



Clatsop Community College

Board of Education December 11, 2025 Board Packet

ALUMNI SPOTLIGHT



"Housing was the starting point for stability and a chance to start again for me. Now I know that healing begins where courage meets compassion in the quiet choice to turn pain into purpose."

-Camille Leavitt

Clatsop Community College

AAOT GRADUATE CAMILLE LEAVITT

From Homeless to Helping Others

Meet Camille Leavitt, a 2023 CCC alumna of the Associate of Arts Oregon Transfer program.

Camille has overcome extraordinary odds to become a leader in local behavioral health and housing services. After the loss of her brother to a drug-related murder and her mother to cancer, Camille turned to substance use which left her homeless and with little hope.

After only 60 days in the CBH Substance Abuse Program, Camille took her first Life Transitions class at Clatsop Community College and continued her education at CCC with the passion to pursue psychology and counseling. She is currently pursuing her Masters degree and works as a Housing Program Manager at CBH, the same service that helped her start again.



Clatsop Community College

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

NOTICE OF MEETING

DATE: Thursday, December 11, 2025
TIME: Regular Board Meeting, 5:30 pm
PLACE: Columbia 219 or Zoom
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 Thursday, December 11. 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 Wednesday, December 10.

❖ TEN MINUTE PRESENTATION: *Kristin Shauck, Art Department*

❖ CONSENT AGENDA

- **APPROVAL OF MINUTES**
 - Board Vacancy Interviews, October 29, 2025
 - Regular Board Meeting, November 13, 2025

❖ VERBAL REPORTS / DISCUSSION ITEMS

- Report of the President
- Financial Report
- Report of the Board Chair

❖ 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 the Board Policy Committee
- Report from Human Resources

Clatsop Community College

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❖ NEW BUSINESS

- Set Date for January Board Meeting

❖ ANNOUNCEMENTS/COMMUNICATIONS

- Next Board Meeting: *Date to be Determined*, South County Campus and Zoom
- Committee Meetings
 - Board Policy Committee Meeting: *Date to be Determined*, Zoom only
 - January Board Meeting Agenda Prep: Monday, January 5, 11:00 am, Zoom only; *3RD Board Member Attending: Ashley Flukinger*
 - February Board Meeting Agenda Prep: Thursday, January 22, 11:00 am, Zoom only

❖ BOARD FORUM

❖ ADJOURNMENT

Clatsop Community College

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

2025 - 2026 Board Goals for the College

1) Board Self-Evaluation Aligned with Strategic Priority 3: Strengthen Our Reputation

By March 2026, the Board of Education will conduct a comprehensive 360-degree evaluation of its performance, gathering input from board members, college leadership, faculty/staff, and community stakeholders. The Board will review the results and prepare a summary report to inform continuous improvement and strengthen governance practices.

2) Institutional Effectiveness Aligned with Strategic Priority 4: Increase Organizational Effectiveness

Each quarter, during a regularly scheduled board meeting, the Board of Education will review the College's Strategic Plan Scorecard and Institutional Effectiveness Dashboard, ensuring progress and alignment with the College's mission, strategic priorities, and accreditation standards.

3) Board Communication Training Aligned with Strategic Priority 4: Increase Organizational Effectiveness

Prior to January 2026, the Board of Education will participate in an interactive Microsoft Outlook (mail and calendar) training session led by Tom Ank, designed to strengthen communication practices, improve meeting coordination, and enhance the effective use of digital tools.

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 expresión 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

MINUTES OF THE OCTOBER 29, 2025
BOARD OF EDUCATION
Board Vacancy Interviews

Board Members Present: Ashley Flukinger, Ed Johnson, Lloyd Mueller, Sheila Roley, Jody Stahancyk, Mitra Vazeen

Others Present: Bill Montero, Bill Fritz, Tita Montero and Recording Secretary Felicity Green

Ed Johnson called the meeting to order at 2:05. Board Secretary Felicity Green reported that Computer Services has asked that the Work Session planned for the November 13 meeting be postponed until the December 11 Board meeting. The Board agreed to this change.

The Board discussed how the interviews would proceed. Each Board member was assigned to ask one question with Ashley Flukinger assigned to ask two.

The Board interviewed Bill Montero at 2:15 and Bill Fritz at 2:45. Both candidates were asked the same questions (Appendix A.)

During the break between candidates the Board discussed the first interview briefly, then took a break.

After the second interview the Board discussed the two candidates. They agreed that they were both excellent candidates and it was very difficult to choose between them. The discussion centered around which candidate would bring skills in areas where the Board has less expertise. After the discussion, Ashley Flukinger called for a vote. After the first vote, there was further discussion and a decision to hold a roll call vote.

Ashley Flukinger **moved to appoint Bill Montero to the Board of Education.** Jody Stahancyk seconded the motion. A roll call vote was held.

Ashley Flukinger AYE
Lloyd Mueller AYE
Sheila Roley AYE
Jody Stahancyk AYE
Mitra Vazeen AYE
Ed Johnson AYE

The motion carried.

There was no public comment.

Ashley Flukinger said that as chair of the committee she would reach out to both candidates. Bill Fritz was present and thanked the Board for their time. Ashley Flukinger thanked both candidates and

reiterated that she wished the Board could fill two vacancies, since both candidates were extremely qualified.

The meeting adjourned at 3:53 pm.

DRAFT

MINUTES OF THE NOVEMBER 13, 2025
BOARD OF EDUCATION
Regular Board Meeting

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

Others Present: Abby Lee, Bill Meck, Jim Alegria, Beth Van Elswyk, Fiona Giselle, Julia Mabry, Teena Toyas, TJ Lackner, Tom Ank, Deborah Howe, Mary Jackson, Julie Kovatch, Dan Clarke, Amy Magnussen, "clatsopjohnson", Recording Secretary Felicity Green and President Jarrod Hogue

CALL TO ORDER

Ed Johnson called the meeting to order at 5:31 pm. Roll was called. All Board members were present.

Jody Stahancyk **moved to approve the agenda as presented.** Ashley Flukinger seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

New Board Member Bill Montero took the oath of office.

PUBLIC COMMENT

There was no public comment.

TEN MINUTE PRESENTATION: Abby Lee, OCCA Executive Director

Abby Lee, Executive Director of Oregon Community College Association (OCCA) gave a presentation. She has been at OCCA for just over a year; her resume includes 25 years at Treasure Valley Community College and 10 years in the Idaho legislature. OCCA, which began in 1962, strives to be a unified voice for all Oregon's 17 community colleges. She emphasized that the community colleges are an economic engine for the state and to that end they are in Salem as a collective voice with one message and one ask. They are currently working with legislators to reduce the proposed budget cuts.

She spoke about the supportive role of OCCA with college Boards statewide; they are hoping to provide more trainings and be more of a resource for Boards. There was a question about what OCCA has accomplished this year. They went into the state budget planning session asking for \$920 million and received \$840 million, which was a significant gain. They also achieved an increase in capital construction matching funds: they will now go from \$8 million to \$12.5 million. They also succeeded in bringing back funding for the Benefits Navigator position, which is full time in all community colleges and was slated to be cut this year. President Hogue commented that it was great to have OCCA and OPC as a resource.

APPROVAL OF MINUTES

Jody Stahancyk **moved to accept the Minutes of the October 9, 2025 Regular Board Meeting as presented.** Sheila Roley seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

REPORT OF THE PRESIDENT

President Hogue welcomed Bill Montero to the Board. He spoke about the positive report on the ad hoc visit from NWCCU. He feels it is likely that they will acknowledge the College's progress and remove the warning status. The student satisfaction survey from Fall term has come back and everything is looking great. Net promoter score has gone up again to 60 and general student satisfaction is also up.

Aaron Gulliford, the Curriculum Coordinator discovered a longstanding problem in the submission of CCC program information to the HECC via webforms. President Hogue thanked him for his discovery and for working to correct the issue.

The College has launched an informal partnership with Sunset Empire Transportation District and CCC students and staff can now ride the bus for free.

All state agencies have been asked to think about possible 5% budget cuts. The College will not know until February if those cuts will happen; he will keep the Board updated as he learns more.

He recently met with the HECC to discuss the MERTS project. At a minimum level the plan is to remodel MERTS and purchase a maritime simulator. He has also been meeting with the College maritime team to identify smaller projects that can be folded in, such as the lifeboat davit. He is trying to find out from the city what level of remodel triggers the seismic upgrades as that would be a huge cost increase. He had a good conversation with Rickenbach Construction; they are working on the maritime museum expansion. There was a suggestion of checking into grants for seismic upgrades. On December 12 the College will be hosting a maritime convening: bringing in people from all over the region to discuss their simulator and other needs. OSU has a simulator they do not seem to be using; he is going to talk to them about it. He has had several meetings with donors and an informational meeting with the governor's office. The College has until January 2027 to identify their funds; so far they have informal commitments from several donors, including a major tugboat company.

There was a question about the recertification of classes through the Coast Guard. It has not been going well, in part due to the current government shutdown. The National Maritime Center, which certifies maritime classes, has disallowed the use of the Tongue Point lifeboat davit which had been ongoing for some years, citing uncertainty about JobCorps' future. President Hogue has reached out to both Representative Bonamici and Senator Merkley about the matter.

FINANCIAL REPORT

Bill Meck gave the financial report. Tuition and fees are trending higher and if current enrollment trends continue will be over budget. Property taxes continue to rise and look as if they will be about the same as had been budgeted. State appropriations, however, are concerning but if they do not cut significantly in February he feels okay about revenues. Expenses continue to rise, primarily in wages and benefits.

President Hogue commented added enrollment also brings added costs, as extra class sections have to be added. He told the Board that the College is not planning to give a COLA to S&S employees this year, as the Board had specified that it should only be done if there would not be a significant budget

impact, and he can no longer promise that. There was a discussion of thanking the taxpayers of Clatsop County for their continued support through property taxes and a recommendation of a written thank you in the class schedule which is mailed to every household.

OLD BUSINESS

Review of Accreditation Ad Hoc Site Visit

Jody Stahancyk **moved that the Board ask President Hogue to express to all of his staff how much the Board appreciates the energy and the time they took to get us to this position.** Mitra Vazeen seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.** Ed Johnson said that he and President Hogue would work together to write a message.

Finalize Board Goals

The Board discussed the proposed 2025-26 Board Goals. There was a suggestion that the Board use the same goals as last year. There was some discussion of the President's goals. The proposed Board goals were written up by President Hogue after the suggestion that the Board use the strategic plan priorities as their goals. There was a comment that these goals are clearly measurable and some discussion of the Board self-evaluation.

Ashley Flukinger **moved to accept the proposed 2025-26 Board Goals.** Lloyd Mueller seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

Board Evaluations

There was some discussion of how to proceed with Board Self Evaluations. Abby Lee was asked about best practices. She spoke about how different colleges conduct self-evaluations, commenting that many use the ACCT template: some conduct them quarterly, some at the retreat and some have a short evaluation after each meeting.

Jody Stahancyk **moved that the Board appoint a committee consisting of Bill Montero, Lloyd Mueller and Mitra Vazeen to come up with a self-evaluation survey or methodology that can be presented to the Board.** Bill Montero was nominated as the Committee Chair. Ashley Flukinger seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

NEW BUSINESS

Policies for Review: Consent Agenda

Jody Stahancyk **moved to rescind 4_320 Holidays - Administrative, Service/Supervisory and Confidential Classified Staff; 4_720 Staff Accommodation HIV AIDS and 4_530 Re-Employment Confidential Staff.** Sheila Roley seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

Discuss Dates for Joint Foundation Board / BoE Meeting

Jody Stahancyk moved to ask Beth Van Elswyk to give the Board of Education a date that will work for the Foundation Board after the first of the year. Ashley Flukinger seconded the motion. Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Sheila Roley, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.

BOARD FORUM

Lloyd Mueller complimented the photo on the front of the November Board packet.

Sheila Roley said that she is excited that former CCC student Jaysea Williams has written a Romantasy novel which is on the NY Times bestseller list. Her father Tom Williams is a retired maritime instructor from MERTS.

Ed Johnson said that he feels it is a very exciting time at CCC with lots of positive movement going on.

Bill Montero thanked everyone for the warm welcome and said he had a lot to learn.

Ashley Flukinger welcomed Bill Montero and thanked Jody Stahancyk for the honey butter.

Jody Stahancyk explained her gift of honey butter as a reminder to everyone how thankful she is for each of them.

The meeting adjourned at 6:44 pm.

President's Report



Clatsop
Community
College

Board of Education

President's Report to the Board

December 2025

1. NWCCU Conference Summary: (Strategic Priorities 1–5)

Report due prior to my attendance

2. Advisory Committees (Strategic Priority 5: Build & Sustain Partnerships)

Foundation Director Beth Van Elswyk and I participated in advisory committees for Automotive, Welding and Historic Preservation & Restoration.

3. Strategic Plan Scorecard Progress (Strategic Priorities 1–5)

As the College continues under year one of 2025–2030 Strategic Plan, monthly Board meetings will be used to highlight progress, trends, and changes related to the Strategic Plan Scorecard. These updates will include specific key indicators tied to the five Strategic Priorities, providing a consistent view of institutional performance and alignment with mission fulfillment.

From 2025-26 Strategic Plan Scorecard

(updates in bold)

● on track

● needs attention

● off track

Objective	Key Indicator	Baseline	Target	Status	Progress
1.2 Streamline student onboarding experience	Average student satisfaction rating of 4.5 or higher with the admissions process ²	4.2	4.5	4.3	●
1.3 Expand programs and course offerings	Average student satisfaction rating of 4.5 or higher with course offerings ²	4.2	4.5	4.3	●
2.3 Support students in meeting their basic needs	Achieve at least 75% awareness of basic needs services ²	48%	75%	51%	●
2.4 Improve Student Satisfaction	Maintain an average student Net Promoter Score (NPS) ² above 50	57	50	60	●

4. State Budget Outlook and Planning (Strategic Priority 4: Increase Organizational Effectiveness)

Oregon's November 2025 revenue forecast showed a much smaller budget deficit than expected. The projected shortfall for the 2025–27 biennium has narrowed to \$63 million, down from more than \$370 million in the earlier forecast. This improvement is tied to unexpected corporate tax payments from older tax years and steady income tax collections. We continue to monitor these trends as we prepare for potential agency-level cuts in the upcoming legislative session.

5. MERTS Capital Project (Strategic Priority 5: Build & Sustain Partnerships)

Invited maritime industry leaders to join us on Friday, December 12 for a special event focused on charting the future of maritime simulation and workforce training. This gathering will provide an overview of the College's Maritime Training Capital Project and explore next-generation simulator technology that meets evolving industry and regulatory needs. Their insights will help guide equipment selection, inform training priorities, and strengthen alignment between Clatsop and the region's maritime employers. A light breakfast will be provided.

Activity Highlights:

Week of November 17:

- HVAC Grant Meeting
- Historic Preservation Advisory Committee
- Policies and Procedures Committee
- Dual Credit Summit
- President's Cabinet
- Lunch with ASG
- College Council
- Foundation Board Meeting
- OCCA 2025-26 Legislative Committee
- Admissions Meeting
- Meeting w/Kevin Leahy SBDC/CEDR
- Clatsop Superintendent Meeting
- Instructional Leadership Team
- Budget Advisory Committee
- Meeting with Board Member Ashley
- OSU-CCC Collaboration Meeting

Week of November 24:

- KMUN Meeting
- Astoria-Warrenton Area Chamber, Networking Coffee
- U.S. Coast Guard Articulation
- CEDR Board Meeting
- Trees and Taps: Network with other Forestry, Fishing & Farms
- Thanksgiving Break

Week of December 1:

- Board Meeting Agenda Prep
- Accessibility Services
- ASG Presentation and Orientation
- Coffee with Board Member Lloyd
- President's Cabinet
- Dept Ed Grant
- NWCCU Dec 3-4
- Off Dec 5

Financials



Clatsop
Community
College

Board of Education

Clatsop Community College Financial Report as of November 30, 2025

General Operating Fund		FY2023			FY2024			FY2025			FY2026				
Fund	Description	Fiscal Year Actual	Year-to-Date Actual	% of Full Year	Fiscal Year Actual	Year-to-Date Actual	% of Full Year	Fiscal Year Actual	Year-to-Date Actual	% of Full Year	FY Operating Budget 7/1/25	FY Operating Budget 10/31/25	Year-to-Date Actual	% of Full Year	Year-to-Date Change
11	Beginning Fund Balance	\$ 1,361,974			\$ 1,662,359			\$ 1,674,128			\$ 1,864,859	\$ 1,864,859			
Revenue															
11	Tuition and Fees	\$ 2,760,350	\$ 1,117,876	40.50%	\$ 2,953,091	\$ 1,193,693	40.42%	\$ 3,122,377	\$ 1,733,339	55.51%	\$ 3,203,000	\$ 3,283,000	\$ 1,895,248	57.73%	\$ 161,909
11	State Appropriations	\$ 3,771,129	\$ 1,832,175	48.58%	\$ 4,106,512	\$ 2,050,596	49.94%	\$ 4,297,181	\$ 2,125,702	49.47%	\$ 4,425,000	\$ 4,170,275	\$ 2,107,063	50.53%	\$ (18,639)
11	Property Taxes	\$ 5,610,168	\$ 4,351,378	77.56%	\$ 5,903,094	\$ 5,122,701	86.78%	\$ 6,110,588	\$ 5,032,966	82.36%	\$ 6,225,000	\$ 6,358,000	\$ 5,550,989	87.31%	\$ 518,023
11	Other Revenue Including Transfers	\$ 2,028,794	\$ 223,710	11.03%	\$ 1,291,788	\$ 194,534	15.06%	\$ 613,845	\$ 203,395	33.13%	\$ 764,875	\$ 764,875	\$ 175,152	22.90%	\$ (28,243)
	Total Revenue	\$ 14,170,441	\$ 7,525,139	53.10%	\$ 14,254,485	\$ 8,561,524	60.06%	\$ 14,143,991	\$ 9,095,402	64.31%	\$ 14,617,875	\$ 14,576,150	\$ 9,728,452	66.74%	\$ 633,050
Expenditures by Function															
11	Instruction	\$ 5,170,308	\$ 1,791,952	34.66%	\$ 5,462,231	\$ 1,882,820	34.47%	\$ 5,298,970	\$ 1,787,372	33.73%	\$ 5,977,185	\$ 5,869,063	\$ 1,942,998	33.11%	\$ 155,626
11	Instructional Support	\$ 1,632,496	\$ 691,798	42.38%	\$ 1,870,684	\$ 800,476	42.79%	\$ 1,734,397	\$ 713,919	41.16%	\$ 1,775,007	\$ 1,815,626	\$ 760,796	41.90%	\$ 46,877
11	Student Services	\$ 1,571,357	\$ 586,488	37.32%	\$ 1,489,137	\$ 700,696	47.05%	\$ 1,202,706	\$ 438,040	36.42%	\$ 1,416,258	\$ 1,416,258	\$ 502,070	35.45%	\$ 64,030
11	Institutional Support	\$ 3,689,254	\$ 1,448,300	39.26%	\$ 3,561,504	\$ 1,923,280	54.00%	\$ 3,630,314	\$ 1,523,515	41.97%	\$ 3,310,472	\$ 3,336,250	\$ 1,577,629	47.29%	\$ 54,114
11	Operation and Maintenance of Plant	\$ 1,638,689	\$ 717,796	43.80%	\$ 1,663,056	\$ 777,893	46.77%	\$ 1,898,198	\$ 770,813	40.61%	\$ 1,954,153	\$ 1,954,153	\$ 830,073	42.48%	\$ 59,260
11	Scholarships & Tuition Waivers	\$ 167,952	\$ 65,702	39.12%	\$ 196,104	\$ 67,206	34.27%	\$ 188,675	\$ 81,771	43.34%	\$ 184,800	\$ 184,800	\$ 68,891	37.28%	\$ (12,880)
	Total Expenditures	\$ 13,870,056	\$ 5,302,036	38.23%	\$ 14,242,716	\$ 6,152,371	43.20%	\$ 13,953,260	\$ 5,315,430	38.09%	\$ 14,617,875	\$ 14,576,150	\$ 5,682,457	38.98%	\$ 367,027
	Net Revenue (Expenditures)	\$ 300,385	\$ 2,223,103		\$ 11,769	\$ 2,409,153		\$ 190,731	\$ 3,779,972		\$ -	\$ -	\$ 4,045,995		\$ 266,023
	Ending Fund Balance	\$ 1,662,359			\$ 1,674,128			\$ 1,864,859			\$ 1,864,859				
Expenditures by Category				% of Total			% of Total			% of Total				% of Full Year	
	Salaries and Fringe Benefits	\$ 10,749,041		77.50%	\$ 11,397,252	\$ 4,686,059	41.12%	\$ 10,622,166	\$ 3,916,144	36.87%	\$ 11,610,479	\$ 11,568,754	\$ 4,314,870	37.30%	\$ 398,726
	Contracted Services	\$ 2,009,150		14.49%	\$ 1,515,779	\$ 1,033,964	68.21%	\$ 1,552,188	\$ 777,688	50.10%	\$ 1,619,850	\$ 1,612,439	\$ 786,050	48.75%	\$ 8,362
	Materials, Supplies, and Travel	\$ 664,415		4.79%	\$ 968,908	\$ 287,351	29.66%	\$ 1,347,165	\$ 512,017	38.01%	\$ 1,124,626	\$ 1,125,935	\$ 460,787	40.92%	\$ (51,230)
	Other Expenditures Including Transfers	\$ 379,998		2.74%	\$ 351,486	\$ 142,734	40.61%	\$ 383,464	\$ 91,581	23.88%	\$ 262,920	\$ 263,020	\$ 114,748	43.63%	\$ 23,167
	Capital Outlay	\$ 67,452		0.49%	\$ 2,263	\$ 2,263	100.00%	\$ 48,277	\$ 18,000	37.28%	\$ -	\$ 6,002	\$ 6,002	100.00%	\$ (11,998)
	Total Expenditures	\$ 13,870,056	\$ -	100.00%	\$ 14,235,688	\$ 6,152,371	43.22%	\$ 13,953,260	\$ 5,315,430	38.09%	\$ 14,617,875	\$ 14,576,150	\$ 5,682,457	38.98%	\$ 367,027

ASG



Clatsop
Community
College

Board of Education

Associated Student Government Report for Thursday, December 11, 2025 BOE Meeting

Submitted by Fiona Giselle Hackett, 12/01/25

Internal Organization Activities

Weekly ASG Meetings w/ new cabinet members

Online OCCA Advocacy Training: November 14

Created Strategic Plan Objective Tracker (SPOT), a collaboration with ASG President Fiona Giselle Hackett and CCC President Jarrod Hogue

Board & Council Participation

Instructional Council meeting: November 12

Board of Education meeting: November 13

College Council meeting: November 18

CCC Foundation Board Tour of Nursing Dept and Board Meeting: November 18

Service to Clatsop County Community

Seaside Parade of Lights: November 28

Service to Students

Scholarship Experience & Student Belonging Initiative Survey: 11/18-12/01

Student Engagement and Upcoming Student Events

Upcoming Events

Wednesday 12/03 Winter Ornament & Card Decorating event

CEDR & SBDC



Clatsop
Community
College

Board of Education

BOARD REPORT – December, 2025

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

- Misty Bateman was the guest presenter for the Cannon Beach Chamber meeting on November 12. I attended. Cannon Beach is an active Clatsop WORKS employer community!
- I wrote a letter to the Astorian asking for residents to support local businesses during the holiday season, and it was on the Editorial page in the November 22 issue. It was also featured in our November 24th SBDC small business newsletter sent out to 3,600 contacts. (Business is very difficult throughout the community now, particularly since Labor Day)
- Introductory meeting with Tom Hoshiba, Japanese Entrepreneur who moved to Astoria one year ago and is looking for partnerships with local seafood and agriculture producers to connect with Japanese businesses. I invited the OSU Seafood Lab, Business Oregon and Columbia-Pacific EDD leadership to attend. Good first meeting that hopefully will gather momentum in 2026.
- Participated in a second Columbia-Pacific EDD meeting with Executive Director Sarah Lu Heath, Clatsop County Commissioner Mark Kujala, Seaside Mayor Steve Wright and other Col-Pac Executive Officers to review potential fee increases for the organization in 2026.
- CEDR Board meeting was held on November 25th, with President Hogue and BOE representative Mitra Vazeen in attendance. Board members Zach Poole from Pig n' Pancake and Jessica Newhall from Pacific Power were reelected to a second term.

CENTER FOR BUSINESS, COMMUNITY & PROFESSIONAL DEVELOPMENT

Submitted by: Josh Allison & Meyer Freeman

Clatsop SBDC

- Meyer Freeman and Eric Stromquist have completed the fall Start-up Boot Camp, preparing six local residents to open their new businesses.
- Ian Reid completed the Retail Boot Camp. Seven participants. Evaluations very positive!
- In partnership with the Northwest Child Care Resource & Referral (CCR&R), Meyer Freeman completed instruction of the 2025 Strengthening Business Child Care Cohort, with six participants from Clatsop, Columbia and Tillamook counties.
- The Small Business Management Level 2, facilitated by Geant Lehman, launched with 7 participants from local businesses.
- Recording studio is being utilized to create new educational content for upload to LearnWorlds online platform.

Community Education & Professional Development

- Working with PA to enter all Fall Term FTE-reimbursable registrations into Colleague.
- Winter Term programming has been finalized. Working with HR to onboard 2 new instructors for Winter 2026.
- Finalized CCC agreement with ENCORE Learn & Working with ENCORE Learn to develop new FTE-reimbursable classes for Spring Term 2026.

Clatsop WORKS Paid Internship Program & CCC Cooperative Work Experience

Submitted by: Misty Bateman, Program Manager

Clatsop WORKS

- In November I was invited to Astoria High School and Seaside High School to present at their morning all-faculty meetings regarding Clatsop WORKS.
- I met with the NWRESA team to discuss Career Connected Learning in Clatsop County
- I presented in November to Cannon Beach Chamber of Commerce on how their businesses can get involved with Clatsop WORKS.
- I was invited to a freshman "Careers" class at Seaside High to present Clatsop WORKS.
- I met with the superintendent of Crook County School District and their new CTE director to advise on creating their own WORKS program
- The application period for employers to register to host a student intern in summer 2026 is Oct 1st to Dec. 15th. Currently, 26 employers are registered with 36 internships. 5 employers are new to the program! We anticipate more employers registering before the Dec. 15th deadline.

Astoria = 10 employers

Warrenton = 7 employers

Seaside / Gearhart = 7 employers

Cannon Beach = 2 employers

2026 Internship Host Employers

Astoria-Warrenton Area Chamber of Commerce Astoria

City of Astoria, Parks and Recreation Department Astoria

Clatsop County Community Development Dept Astoria

Clatsop County Parks & Public Works Astoria

Clatsop County Survey Office Astoria

Rickenbach Construction Inc. Astoria

WCT Marine & Construction Admin Office Astoria

WCT Marine & Construction Shipyard Astoria

Wildlife Center of the North Coast Astoria (Olney / Jewell)

Consejo Hispano Astoria / Warrenton

AV Photography Warrenton

Camp Kiwanilong Summer Youth Program Warrenton

Clatsop Behavioral Healthcare Warrenton

Coast Auto Repair Warrenton

Kia Of Warrenton Warrenton

Lum's Auto Center Warrenton

Warrenton Community Library Warrenton

Coastal Restoration Gearhart

Caffe Latte Coffee & Gift Shop Seaside

Hillcrest Inn Seaside

Seaside Museum Seaside

Seaside Public Library Seaside

Sunset Empire Parks and Recreation District Seaside

TerHar's Beach Boutique Seaside

Cannon Beach Police Department Cannon Beach

Haystack Rock Awareness Program, City of Cannon Beach Cannon Beach

Cooperative Work Experience (CWE)

- Currently have two students working on paperwork with employers for a Cooperative Work Experience in winter term.

Foundation



Clatsop
Community
College

Board of Education

Foundation Board Report for Thursday, Dec 11th, 2025 Board of Education Meeting

Submitted by Beth van Elswyk, Dec 2nd, 2025

- 1. Increase Student Access &**
- 2. Student Success -**
 - a. Negotiating with Ellucian Scholarship Software vs current Awardspring
 - b. Started once a week at MERTS
 - c. Foundation Board doing tours and following up with focused fundraising support
- 3. Strengthen Reputation**
 - a. Community Outreach
 - i. Chambers / AAUW / PEO / Downtown Assoc / lunches with community leaders
 - ii. Added going to Advisory Meetings
 - b. Adult Field Day with Sisu Sponsoring - postponed till March 14th 2026
 - c. Student Showcase
 - d. Setting a clearer message from the Foundation Board
 - i. We are fundraisers, and industry connectors
 - e. April 11th - Bandit in Wonderland
 - i. Save the Dates going out to Political and Community Leaders this week
- 4. Increase Organizational Effectiveness:**
 - a. Weekly goal setting meetings with team and volunteers
 - b. Establish a training for the digital hub for Foundation Board
 - c. 12 month calendar set between ED and Benefits Navigator
 - d. "Wish lists" for every department – meetings ongoing
- 5. Build & Sustain Partnerships**
 - a. Donors / Grants
 - i. Meyer Memorial
 1. Completed - next steps tour and renew the grant
 - b. Partner Promos – Maritime
 - i. Learning what they want in a Simulator and from the program
 - c. Community
 - i. Continue regular involvement with County Wide meetings
 - ii. Alumni
 1. Alumni – "we want you" campaign to start asap
 2. Seeking a committed volunteer or affordable "lead" for the project
 - d. House parties
 - i. Small informative donor house parties are beginning in December
 1. First one in South County
 - e. Tours
 - i. Private campus tours with donors/industry
 - ii. Ongoing – Welding / HyFlex / Nursing and more scheduled

Communications and Marketing



Clatsop
Community
College

Board of Education

Communications and Marketing Report for Thursday, Dec. 11, 2025, BOE Meeting

Submitted by Julie Kovatch, 12/1/25

Communications – Internal collaborations and messaging to CCC community

- Website-
 - Website use: November-5.8K
 - Highest visited pages for June: Homepage, Canvas, Catalog, Schedules and Calendar, Register for Classes
 - Created dual Credit programs page on CCC website
 - Updated SBDC redirects for their compliance needs
 - Updated Art Gallery Event feed
 - Updated 2026 Winter Term Registration Information for Open Registration
- Conducted the Fall Term Student Survey from Oct. 27th through Nov. 7th. Promoted survey to students then once closed, compiled information into a [report that can now be viewed on the CCC website](#). I presented the report at College Council and Presidents Council meetings and emailed report to students and employees of CCC.
- Promotion of the food drive internally to CCC employees.
- Designed and printed custom Cadet Cards for Maritime Science program for use on vessel.
- Promotion of the “thankful for students” event. Free turkey lunch was provided to students at both MERTS and Lexington campus. Emails and internal promotions to make sure all students were aware of the opportunity were sent for 2 weeks prior.
- ASG advisor duties: updated ASG website, attending meetings, handled POs

Communications – External collaborations and messaging to public

- Press releases for: Math for the Curious event, English Club Scrabble event, Student Success Story featuring Camille Leavitt, and Ales and Ideas Lecture
- Announcements to students and social media postings: Announcements of weekly events, Trio Bingo event, registering for winter term, Time change and holidays that the college is closed, and Pet Therapy event
- Attended the bi-weekly College Advocacy Coordinator meetings and the monthly Oregon Community College Marketing Public Relations Group meetings.

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

- Prepping slides, social media posts and updating events on website for CCC events coming up for Winter Term.
- Started second month of a 6-month run of digital advertising with Carpenter Media. Trying out their services for geofencing and branded content.
- College entry in the Seaside Parade of Lights that was on Friday, November 28th. We had a good showing of students in the parade as well as some awesome staff volunteers that showed up to help. Thank you to Becky Kraft for assisting with

Communications and Marketing Report for Thursday, Dec. 11, 2025, BOE Meeting

Submitted by Julie Kovatch, 12/1/25

decorations and prep.



- Radio ads have started to run again during local high school games that focus on Oregon Promise, then during College sports games the ads focus on transfer options and the benefit of staying local the first two years, and Seattle pro games that focus on adult learners wanting to go back to college to get training in skills for better jobs. I have also started incorporating our new mission into the radio ads using the phrase "reach your full potential".
- Social Media- Audience- November #'s-
 - Facebook followers: 3,632 (up 26)
 - Instagram Followers: 1,431 (up 11)
 - Organic post views and reach #'s Facebook: 30K Instagram: 1K

Communications and Marketing Report for Thursday, Dec. 11, 2025, BOE Meeting

Submitted by Julie Kovatch, 12/1/25

Events – Recent and Upcoming

- Dec. 4- Ales & Ideas at Fort George Lovell Room
- Dec. 4- PTK's CCC Employee Appreciation event
- CCC event details and important dates can be seen on the CCC Calendar at:
www.clatsopcc.edu/events/

Instruction and Student Success



Clatsop
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Board of Education

December Report to the Board
Office of Instruction and Student Services
Prepared by Provost Teena Toyas: BS, MA
December 2, 2025

The December Report to the Board continues to provide updates on how the Office of Instruction and Student Services is striving to achieve the five priority areas of focus related to the Clatsop Community College Strategic Plan.

Strategic Priority I-Improve Student Access

Office of Instruction and Student Services

1. On November 17, 2025, Clatsop Community College Coastal Commitment (dual credit and sponsored dual credit for transfer) and College Now (dual credit and sponsored dual credit for CTE) Program hosted an informational and collaborative meet and greet for area high school instructors, principals, and high school counselors who are partners and provide instruction for teaching dual credit or sponsored dual credit courses. Clatsop faculty who are sponsoring and mentoring the high school faculty met with their mentees and collaborated with the attendees on curriculum and other dual credit updates regarding Clatsop resources for faculty, students, and more. Over fifty individuals attended in person, and others attended virtually. We are grateful to the CCC Foundation for providing appetizers and beverages for the event. Thank you for the collaboration from Becky Kraft, Teena Toyas, Rinda Johansen, Mary Jackson, and Beth Van Elswyk, who worked together to facilitate the extraordinarily successful event.
2. The Dual Credit and Sponsored Dual Credit team of Mary Jackson, Rinda Johansen, Teena Toyas, and numerous faculty and staff continue to collaborate and prepare the Self-Study Peer Review for dual and sponsored dual credit approval. The self-study will be submitted in April of 2026.
3. The 2026 spring term schedule for academic courses will be available in Colleague for instructors to review soon. Aaron Gulliford, CCC's Curriculum Coordinator, is currently collaborating with administrative staff to update the information.
4. Fall term dual and sponsored dual credit instructors are submitting grades. Clatsop continues to expand dual credit course offerings, provide support to high school instructors through mentoring, improve grade reporting, and system access to ensure seamless operations.
5. Dual and sponsored dual credit enrolled students and active instructors continue to be provided with access to the college library, tutoring, Patriot Hall, and other college resources.

Strategic Priority II-Increase Student Success

Office of Instruction and Student Services:

1. Provost Toyas will virtually attend the monthly Council of Student Services Administrators meeting on December 4, 2025.
2. Tutor/Writing Coordinator Abby Mortimer continues to work with faculty and students to designate math tutors, writing tutors, and tutors for other subjects to assist students with various subjects. The hours for the Math Assistance Lab in Towler and the Writing Lab in the Library are posted on the website, college monitors, and other locations.
3. The Bandit Food Pantry continues to provide food and clothing opportunities for students, staff, and others. The College Foundation partners with CCC to ensure that the services and opportunities continue to increase and be sustained. The hours of operation for the Bandit Food Pantry and Closet are available on the website.

Strategic Priority III-Strengthen Our Reputation

Office of Instruction and Student Services

1. Clatsop's Administrative Team and other staff continue to meet with area high schools on a monthly or quarterly basis to collaborate with the schools to ensure we are providing services and opportunities that align with area high schools, students, and community needs.
2. Instructional administrators and other college staff continue to meet with local businesses and community stakeholders to collaborate on partnerships, expand curriculum offerings, develop creative funding resources, and more. These meetings and opportunities provide reassurance that Clatsop Community College offers strong leadership, organized structures, financial stability, and a reliable reputation.

Strategic Priority IV-Increase Organizational Effectiveness

Office of Instruction and Student Services

1. Faculty and instructional staff continue to review curriculum and courses to ensure all courses are properly updated and meet current academic standards for accreditation.

Strategic Priority V-Build and Sustain Partnerships

Office of Instruction and Student Services

1. The Coastal Commitment and College Now team of Mary Jackson, Rinda Johansen, and Provost Toyas continues to collaborate with area high schools to expand course offerings, provide advising assistance, increase administrative collaboration, ensure necessary mentoring, assist with student enrollment, and facilitate entering grades into the system for each term.
2. All areas of academic instruction and community education continue to collaborate with stakeholders and community partners to build and sustain collaborative partnerships and opportunities.

3. Patriot Hall continues to provide opportunities for Clatsop academic students, community education students, college staff, and the community at large. Open gym opportunities, which include basketball, pickleball, and volleyball, are scheduled. The facility is open Monday-Friday, 6:30 AM to 8:00 PM, and weekends, 9:00 AM to 3:00 PM.
4. Patriot Hall will provide a bonus week and will be open from 7:00 AM to 7:00 PM until December 19, 2025.

Activities and More for Provost Teena Toyas

- Continues to facilitate the Instructional Leadership Team bi-monthly meetings. These meetings provide opportunities for instructional administrators and student services personnel to collaborate and communicate to ensure all instructional and student needs are addressed and coordinated.
- Will attend the Program and Course Approval Training provided by the Higher Education Coordinating Commission on December 9, 2025.
- Will attend the monthly Chief Academic Officer and Chief Instructional Officer Zoom meetings to collaborate with other Oregon Community Colleges and stay abreast of instructional updates, opportunities, changes, and more.
- Will attend the Cohort 3 Workshop on Faculty Standards Part 11 for the Dual and Sponsored Dual Credit Self-Study Annual Report collaboration on December 17, 2025.

Nursing, Allied Health & Public Safety

(Submitted by Tina Kotson, Interim AVP Nursing, Allied Health, EMT & Fire Science)

I. IMPROVE STUDENT ACCESS:

1. **NURSING:** Tina Kotson conducted the **first of five Nursing Program Application sessions on 11/19**. The event was attended by a dozen prospective students who plan to apply for admission in February 2026. Four more of these presentations will be offered in December and January to increase the number of applications.
2. **MEDICAL ASSISTING:** MA Instructor **Holly Tumbarello has been meeting with pre-MA students to discuss their interest in enrolling during the 2026-27 academic year**. The goal is to again admit twenty-four students in fall 2026.
3. **EMT/FIRE SCIENCE:** EMT Program Coordinator **Josh Feller submitted documents to the Instructional Council (IC) for approval of a new Advanced/Intermediate EMT course series to be offered in 2026**. These courses meet the needs of local fire departments and EMTs who have requested this type of training for current EMT Level 1s who want to advance their practice. IC approved the courses; the series will begin in mid-February.

II. INCREASE STUDENT SUCCESS:

1. **NURSING: Forty-four students are currently enrolled in the two nursing cohorts.** Nursing faculty have been working closely with a variety of Student Services to support students who are struggling academically (via the Tutoring Center), financially (via Financial Aid & the CCC Foundation/Food Pantry), and emotionally (via the CCC Mental Health Counselor). The goal is to retain all forty-four students in the winter term.
2. **MEDICAL ASSISTING: The collaboration between CMH and CCC to job share a staff medical assistant during skills labs at the college** is working out beautifully! Nichole Murphy, an MA from CMH, collaborates with Holly to provide hands-on support during labs, ensuring that all twenty-three students receive quality instruction as they learn critical skills. This collaboration will continue into the winter term.
3. **EMT: The 5-Year EMT Accreditation Report Response was submitted to the HECC with a plan for success,** including several specific measures aimed at maximizing student success. Currently, sixteen students are enrolled in EMT 151 and will continue in EMT 152 in the winter term.
4. **FIRE SCIENCE: Thanks to the efforts of part-time Fire Science Instructors Kurt Donaldson and John Jerome this fall,** approximately twenty students enrolled in the AAS in Fire Science curriculum. A special advising session is scheduled to ensure these students are enrolled in the correct courses this winter. Thank you to these two instructors for carrying the department's weight while we searched for a new full-time instructor.

III. INCREASE ORGANIZATIONAL EFFECTIVENESS:

1. **NURSING: All members of the Nursing department** – including six full-time faculty, the Administrative Specialist, and the Director – **serve on a wide range of CCC and OCNE committees.** In these roles, members of the nursing team play key roles in decision-making and policy development that impact the organization and students, and in achieving strategic goals.
2. **NURSING & ALLIED HEALTH: Tina** continues to spend **one day each week at the MERTS campus** to ensure faculty and students have access to leadership during the workday.
3. **EMT/FIRE SCIENCE: EMT and Fire Science instructors, administrators, and key members of the joint Advisory Board collaborated to conduct a successful search for a new full-time Fire Science & Maritime Fire Science Instructor.** The process required candidates to participate in a committee interview and to provide a teaching and firefighting demonstration. On 11/20, Wade Mathews accepted the invitation to join the CCC instructional team. Wade has been with the Astoria Fire Department for 25 years and brings a wealth of experience, relationships, and leadership that will increase the effectiveness of the college's fire science and EMT departments.

IV. STRENGTHEN OUR REPUTATION:

1. **NURSING:** Tina provided a **tour of the Nursing Labs to approximately 15 CCC Foundation Board** members on 11/18. The tour focused on the two skills labs and the simulation lab – all of which are used to teach nursing students throughout their time in the program. Tina explained that the CCC nursing curriculum is a baccalaureate-track series of courses that aligns with OHSU, so graduates can complete their BSN online within 1 year of graduating from CCC with their AAS in Nursing. This meets the needs of local employers who want all RNs to be bachelor prepared.
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V. BUILD & SUSTAIN PARTNERSHIPS:

1. **NURSING:** Tina and other college leadership continue meetings with Seaside Schools and Providence Seaside Hospital administrators to **develop a Health Occupations Program for high school students interested in healthcare careers.**
2. **MEDICAL ASSISTING:** A total of **twenty-three students will be placed in clinical rotations** in the winter term, which is the most since COVID. Students will be in various clinic settings in Astoria, Warrenton, Seaside, Ilwaco, and Ocean Park. These placements are made possible by Holly’s diligence in building and maintaining collaborative relationships with **more than a dozen local clinics and healthcare agencies.**
3. **MEDICAL ASSISTING:** On 11/17, Holly **hosted 24 German exchange students and three teachers from Astoria-Waldorf Germany** as part of the Astoria High School exchange program. The visitors toured Columbia Hall, Patriot Hall, and the Art Gallery. The event culminated with an interactive question-and-answer session with CCC President Jarrod Hogue. The students learned about health care careers in the U.S. and the education required for various jobs. They also learned about some of the differences between the American and German K-12 educational systems. Students enjoyed their

time, and the chaperones requested that the college visit be included during future visits to the local area.

4. **MEDICAL ASSISTING:** More than a dozen members of the CCC Medical Assisting Advisory Committee met for their first quarterly meeting of the year on 11/21. The gathering was held in person for the first time since 2023. Topics included an overview of graduates' success in the MA industry, MA certification testing, and potential revisions to the program's dress code policy to better meet the needs of clinical partner agencies.
5. **The nursing, medical assisting, and EMT programs maintain more than two dozen active clinical partnership agreements** with acute care, long-term care, clinics, emergency rooms, ambulance services, and community-based care organizations in the local community. All affiliation agreements have been renewed until 2030.

Pre-College TRIO Programs:

(Submitted by Amy Magnussen, MSW, Pre-College TRIO/Career Connected Learning Director)

I. Strategic Priority 1: Improve Student Access

This Fall, Pre-College TRIO has engaged approximately 115 Clatsop County students through visits to UO, OSU, and WOU. This winter, we will support student participation in Clatsop Preview Day, increasing exposure to college campuses and academic programs. These experiences help students envision themselves as future college students.

II. Strategic Priority 2: Increase Student Success

Our team delivers year-round academic and college readiness programming tailored to each grade level. November services included:

- Recruitment for the Talent Search Program
- College and career planning workshops
- FAFSA Completion support
- Oregon Promise Support & collaboration with CCC Admissions
- Scholarship application assistance
- Career Connected Learning, including guest speakers (CCC's Maritime program), local employer engagement (e.g., Cannon Beach Fire Department), and hands-on career exploration activities such as Career Genograms at AHS.

These services support students' persistence toward high school graduation and smooth transitions into postsecondary education & career fields.

III. Strategic Priority 3: Strengthen Our Reputation

Pre-College TRIO continues to enhance CCC's visibility through daily engagement in eight Clatsop County schools.

IV. Strategic Priority 4: Increase Organizational Effectiveness

Pre-College TRIO maintains rigorous data tracking systems to monitor student outcomes and ensure strong grant accountability. The Talent Search Annual Performance Report was recently submitted, demonstrating that all 2024 academic year grant objectives were met.

V. Strategic Priority 5: Build and Sustain Partnerships

We continue to cultivate strong partnerships with local school districts, community organizations, and higher education institutions. Through Career Connected Learning, we are collaborating with the STEMHub on a maker event for elementary and middle school teachers, and we are meeting with NWRESA to explore additional opportunities for partnership and student engagement.

GED & ABE Programs

(Submitted by Vanessa Garner, Director, Adult Education)

From July 1- November 21, 2025

Adult Basic Education (ABE) has registered and completed intakes for 183 GED and ESL students, which is 57 percent of last year's total intake of 323. At this pace, we are on track to meet or exceed our 2024–25 enrollment targets. To date, seventeen students have completed the full GED credential, and another thirty-two students have completed at least one subsection of the GED.

Through the GED Wraparound Grant, ABE has distributed 32 Visa gift cards, valued at \$100 each, to students who passed the GED tests. These funds help offset lost wages for students who need to take time off work for testing, and we believe this support is contributing to our increased testing rates. In addition, funding from the City of Astoria Grant has allowed us to provide six eye-care appointments, eight pairs of glasses, and gas cards to help students travel to campus for classes and testing appointments. These supports continue to reduce barriers and improve student persistence.

ABE is also collaborating with CTE staff to launch its first Automotive Integrated Education and Training (IET) cohort starting in the winter term. This program will offer students concurrent adult education, workforce preparation, and hands-on workforce training, strengthening pathways to employment and career advancement.

TRIO SSS Program

(Submitted by Christine Riehl, Director of Trio SSS and Advising)

The Advising team is reaching out to all students via email who were registered for the fall quarter and are not registered for the winter quarter with instructions on how to register and also how to either reach out to their faculty advisor or their TRIO SSS advisor, or make an appointment with the Advising Team to get assistance in registering for the winter quarter.

In addition, the advising team is emailing the faculty advisors a list of their advisees who have not yet registered, encouraging the faculty to reach out to these students.

This outreach program was initiated the week before Thanksgiving and will continue weekly up to December 19, 2025.

Nursing, Allied Health & Public Safety
Report for 12/11/2025 Meeting of the CCC Board of Education
Respectfully submitted by Tina Kotson, Interim AVP Nursing, Allied Health, EMT & Fire Science

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 - **MEDICAL ASSISTING:** A total of **23 students will be placed in clinical rotations** in the winter term, which is the most since COVID. Students will be in various clinic settings in Astoria, Warrenton, Seaside, Ilwaco, and Ocean Park. These placements are made possible by Holly’s diligence in building and maintaining collaborative relationships with **more than a dozen local clinics and healthcare agencies.**
 - **MEDICAL ASSISTING:** On 11/17, Holly **hosted 24 German exchange students and three teachers from Astoria-Waldorf Germany** as part of the Astoria High School exchange program. The visitors toured Columbia Hall, Patriot Hall, and the Art Gallery. The event culminated with an interactive question-and-answer session with CCC President Jarrod Hogue. The students learned about health care careers in the U.S. and the education required for various jobs. They also learned about some of the differences between the American and German K-12 educational systems. Students enjoyed their time, and the chaperones requested that the college visit be included during future visits to the local area.
 - **MEDICAL ASSISTING:** More than **a dozen members of the CCC Medical Assisting Advisory Committee met for their first quarterly meeting** of the year on 11/21. The gathering was held in person for the first time since 2023. Topics included an overview of graduates’ success in the MA industry, MA certification testing, and potential revisions to the program’s dress code policy to meet the needs of clinical partner agencies better.
 - **The nursing, medical assisting, and EMT programs maintain more than two dozen active clinical partnership agreements** with acute care, long-term care, clinics, emergency rooms, ambulance services, and community-based care organizations in the local community. All affiliation agreements have been renewed until 2030.
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Human Resources



Clatsop
Community
College

Board of Education

To: Board of Directors

Prepared By: Anita Jensen

Date: December 13, 2025

Subject: New Hires, Job Postings, Separations, Position Changes,
Recruitment News

NEW HIRES

- **Wade Mathews – Fire Science / Maritime Fire Science Instructor**

Wade L. Mathews joins our campus community as a seasoned fire service professional with more than 20 years of experience in emergency response, hazardous materials operations, and fire service leadership. A Clatsop Community College Fire Science graduate and former instructional assistant, Wade brings extensive certifications, including NFPA Instructor II, EMT-Intermediate, and NFPA Fire Officer II, along with a strong background in supervising teams, coordinating training, and managing complex public safety programs. We are pleased to welcome him to the College, where his expertise will support and strengthen our fire science and maritime fire training programs.

NEW JOB POSTINGS

- Nothing to Report

SEPARATIONS

- Toni Middleton (October 10, 1994 – December 31, 2025)

POSITION CHANGES

- Nothing to Report

RECRUITMENT EFFORT UPDATE STATEMENT

Nothing to Report.

Upcoming Events



Clatsop
Community
College

Board of Education

DECEMBER 2025 AND JANUARY 2026 UPCOMING EVENTS			Updated 12/03/2025
EVENT	DATE	TIME	LOCATION
December Regular Board of Education Meeting	Thursday, December 11	5:30 pm	Columbia 219 or Zoom
Fall Term Ends	Friday, December 12	All Day	All Campuses
College Closed for Winter Break	Wednesday, December 24 – Friday, January 2	All Day	All Campuses
Winter Term Begins	Monday, January 5	All Day	All Campuses
Ales and Ideas	Thursday, January 8	7:00 pm	Fort George Lovell Showroom
January Regular Board of Education Meeting	Thursday, January 15	5:30 pm	South County Campus or Zoom