
2. This year, the TRIO SSS program has developed several TRIO SSS participant events to create a sense of belonging. In the fall quarter, the events center around getting to know fellow students. On Oct. 22, TRIO SSS participants gathered to decorate Halloween masks and make (and eat) Oreo cookie critters.
3. TRIO SSS also welcomed Sarah Geleynse, Director of Financial Aid, to have lunch with TRIO SSS participants and answer financial aid questions.
4. On October 11, students became members of TRIO SSS for a total of 126 students/160 spots. Most of these students were also new Clatsop CC students.

Strengthen Our Reputation

1. In mid-October, the TRIO SSS/Advising team and the Office of Financial Aid were invited to discuss the effectiveness of our respective areas with the NWCCU evaluation team. This was an opportunity to review how we evaluate student services and how we can make this area of evaluation more robust.

Increase Organizational Effectiveness

1. In October, the Director of Advising received midterm grades for students attending Clatsop. The Director of Advising then sent out an email to all faculty advisors containing a list of which of their advisees were struggling (received a D or an F as a midterm grade), information about the deadline for dropping a course, and instructions about how a student can make an appointment with the advising team if they need additional support. Faculty were also encouraged to reach out to their struggling advisees via email and/or phone to offer assistance and support to students.

Build and Sustain Academic and Workforce Partnerships

1. In late October, the TRIO SSS program hosted Aaron Homberg, OSU transfer specialist, to meet with students interested in attending OSU. This opportunity was made available to all Clatsop students.

<u>Pre-College TRIO Programs:</u>
(Prepared by Amy Magnussen, Pre-College TRIO Director)

Pre-College TRIO: Talent Search & Upward Bound

Pre-College TRIO's fall activities reflect CCC's mission of empowering all students to reach their full potential and its values of accessibility, collaboration, community, inclusivity, and integrity. Through individual advising, college visits, career exploration, and school partnerships, Talent Search and Upward Bound help local students connect their strengths and interests with opportunities beyond high school.

Celebrating Student Achievement

Three TRIO students- two at Seaside High School and one at Astoria High School have been named **QuestBridge National College Match Finalists**. This national recognition highlights their academic accomplishments and opens a significant opportunity: finalists can be considered for admission and full four-year scholarships at participating colleges. For students who match, scholarships cover tuition, housing, food, and other educational expenses without student loans or a parental contribution. Finalist selection is an important milestone toward an education that might otherwise feel financially out of reach.

Connecting Learning with Future Possibilities

In October, TRIO partnered with Seaside Middle School, Warrenton Middle School, and Astoria High School to host **NW Noggin**, introducing students to the connections among brain science, psychology, and art. These interactive experiences bring college-level learning into local schools, encourage curiosity, and introduce students to people and possibilities across several fields.

TRIO also brought **27 students in grades 10–12 to Western Oregon University on October 16**. Campus visits help students picture themselves in college, ask questions, and make informed decisions about their next steps. November visits are planned to **Clackamas Community College and Clatsop Community College**, expanding students' exposure to local and regional education and career-training options.

Welcoming an Alumna Back to TRIO

We welcomed **Aleesha Nedd, a CCC and Upward Bound alumna**, to the Pre-College team as our Master of Social Work intern for the academic year. Aleesha is completing her practicum through Portland State University. She will shadow staff, participate in student programming and workshops, and gradually provide supervised individual student support as her skills develop. Her return brings an alumni perspective to the team while supporting the preparation of a future social work professional.

Strengthening Partnerships and Adapting Services

This has been a particularly busy start to the academic year as our smaller team assumes broader school coverage while implementing the renewed Talent Search grant. Advisors and the director are balancing additional direct-service responsibilities with expanded career exploration, including certificates, technical programs, and apprenticeships alongside associate and bachelor's degree pathways. Planning also continues for a small-group math tutoring initiative to strengthen preparation for technical training and apprenticeships.

During October, Amy is visiting local school partners to share Talent Search and Upward Bound grant updates and invite feedback about our services. These conversations focus on what is working, barriers students face, and opportunities to improve coordination. Listening to our partners helps us make thoughtful use of available resources and keep services responsive to the students and communities we serve. We have received some helpful feedback that will improve our student recruitment.

Nursing, Allied Health & Public Safety
Report for the 11.10.26 Meeting of the CCC Board of Education
Respectfully submitted by Tina Kotson, Interim AVP of Nursing, Allied Health & Public Safety (NAHPS)

Moving Students Forward. Strengthening Programs. Building Our Workforce.

This reporting period reflects continued progress across Nursing, Allied Health, and Public Safety in expanding access to educational pathways, supporting student success, strengthening community partnerships, and advancing program quality. Highlights include strong student interest in healthcare programs, new opportunities for regional EMT and Fire Science students, successful workforce partnerships, and significant milestones in fire science certification and nursing accreditation. Together, these efforts demonstrate CCC's ongoing commitment to preparing a skilled workforce and meeting the educational and workforce needs of our region.

Below is a snapshot of the work underway across our five strategic priorities:

I. Improve Student Access

1. 🩺 **A general information session about the Nursing Program was offered to** pre-nursing students already enrolled at CCC. **Twenty-five students attended the session**!
2. 🚑 Plans are underway to offer the **2-part Advanced/Intermediate EMT courses again this winter and spring.** The goal is to **recruit at least 20 local EMTs** to take the class. Students will be supported by **four EMT/paramedic instructors and three emergency physicians**.
3. 🔥 FT Fire Science instructor **Wade Mathews is personally visiting local fire departments to meet with interns** who are interested in EMT and Fire Science pathways at CCC. Additionally, he is working closely with **Tom Ank to prepare the HyFlex classroom at MERTS so that students from Garibaldi, Tillamook, and Manzanita can enroll in winter** coursework by attending virtually for some of the coursework. The goal is to better serve students who must travel long distances to class.
4. 📝 **The first of five Nursing Program Application Sessions** is being offered in mid-November, with the goal of assisting applicants for the 2027-29 cohort. These sessions are offered in person and via Zoom.
5. 🏫 **Tina Kotson met with Astoria High School students on their campus** to present information about the wide variety of nursing, allied health and public safety academic pathways available at the college. More than two dozen interested students attended the 1-hour event.

II. Increase Student Success

1. 📊 **Enrollments remain stable** for nursing, medical assisting, EMT and fire science programs. All students who began coursework this fall have successfully completed the first half of the term.
2. 🌱 **All full-time nursing, medical assisting and fire science faculty are serving at least 20 CCC students each as academic advisors.** Winter registration is now open, so it is critical that individualized advising meetings take place to ensure students are on the path for success in their degree programs.
3. 🎓 **Advisors from the OHSU RN to BS program** came to the Lexington campus to meet with second-year nursing students. They shared **information about 300- and 400-level nursing coursework and assisted with** the application process so graduates can seamlessly continue pursuit of the bachelor's degree after graduation this June.
4. 🔥 In late October, the Fire Science department received confirmation that the **program is certified by the Oregon DPSST** (Department of Public Safety Standards and Training). This **allows CCC to instruct nearly a dozen firefighting courses "in house" and then submit applications for certification** for students who have completed them. This contributes to students' success in the "real world" of public safety.

Nursing, Allied Health & Public Safety
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III. Strengthen our Reputation

1. 🩺 **Members of the Nursing Club continue with their philanthropic efforts around campus.** Most recently, they held a peer mentoring session for first-year nursing students, confirmed a blood drive with the American Red Cross to be held in early spring, and kicked off the annual sweatshirt fundraiser in collaboration with the IDEALabs.
2. 🌊 **Tina Kotson and Beth Van Elswyk** represented CCC at the **Oregon Center for Nursing (OCN) Annual Conference.** As panelists, they shared how the **$110,000 OCN RENEW grant** helped reduce full-time nursing faculty overload by nearly 60%!
3. 🩺 **All 27 MA students participated in several activities honoring National Medical Assistants Week** in mid-October. This year's motto was *"Medical Assistants: The power behind patient care."*

IV. Increase Organizational Effectiveness

1. 🔥 The **Fire Science curriculum is undergoing a comprehensive evaluation process** after nearly a decade. As part of the process, Wade Mathews has been collaborating with the U.S. Fire Administration & National Fire Academy to secure **approval to be a FESHE-recognized school**. Late in October, we learned this has been granted! This designation means the CCC curriculum for the AAS in Fire Science **meets the national standards of excellence and follows a nationally unified core curriculum that aligns with best-practice, professional development models**. Course outlines for CCC coursework will model those established by the Fire and Emergency Services Higher Education (FESHE) initiative and coordinated through the National Fire Academy (NFA). This allows students to earn FESHE certificates for all courses completed at CCC.
2. 🏅 The **Nursing Program continues its work toward national accreditation with the Accreditation Commission for Education in Nursing (ACEN)**. Last week, key faculty spent 2.5 days at a retreat to draft a comprehensive Candidacy Presentation document that is part of Phase 1. More work is needed before submission in mid-2027. This phase will be followed by a self-study and finally a site visit in late 2028/early 2029. As a reminder, this **mandatory national accreditation** is required by the state of Oregon and must be completed by July 1, 2029.
3. 📊 The Nursing, Medical Assisting, and Fire Science teams actively **participated in the recent NWCCU Accreditation 7-Year** visit. Nursing was recognized for its high-quality **Program Outcome & Education Assessments** as well as annual evaluations of their progress in meeting departmental **Strategic Plan** goals.
4. 🔥 **Tony Como, Tyler Neale, Wade Mathews and Thad Nolan have spent the past few weeks cleaning and refurbishing the CCC fire truck** which has not been used regularly for several years. Now that the truck is back in operating condition, the Fire Science program plans to utilize it for **student practice, recruiting efforts, and during training exercises with local fire departments.**

V. Build & Sustain Partnerships

1. 🤝 Tina Kotson, Holly Tumbarello, and Jarrod Hogue are meeting actively with representatives from Seaside High School, the Northwest ESD, and Providence Seaside Hospital to **build a healthcare occupations and medical assisting pathway that can be offered to local high school students**, beginning in fall 2027. These pathways are funded by the **Rural Health Transformation Grant.**
2. 🗳️ Nursing faculty serve on **state-wide committees** for OCNE and the OSBN, while EMT and fire science faculty represent CCC on **local boards that serve Clatsop County**.

Human Resources

Clatsop Community College

Board of Education

To:	**Board of Directors**
Prepared By:	Anita Jensen
Date:	November 10, 2026
Subject:	**New Hires, Job Postings, Separations, Position Changes, Recruitment News**

NEW HIRES

- Nothing to report.

NEW JOB POSTINGS

- Benefits Navigator
  - This is a grant funded position through June 30, 2027. Continuation of the position beyond this date is contingent upon the availability of State Funding.
- Building Maintenance Technician

SEPARATIONS

- Nothing to report.

POSITION CHANGES

- Nothing to report.

RECRUITMENT EFFORT

- Nothing to report.

New Business

Clatsop Community College

Board of Education

Clatsop Community College
Regular Board Meeting
November 10, 2026
Submitted by: Jarrod Hogue

Title: Approval of Two-Year Extension of Classified Association Collective Bargaining Agreement

What: Approval of a two-year extension of the Collective Bargaining Agreement (CBA) between Clatsop Community College and the Classified Association.

Why: The proposed extension would provide labor stability and predictability for both the College and its classified employees during a period of significant financial challenges.

The extension would continue the existing agreement, including its established provisions for CPI-based cost-of-living adjustments.

Recommended Action: The Board approve a two-year extension of the Collective Bargaining Agreement between Clatsop Community College and the Classified Association and authorize the College President to execute the extension on behalf of the College.

New Business

Next Item

Clatsop Community College
Regular Board Meeting
November 10, 2026
Submitted by: Jarrod Hogue

Title: Authorization of Voluntary Separation Incentive Program

What: Authorization for the College President to develop, negotiate, and implement a Voluntary Separation Incentive Program. See hypothetical example.

Why: Due to reduced state funding, increasing rates and operating expenses, the College is projecting a structural budget deficit for the remainder of the current fiscal year and the next biennium.

A Voluntary Separation Incentive Program would provide eligible employees with an opportunity to voluntarily separate from employment in exchange for a financial incentive. The program may include early retirement incentives and other voluntary separation options, with eligibility criteria and incentive structures developed in consultation with employee groups and consistent with applicable collective bargaining obligations.

Individual agreements would be evaluated based on operational needs and the potential to achieve material personnel cost savings in the current fiscal year and/or over the next 30 months, whether through position elimination or reduced replacement costs.

Recommended Action: The Board authorize the College President to develop, negotiate, and implement a Voluntary Separation Incentive Program, including approval of individual separation agreements, consistent with applicable laws, collective bargaining obligations, and the financial and operational needs of the College.

HYPOTHETICAL EXAMPLE | FOR DISCUSSION ONLY

Voluntary Separation: Estimated Employer Savings

Hypothetical scenario | Fiscal-year savings: January 1–June 30 (6 months)

SCENARIO ASSUMPTIONS

DEPARTING SALARY	REPLACEMENT SALARY	VACANCY	SALARY-RELATED BENEFITS
$85,000 / year	**$52,000 / year**	**45 days**	**30% of salary**

Medical insurance: $18,489/year, assumed the same for departing and replacement employees. Vacancy: 45 days (1.5 months).

ONE EMPLOYEE | NET ESTIMATED EMPLOYER COST SAVINGS

INCENTIVE OPTION	FIRST 6 MONTHS SAVINGS	30-MONTH SAVINGS
8 weeks of salary	$15,865	$101,665
6-month health stipend	$21,442	$107,242

FIVE EMPLOYEES | NET ESTIMATED EMPLOYER COST SAVINGS

INCENTIVE OPTION	FIRST 6 MONTHS SAVINGS	30-MONTH SAVINGS
8 weeks of salary	$79,325	$508,325
6-month health stipend	$107,209	$536,209

FIVE-EMPLOYEE SAVINGS COMPARISON



ADDITIONAL COST ASSUMPTIONS

Two-week vacation payout: $3,269 per employee. Eight-week salary incentive: $13,077; alternative six-month health stipend: $1,250/month ($7,500).

Savings compare continued employment with separation and replacement. 30% salary-related benefits load (excluding medical); 45-day vacancy; FY first year = Jan 1–Jun 30 (6 months); 30-month horizon = Jan 1 through June 30 two years later. Five-employee figures assume identical cases. Actual savings require Finance validation.

AI-GENERATED ILLUSTRATION — PRELIMINARY; NOT FINANCE-VALIDATED

Hypothetical estimates only. No institutional endorsement implied.

Upcoming Events

Clatsop Community College

Board of Education

NOVEMBER, DECEMBER and JANUARY 2026 and 2027 UPCOMING EVENTS			Updated 11/2/26
EVENT	**DATE**	**TIME**	**LOCATION**
November Board Meeting	Tuesday, November 10	5:30 PM	Columbia 219 and Zoom
College Closed for Veteran's Day Holiday	Wednesday, November 11	All Day	All Campuses
Math for the Curious	Saturday, November 14	1:00 – 3:00 pm	Towler Hall 3rd Floor
Thanksgiving Dinner for Students	Monday, November 16	11:00 – 1:00	Bandit Café Email fgreen@clatsopcc.edu if interested in volunteering as a server
College Closed for Thanksgiving Holiday	Thursday & Friday, November 26 & 27	All Day	All Campuses
Seaside Parade of Lights	Friday, November 27	5:00 pm – 9:00 pm	Downtown Seaside Email jkovatch@clatsopcc.edu if interested in participating in the parade
High School Preview Day	Thursday, December 3	9:00 am – 12:30 pm	Lexington Campus
Ales & Ideas	Thursday, December 3	7:00 pm	Fort George Lovell Showroom
December Board Meeting	Tuesday, December 8	5:30 pm	South County Campus and Zoom
Fall Term Ends	Friday, December 11	5:00 pm	All Campuses
College Closed for Winter Holidays	Thursday, December 24 – Friday, January 1	All Day	All Campuses
Winter Term Begins	Monday, January 4	All Day	All Campuses
January Board Meeting	Tuesday, January 12	5:30 pm	Columbia 219 and Zoom