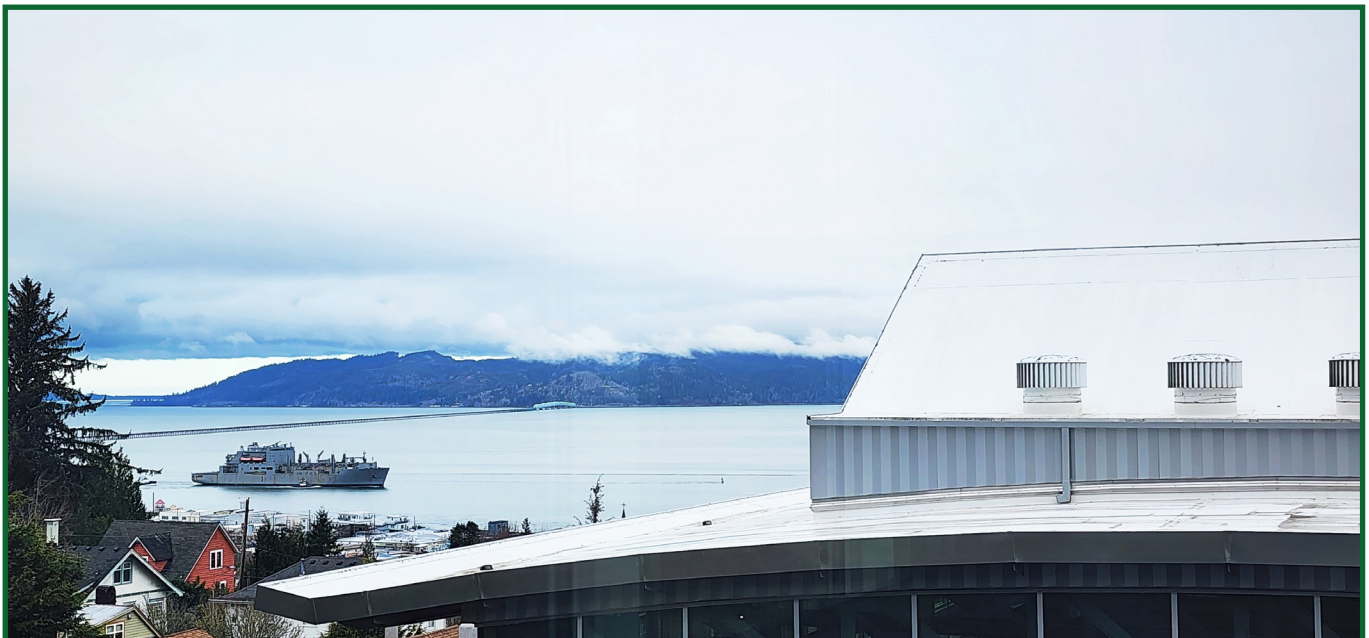




**Clatsop
Community
College**

Board of Education April 9, 2026 Board Packet



Clatsop Community College

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

NOTICE OF MEETING

DATE: Thursday, April 9, 2026
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, April 9. 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, April 8.

❖ TEN MINUTE PRESENTATION: *Nursing and Allied Health*

❖ APPROVAL OF MINUTES

- Regular Board Meeting, March 12, 2026

❖ VERBAL REPORTS / DISCUSSION ITEMS

- Report of the President
- Financial Report
- Report of the Board Chair
 - Faculty Appreciation Week Resolution

❖ 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

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❖ OLD BUSINESS

- Policies and Corresponding Procedures for 2nd Reading and Adoption
 - BP 2110 Vacancies on the Board of Education

❖ NEW BUSINESS

- Results of Board Self Evaluation
- Resolution for Inclusion Under the State of Oregon Deferred Compensation Plan
- Discussion of Board Table at Bandit in Wonderland
- Policies and Corresponding Procedures for 1st Reading – Consent Agenda
 - BP 3420 Equal Employment Opportunity
 - BP 3505 Emergency Response Plan
 - BP 3520 Local Law Enforcement

❖ ANNOUNCEMENTS/COMMUNICATIONS

- Next Board Meeting: Thursday, May 14, 5:30 pm: Regular Board Meeting, South County Campus and Zoom
- Budget Committee Meeting: Tuesday, April 21, 5:30 pm, Columbia 219 and Zoom
- Committee Meetings
 - Board Policy Committee Meeting: Friday, April 24, 10:00 am, Zoom only
 - May Board Meeting Agenda Prep: Thursday, April 23, 11:00 am, Zoom only.
3rd Board Member Attending: Mitra Vazeen

❖ 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 MARCH 12, 2026
BOARD OF EDUCATION
Regular Board Meeting

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

Others Present: Bill Meck, Beth Van Elswyk, Jesse Fulton, Tom Ank, TJ Lackner, Tina Kotson, Fiona Giselle, Kevin Leahy, Amy Magnussen, Julie Kovatch, Fernando Rojas, Evon Jacobsen, Mary Jackson, "Community Member", Julie Kovatch, C. Johnson, "Bonni", "Zoom User", President Jarrod Hogue and Recording Secretary Felicity Green

CALL TO ORDER

Ed Johnson called the meeting to order at 5:30 pm.

Roll was called. Mitra Vazeen, Ed Johnson, Bill Montero, Jody Stahancyk and Lloyd Mueller were present at roll call. Ashley Flukinger arrived late. Sheila Roley was absent (prearranged.)

APPROVAL OF AGENDA

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

TEN MINUTE PRESENTATION: *Jesse Fulton, Welding*

Jesse Fulton began his presentation by showing the Board the portable grill that students are building to be auctioned at the April 11 fundraiser. The students are learning as they build and fixing mistakes as they go. Welding classes for the Spring term are almost all full. He thanked Beth Van Elswyk for all the work she has done and said he was very excited that the Welding Department will be getting a laser welder, cutter and engraver. The CNC plasma cutter that they already have is hard to use, requiring that students be in 2nd year Auto CAD to use it correctly. The new machine will enable students to use it much earlier in their progress. He is developing an introduction to CNC course to introduce students to the technology.

There was a question about how much the machine cost and its capabilities. It was approximately \$20,000, all donated by the Foundation, and is extremely versatile, able to cut ¾ inch thick steel as well as weld. Laser welders are becoming industry standard and the students' early exposure to it will open new career fields for them. Beth Van Elswyk added that the students will be using the new laser cutter to create a permanent artwork featuring donor names. She said that the collaboration and new ideas coming from Welding are the signs of a strong program. Ed Johnson commented that two of his sons, one of whom studied with Jesse Fulton, are welders and make very good money. Jesse Fulton said that one of the great things about the trade was that you can go anywhere and make money. He encourages students to join the ironworkers and boilermakers' unions. There was a question about whether underwater welding was taught at the College. It is not. Jesse Fulton said that he does not recommend it, as the required training is prohibitively expensive in both time and money. WCT Marine is one of the biggest local employers for welding graduates.

APPROVAL OF MINUTES

Lloyd Mueller **moved to approve the Minutes of the February 12, 2026, Regular Board Meeting as presented.** Bill Montero seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

REPORT OF THE PRESIDENT

President Hogue reported that the state will not be pulling back any appropriations. The Oregon President's Council (OPC) has also agreed not to change the growth factor in the HECC funding equation, which means that funding will remain flat. This good news is tempered by rising expenses. He said that next year's budget will need to be trimmed by \$600 - \$700,000.

He is continuing to attend meetings and talk about the maritime capital project. He has submitted a community investment request through both Jeff Merkley and Ron Wyden's offices. The project has received a \$500,000 commitment from an anonymous donor. He will be meeting with a simulator vendor on Monday; this is a complicated project. Beth Van Elswyk and the maritime faculty are also all out talking to the community and potential donors. He was surprised to learn at the Job and Career Exploration Fair that many students were unaware of maritime career possibilities.

He has been busy seeking grants to start up new CTE programs and is applying to the Murdock Trust for \$570,000 in funding to begin a construction and facilities maintenance program. That amount would cover salary and equipment for the first year then gradually phase out over the next five years. That allows the College to skip the seed costs which are very expensive. He has also been meeting with the Astoria City Manager to brainstorm possible partnership ideas that may help with some of the aging buildings on the Lexington campus, several of which have major structural challenges. Meyer Freeman is continuing to explore the possibility of sports at the College; President Hogue feels that is a hopeful initiative that could lead to significantly more students attending in the future.

FINANCIAL REPORT

Bill Meck reported that the College is about three quarters of the way through the fiscal year and revenues are just under \$12 million. He said even with the reduction in state appropriations, this year would be fine on revenue. Current expenses are just over \$9.2 million and the College is continuing to manage expenditures as best they can. This fiscal year should end in a good place with expenditures of about \$13.3 - \$13.4 million and revenues at roughly \$13.5 million. Timber revenue is about \$20,000 above what was forecast and he hopes to be able to put all of that into the plant fund, where it will be needed next year.

There were several questions about the source of timber revenue. All College timber revenue comes from Clatsop County. Proposed federal logging changes would not affect the College.

REPORT OF THE BOARD CHAIR

Chair Ed Johnson said that he thought the Job and Career Exploration Fair on March 3 was a great event. He thought the breakout sessions were well done and remarked that President Hogue's sessions were packed.

REPORT FROM BOARD SELF EVALUATION COMMITTEE

Bill Montero said that the Board Self Evaluation Committee has created a survey for the Board. It is a two-part survey: the first part consists of more open-ended questions and the second, anonymous, portion is composed of specific questions on a scale of 1 to 4. Felicity Green will send the survey out next week and collect responses which she will then send on to the committee. The deadline for responses will be March 30.

BUDGET COMMITTEE UPDATE

Jody Stahancyk **moved to accept and appoint Zoe Higginbottom and Mark Cary as new members of the Budget Committee and to thank them for being good candidates.** Mitra Vazeen seconded the motion and added that she is happy Mark Cary applied. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

All vacancies on the Budget Committee have now been filled.

Jody Stahancyk asked the Chair to send both new Budget Committee members a note thanking them for applying and saying the Board is appreciative of the gift of their time. Ed Johnson said he would make sure that is done.

POLICIES FOR SECOND READING AND ADOPTION: CONSENT AGENDA

Jody Stahancyk **moved to accept BP 5015 Residence Determination and BP 5040 Education Records, Directory Information and Privacy for second reading and adoption.** Bill Montero seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

TUITION ADJUSTMENT

President Hogue said that as the Board discussed last year, he would like to continue implementing regular, thoughtful increases to COLAs and tuition costs by basing them on the consumer price index. CCC tuition is 14th of the 17 Oregon community college and increases have tracked closely with the CPI. The proposed 3% increase will come to \$4 per credit hour. He spoke with the ASG leadership team about the increase and they put together a student survey.

Fiona Giselle, ASG President, spoke about the survey (Appendix A.) She said ASG leadership was in unanimous agreement that the increase was necessary and the survey results show a consensus that most students agree.

The Board discussed the tuition increase. There was a comment stating that education should be a higher priority in the state. There was a question about how many students get financial aid versus how many pay out of pocket. The estimate is about 60 – 70% of CCC students receive some sort of financial aid. There was a question as to what the total amount of revenue raised would be, if it would be enough, and a question about what the new tuition would be per credit hour. The total raised would be between \$80,000 and \$90,000; the increase will take tuition to \$132 per credit hour. The tuition increase is not to fill a budget hole but instead to stay consistent year after year.

Clatsop Community College
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Bill Montero **moved to approve the tuition increase.** Mitra Vazeen seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

APPROVAL OF EXPENDITURE OVER \$50,000: Results of Auditor RFP and Selection of Audit Company
President Hogue explained that the College conducted an RFP for contracting auditing services for the next five years. The results are in the Board packet and were quite close, but CliftonLarsenAllen, the current auditors, scored the highest. Their responses were the most detailed and their experience with the College ERP was also helpful.

Bill Montero **moved to approve the expenditure and the choice of CliftonLarsenAllen as auditors.** Mitra Vazeen seconded the motion. **Ashley Flukinger, Ed Johnson, Bill Montero, Lloyd Mueller, Jody Stahancyk and Mitra Vazeen voted Aye. The motion carried.**

ANNOUNCEMENTS

Tom Ank announced that he has been working to create a makerspace at the College in the Computer Services offices. He said that he has gotten great feedback from students, faculty, and staff. The space should be opening the beginning of spring term; he hopes to be able to host a Board tour soon. The makerspace supports the STEM community and K-12 educators and will be a great resource for students and faculty.

President Hogue thanked Kevin Leahy for all his work on the job and career exploration fair. He also thanked the Board members for volunteering. He added that the College has signed a contract with the Seaside Convention Center to host it again next year and the date will be March 16, 2027.

TJ Lackner invited the Board to attend Pi Day on Saturday, March 14 from 1:59 to 6 pm. Lloyd Mueller will be in the pie booth at 5 pm and Beth Van Elswyk will be there at 3 pm.

Jim Alegria thanked everyone who RSVP'd for the Board of Education / Foundation Board social evening on Monday, March 23. He asked those who have not yet RSVP'd to please respond by Monday. Felicity Green will resend the invitation.

BOARD FORUM

Mitra Vazeen said that she was happy to see everyone.

Bill Montero complimented the job fair and said the tour of MERTS he got from President Hogue and Beth Van Elswyk was incredible.

Lloyd Mueller said that the idea of setting up the makerspace was the best thing he has heard in a long time; he saw it work at his previous school.

The meeting was adjourned at 6:32 pm.

Clatsop Community College Associated Student Government March 11th, 2026

Student Feedback Request: Proposed Tuition Increase | Prepared by Fiona Giselle Hackett

Here's what's going on: Clatsop Community College is facing a budget shortfall, largely because state funding is tied to enrollment growth. While other colleges are growing, our region has stayed relatively flat. That means we're receiving a smaller share of state funds than before.

To help offset this, the college is considering a \$4 per credit tuition increase from \$128 to \$132 per credit.

For context, our community college funding comes from:

- Tuition: 20%
- Property taxes: 40%
- State appropriations: 30%

—> Long story short: Our budget has been cut, the college looking to raise tuition, and

here's why: it will help keep essential services that are used by students.

ASG will be presenting student perspectives to the Board of Education on March 12th. We want to bring your real experience to that table. Please return this form to your ASG rep, drop it at our office in COL 117, or slide it under the door if we're not in.

Deadline: Wednesday, March 11th by 3:00 PM

Summary of Student Feedback

State of Residence <input type="checkbox"/> Oregon (OR) <input type="checkbox"/> Washington (WA)	Age	How are you paying for school? <input type="checkbox"/> Financial aid <input type="checkbox"/> Out of pocket <input type="checkbox"/> Both <input type="checkbox"/> Other	Are you in support of the proposed \$4 per credit tuition increase?	Why do you feel this way? Please share your experience:
Oregon	19	Out of pocket	No, I do not support it	"Community college is by far the cheapest college experience, and I can pay out of pocket, but with raise in tuition (and in additional the difficulty of obtaining scholarships//financial aid) this will make payments more difficult, especially with individuals who are living paycheck to paycheck."
Oregon	19	Both	No I do not support it.	"Although I am more than grateful for the financial aid I have received it has definitely relieved me and my family more than anything. But not all of us get those opportunities to receive much aid. Its hard enough that inflation has increased in our needs, grocery, healthcare, but adding it to education will lower student peers due to low income, and lowers the expectations of graduates and I would hate to see this happen."

Clatsop Community College Associated Student Government March 11th, 2026

Student Feedback Request: Proposed Tuition Increase | Prepared by Fiona Giselle Hackett

State of Residence <input type="checkbox"/> Oregon (OR) <input type="checkbox"/> Washington (WA)	Age	How are you paying for school? <input type="checkbox"/> Financial aid <input type="checkbox"/> Out of pocket <input type="checkbox"/> Both <input type="checkbox"/> Other	Are you in support of the proposed \$4 per credit tuition increase?	Why do you feel this way? Please share your experience:
Oregon	68	Out of pocket	Yes, I support it	“I realize this might not be a popular idea but inflation is real. Things cost more and we, the students, need to pay our fair share of increased costs.”
Oregon	27	Financial Aid	Yes, I support it	“I don’t use a lot of the services that are used by students and are essentials. If that means school costs me a little bit more then it is important that they are supported.”
Oregon	18	Other : Running Start	Yes, I support it	“I don’t pay tuition. Why wouldn’t I want better education for free?”
Oregon	45	Financial Aid	Yes, I support it	“It’s a small increase that can be budgeted for to ensure the level of experience at Clatsop stays.”
Oregon	19	Financial Aid	Yes, I support it	<p>“I was thinking it was going to be a big increase but \$128 to \$132 isn’t terrible. If it will help save people’s jobs, I’m fine with that. Some people struggle to pay tuition, so maybe teachers should share scholarships more, help everyone out so students aren’t stressed with money and people don’t lost their jobs.”</p>
Oregon	20	Financial Aid	Yes, I support it	“I feel like we should increase tuitions! Only because students like myself use some of the resources around campus that maybe affected by this cut.”
Oregon	34	Financial Aid	Yes, I support it	“Because I deeply appreciate the opportunities that this financial aid affords me and I understand that the more people that are able to make use of it the greater the incentive will be to continue providing it.”

Clatsop Community College Associated Student Government March 11th, 2026

Student Feedback Request: Proposed Tuition Increase | Prepared by Fiona Giselle Hackett

State of Residence <input type="checkbox"/> Oregon (OR) <input type="checkbox"/> Washington (WA)	Age	How are you paying for school? <input type="checkbox"/> Financial aid <input type="checkbox"/> Out of pocket <input type="checkbox"/> Both <input type="checkbox"/> Other	Are you in support of the proposed \$4 per credit tuition increase?	Why do you feel this way? Please share your experience:
Oregon	20	Financial Aid	Yes, I support it	“Personally, I go to college for free and I make money back. However if I was paying for school and I was aware that there would be an increase, I would budget outside expenses. In our economy it would be unrealistic to not expect an increase in college expenses. I believe that a \$4 increase stacks up, but it is reasonable.”
Oregon	19	Financial Aid	Yes, I support it	“I think this would help maintain and improve essential services at the college.”
Oregon	23	Out of pocket	I’m not sure.	“As someone who pays for school out of pocket, I’m not sure of the proposition - it would affect me - but I am not entirely opposed - I understand some individuals aren’t able to pay for college and use financial aid... It’s not an easy road for me financially as it is, I also pay for my own bills, rent, and necessities, but I understand a small increase would help the ... (illegible)”
Oregon	19	Both	I’m not sure.	“I dont know how finances work all I understand is that things could get more expensive.I dont think it would cause much problems. Why is this the first I’ve heard of this?”
Oregon	19	Financial Aid	I’m not sure.	“To be honest, I feel. Bad people who are paying out of pocket. College is way too expensive for some people, but I understand why we need to raise tuition especially if it means someone can lose their jobs.”
Oregon	Not provided	Both	I’m not sure.	“Because I wasn’t aware that the school was doing so poorly financially and in enrollments.”

Clatsop Community College Associated Student Government March 11th, 2026

Student Feedback Request: Proposed Tuition Increase | Prepared by Fiona Giselle Hackett

State of Residence <input type="checkbox"/> Oregon (OR) <input type="checkbox"/> Washington (WA)	Age	How are you paying for school? <input type="checkbox"/> Financial aid <input type="checkbox"/> Out of pocket <input type="checkbox"/> Both <input type="checkbox"/> Other	Are you in support of the proposed \$4 per credit tuition increase?	Why do you feel this way? Please share your experience:
Oregon	Not provided	Both	I'm not sure.	"As someone who mostly pays for school out of pocket, of course I'm not too pleased about the increase, however, I do want work-study to keep the same wages. The only thing I recommend if that work-study should be talked about more for students who do (me lol!) Need more money during these times. It is not talked about enough."
Oregon	Not provided	Financial Aid	I'm not sure.	"I want staff to keep jobs, but not wanting to pay \$16 dollars more per 4 credit class. Would there be a way to increase tuition to \$2 instead of \$4."

One additional remark from a student in person instead of through this form:

"\$4 isn't that much but when you add it all together, it all adds up. Continuing to pay that extra \$4 \$2048 (12 classes 4x a year \$512) \$2112 (12 classes 4x a year \$528) \$256 more a year for a full time student...that's a couple weeks of gas, a week of groceries, or a pair of baseball cleats for my son, which as a single mom that's where my mind goes."

President's Report



Clatsop
Community
College

Board of Education

President's Report to the Board

April 2026

1. 2026-27 Budget Planning

Strategic Priority 3: Strengthen our Reputation

Objective 3.4: Maintain healthy ending fund balance

As part of the 2026 to 2027 budget process, the college is taking steps to address an approximately \$700,000 budget gap while staying focused on its core mission. At the heart of this work is a need to better align college resources with actual student demand and with the areas where the college can make the greatest difference. These are not easy decisions, but they are necessary if we want to keep the college financially stable and positioned to serve students well over the long term. As part of this process, the college reduced five full time positions, primarily in administrative areas.

More broadly, this reflects the need for the college to adapt to changing conditions in a thoughtful and sustainable way. We are reviewing programs, services, and organizational structures with an eye toward enrollment trends, student needs, retention, completions, and strategic priorities. That is what led to the decision to suspend Automotive Technology, Computer Aided Design and Drafting, and Historic Preservation and Restoration for 2026 to 2027. These decisions reflect longer term patterns, not just a single year, and in each case the college will honor teach-out obligations while taking time to reassess what a more sustainable path forward could look like.

2. Campus Employment

Strategic Priority 2: Increase Student Success

2.2: Expand on campus student employment opportunities

The college is also making a deliberate effort to direct more resources toward student employment. Consistent with the strategic plan, we are setting aside

funding to expand on campus job opportunities for full time students. This will help students earn income, build practical skills, and stay more connected to the college, while also supporting campus operations in practical ways.

This is also part of a broader effort to think differently about how work gets done. Expanding student employment can help meet operational needs while reducing the extent to which routine staffing costs must be carried entirely by full-time employees. Done thoughtfully, this creates value on both sides by giving students meaningful work experience while helping the college deploy its resources in a more flexible and sustainable way.

3. Quarterly Student Survey

Strategic Priority 3: Strengthen our Reputation

Objective 2.4: Improve Student Satisfaction

Student survey results over the past year show a clear and somewhat encouraging pattern. With the completion of the Winter 2026 survey, the College has now conducted quarterly student surveys for a full year across four consecutive quarters. Overall student sentiment remained strong and consistent throughout that period, and the winter survey reinforced that trend. Winter 2026 produced a Net Promoter Score of 56. Students rated feeling welcome at 4.6 out of 5 and feeling safe at 4.8 out of 5, which speaks well to the kind of environment we are working to maintain. Across all four quarters, the college's greatest strengths remained the quality of its people and the student experience that comes from being a small institution where students feel known, supported, and cared about.

At the same time, the surveys continue to point to several recurring areas for improvement. In the winter survey, satisfaction with course offerings was 4.1, but satisfaction with class times was lower at 3.8, and the two most common themes in student comments were course availability and scheduling and the online and Canvas experience. Advising remained a relative strength at 4.5, while awareness of financial aid scored 4.6, but scholarship awareness was lower at 3.7. Taken

together, the first full year of quarterly surveys gives the College a stronger and more consistent picture of the student experience, while also making clear that continued attention to scheduling, delivery consistency, and student facing processes will have the greatest impact on improvement.

Financials



Clatsop
Community
College

Board of Education

Clatsop Community College Fund Summary as of March 31, 2026

	General Operating Fund 11		Restricted-Grants and Financial Aid Fund 21		Plant Fund 41		Plant-ERP (Bond Proceeds) Fund 41	
	FY2025	FY2026	FY2025	FY2026	FY2025	FY2026	FY2025	FY2026
	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual
Beginning Balance	\$ 1,674,128	\$ 1,864,859	\$ -	\$ -	\$ 1,475,391	\$ 2,390,099	\$ 1,258,925	\$ 518,069
Total Revenue	\$ 14,143,991	\$ 12,621,362	\$ 6,285,613	\$ 4,007,335	\$ 1,609,763	\$ 676,490	\$ -	\$ -
Total Expenditures	\$ 13,953,260	\$ 10,437,278	\$ 6,285,613	\$ 4,184,016	\$ 695,055	\$ 468,388	\$ 740,856	\$ 518,107
Ending Balance	\$ 1,864,859	\$ 4,048,943	\$ -	\$ (176,681)	\$ 2,390,099 *	\$ 2,598,201	\$ 518,069	\$ (38)

	Plant-Debt Service Fund 42		C & O-Expendable Trust Fund 54		Non-Plant Debt-PERS Fund 60	
	FY2025	FY2026	FY2025	FY2026	FY2025	FY2026
	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual	Full Year Actual
Beginning Balance	\$ -	\$ -	\$ 57,256	\$ 57,344	\$ (1,925,414)	\$ (1,396,593)
Total Revenue	\$ 1,669,369	\$ 1,058,647	\$ 28,824	\$ 25,098	\$ 660,466	\$ 457,503
Total Expenditures	\$ 1,669,369	\$ 164,090	\$ 28,736	\$ 9,084	\$ 131,645	\$ 48,793
Ending Balance	\$ -	\$ 894,557	\$ 57,344	\$ 73,358	\$ (1,396,593)	\$ (987,883)

Clatsop Community College Financial Report as of March 31, 2026

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 03/31/26	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	\$ 1,956,689	70.89%	\$ 2,953,091	\$ 2,103,057	71.22%	\$ 3,122,377	\$ 3,023,866	96.84%	\$ 3,203,000	\$ 3,318,000	\$ 3,255,242	98.11%	\$ 231,376
11	State Appropriations	\$ 3,771,129	\$ 2,798,972	74.22%	\$ 4,106,512	\$ 3,078,554	74.97%	\$ 4,297,181	\$ 3,203,300	74.54%	\$ 4,425,000	\$ 4,146,627	\$ 3,126,845	75.41%	\$ (76,455)
11	Property Taxes	\$ 5,610,168	\$ 5,228,505	93.20%	\$ 5,903,094	\$ 5,576,120	94.46%	\$ 6,110,588	\$ 5,609,711	91.80%	\$ 6,225,000	\$ 6,325,000	\$ 5,887,717	93.09%	\$ 278,006
11	Other Revenue Including Transfers	\$ 2,028,794	\$ 398,427	19.64%	\$ 1,291,788	\$ 462,354	35.79%	\$ 613,845	\$ 455,587	74.22%	\$ 764,875	\$ 764,875	\$ 351,558	45.96%	\$ (104,029)
	Total Revenue	\$ 14,170,441	\$ 10,382,593	73.27%	\$ 14,254,485	\$ 11,220,085	78.71%	\$ 14,143,991	\$ 12,292,464	86.91%	\$ 14,617,875	\$ 14,554,502	\$ 12,621,362	86.72%	\$ 328,898
	Expenditures by Function														
11	Instruction	\$ 5,170,308	\$ 3,603,064	69.69%	\$ 5,462,231	\$ 3,774,713	69.11%	\$ 5,298,970	\$ 3,632,016	68.54%	\$ 5,977,185	\$ 5,847,415	\$ 3,979,043	68.05%	\$ 347,027
11	Instructional Support	\$ 1,632,496	\$ 1,218,225	74.62%	\$ 1,870,684	\$ 1,426,631	76.26%	\$ 1,734,397	\$ 1,290,367	74.40%	\$ 1,775,007	\$ 1,816,126	\$ 1,430,718	78.78%	\$ 140,351
11	Student Services	\$ 1,571,357	\$ 1,111,552	70.74%	\$ 1,489,137	\$ 1,181,918	79.37%	\$ 1,202,706	\$ 830,349	69.04%	\$ 1,416,258	\$ 1,416,258	\$ 945,116	66.73%	\$ 114,767
11	Institutional Support	\$ 3,689,254	\$ 2,582,306	70.00%	\$ 3,561,504	\$ 2,866,808	80.49%	\$ 3,630,314	\$ 2,538,529	69.93%	\$ 3,310,472	\$ 3,335,750	\$ 2,531,812	75.90%	\$ (6,717)
11	Operation and Maintenance of Plant	\$ 1,638,689	\$ 1,234,619	75.34%	\$ 1,663,056	\$ 1,303,854	78.40%	\$ 1,898,198	\$ 1,332,640	70.21%	\$ 1,954,153	\$ 1,954,153	\$ 1,397,065	71.49%	\$ 64,425
11	Scholarships & Tuition Waivers	\$ 167,952	\$ 128,276	76.38%	\$ 196,104	\$ 130,825	66.71%	\$ 188,675	\$ 167,063	88.55%	\$ 184,800	\$ 184,800	\$ 153,524	83.08%	\$ (13,539)
	Total Expenditures	\$ 13,870,056	\$ 9,878,042	71.22%	\$ 14,242,716	\$ 10,684,749	75.02%	\$ 13,953,260	\$ 9,790,964	70.17%	\$ 14,617,875	\$ 14,554,502	\$ 10,437,278	71.71%	\$ 646,314
	Net Revenue (Expenditures)	\$ 300,385	\$ 504,551		\$ 11,769	\$ 535,336		\$ 190,731	\$ 2,501,500		\$ -	\$ -	\$ 2,184,084		\$ (317,416)
	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%	\$ 11,404,280	\$ 8,435,169	73.96%	\$ 10,622,166	\$ 7,561,180	71.18%	\$ 11,610,479	\$ 11,544,706	\$ 8,359,477	72.41%	\$ 798,297
	Contracted Services	\$ 2,009,150		14.49%	\$ 1,515,779	\$ 1,177,117	77.66%	\$ 1,552,188	\$ 1,184,087	76.29%	\$ 1,619,850	\$ 1,614,640	\$ 1,163,994	72.09%	\$ (20,093)
	Materials, Supplies, and Travel	\$ 664,415		4.79%	\$ 968,908	\$ 835,288	86.21%	\$ 1,347,165	\$ 792,570	58.83%	\$ 1,124,626	\$ 1,126,484	\$ 689,320	61.19%	\$ (103,250)
	Other Expenditures Including Transfers	\$ 379,998		2.74%	\$ 351,486	\$ 234,912	66.83%	\$ 383,464	\$ 235,127	61.32%	\$ 262,920	\$ 262,670	\$ 218,485	83.18%	\$ (16,642)
	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%	\$ 14,242,716	\$ 10,684,749	75.02%	\$ 13,953,260	\$ 9,790,964	70.17%	\$ 14,617,875	\$ 14,554,502	\$ 10,437,278	71.71%	\$ 646,314

Resolutions and Proclamations



Clatsop
Community
College

Board of Education



Proclamation

Clatsop Community College Faculty Appreciation Week

WHEREAS, teachers mold future citizens through guidance and education; and

WHEREAS, teachers encounter students of widely differing backgrounds; and

WHEREAS, our country's future depends upon providing quality education to all students; and

WHEREAS, teachers spend countless hours preparing lessons, evaluating progress, counseling and coaching students and performing community service; and

WHEREAS, our community recognizes and supports its teachers in educating the children of this community.

NOW, THEREFORE, BE IT RESOLVED that the Clatsop Community College Board of Education proclaims the first full week in May, to be Faculty Appreciation Week; and

BE IT FURTHER RESOLVED that the Clatsop Community College Board of Education strongly encourages all members of our community to join with it in personally expressing appreciation to our teachers for their dedication and devotion to their work.

Adopted this 9th day of April, 2026

Ed Johnson

**CHAIR, CLATSOP COMMUNITY COLLEGE
BOARD OF EDUCATION**



ASG



Clatsop
Community
College

Board of Education

Associated Student Government Report for Thursday, April 09, 2026 BOE Meeting

Submitted by Fiona Giselle Hackett, 03/31/26

Internal Organization Activities

- ◇ Discussions regarding collaboration with Vanessa Garner and South County Campus on a student-led mural for the GED classroom.
- ◇ Our Clubs and Accounts Bookkeeper Sofia Bautista allocated funds for Spring Fling Egg Hunt treats and goodies which were picked out by our Government Relations Coordinator Jena Russell.
- ◇ President Fiona Giselle and Vice President Sophia Vandagriff had lunch with President Jarrod Hogue, discussions about tuition increase and how to best inform students. ASG Cabinet created a form to gather student feedback, presented at the Board of Education meeting on March 12th.

Service to Students

- ◇ Preparations for the Spring Fling Egg Hunt in collaboration with the Natural Explorations Club! Egg-stuffing party on March 30th with a generously donated lunch from Kendall and Wade from our Bandit Cafe!
- ◇ ASG purchased Cap and Gowns for the graduating class of 2026!
- ◇ President Fiona Giselle Hackett and Vice President Sophia Vandagriff advocated for the Spanish cohort after concerns about the stacked class format.

Student Engagement and Upcoming Student Events

- ◇ ASG Office Hours for Spring Term: Tuesdays & Wednesdays from 12:00-2:00pm
- ◇ Spring Fling Egg Hunt: April 1st – 8th . Eggs will be hidden across all three campuses: Lexington, MERTS, and South County.
- ◇ Next Event: Drive in Movie on May 1st

CEDR &

SBDC



Clatsop
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Board of Education

BOARD REPORT – April 9, 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

- Received positive feedback from the annual Clatsop County Job & Career Exploration Fair from students and employers. From our high school students, 201 or 231 responses, or 87%, said the event was “very helpful or extremely helpful”! Employer feedback was similar that students were well prepared.
- Special thank you to our CCC team who volunteered that day, including BOE Chair Ed Johnson & Bill Montero, Foundation Board Member Bob Fuller, President Hogue, Teena Toyas, Julie Kovatch, Beth Van Elswyk, Tina Kotson, Margaret Antilla, Anita Jensen, Tina Willis, and our faculty and staff who had tables in the exhibit hall and participated in the breakout sessions.
- A special acknowledgement to Clatsop WORKS manager Misty Bateman and Administrative Specialist Jeanette Sampson, who kept things on track and organized! We have reserved the date for next year's event: Tuesday, March 16, 2027, at the Seaside Civic and Convention Center again.
- President Hogue and I met with OEN (Oregon Entrepreneurs Network) President & Executive Director Cara Turano, regional director of the NW Innovation Hub Jason Moon and Columbia-Pacific Economic Development District Sarah Lu Heath to discuss the new Innovation Hub that is being rolled out in Clatsop, Columbia & Tillamook County. President Hogue wrote a letter of support in favor of funding this from Business Oregon, and now we need to work together to collaborate and not duplicate efforts with the Clatsop SBDC and other organizations in our region. Planning a follow-up meeting in the next month to lay out guidelines and opportunities.
- President Hogue and I met with Energy Trust of Oregon Outreach Manager for the Mid-Willamette Valley and Oregon Coast Maria Robinson to review workforce training and education support for our programs. I am presenting at the Energy Trust of Oregon Board reception on April 1 and plan to focus on workforce training and education support for our CCC programs.
- Participated in an Industrial Symbiosis meeting with President Hogue and other stakeholders to review HB 4086 legislative funding of \$1,150,000 for the state of which our region may receive up to 25% of that total to develop an industrial symbiosis roadmap with technical assistance grants to pilot programs in four areas of the state, including NW Oregon. Launch meetings will be held on April 15th.
- Participated in an Oregon prosperity council listening session on March 24 at Fort George Lovell room (invite only) with council co-chair Curtis Robinhold, Executive Director of the Port of Portland, council member Brad DePuyt, VP of Fort George, Nate Stice, Regional Coordinator for Regional Solutions, and several private sector business owners and leaders. Discussed barriers to business growth in Oregon, including state

agencies (DEQ, DSL, DLCDC, etc) that are bureaucratic nightmares, and how to shake things up! I reinforced as did others the importance of CCC as a center point for educational programs, CTE and training, and how funding from the legislature must prioritize community colleges.

- The CEDR Board meeting was held on March 31 with BOE member Mitra Vazeen in attendance. Robust agenda discussion on the effectiveness of the Governors Economic Prosperity Council amongst other topics. Rep. Cyrus Javadi gave a short session summary, and field aide John Lansing wrote down questions from the Board to communicate back to legislative leaders and the Governor on impediments for investment in and economic development challenges that make Oregon less attractive and competitive to do business in. Will share updates as they respond.

CENTER FOR BUSINESS, COMMUNITY & PROFESSIONAL DEVELOPMENT

Submitted by Josh Allison & Meyer Freeman

Small Business Development Center (SBDC)

- Hosted the Regional Lenders Roundtable for Clatsop County at the Lexington campus in Astoria. This event was hosted in collaboration with COLPAC.
- Met with Jason Kunde (US Bank) to discuss the current lending landscape, small business needs, and identify areas of alignment
- Attended ribbon cutting ceremony for “Best Taste of India” - a new restaurant at the Seaside Outlet Mall
- Hosted a meeting with Astoria-Warrenton Chamber of Commerce at the Lexington campus in Astoria to meet the newly appointed Manager of Connections & Partnerships to explore opportunities for collaboration
- Attended the Oregon Entrepreneur’s Network event in Astoria.
- Identified and submitted an application for a grant opportunity to help fund industry-specific bootcamps. These courses provide local entrepreneurs targeted business education specific to their sectors
- Our spring Start-up Boot Camp began this week with a full class of 12 individuals looking to start their own businesses. Prospective ventures include a restaurant, bakery, and new food products, along with a surfing instructor, home remodeler and a bookkeeper.

Community Education & Professional Development

- Coordinated several meetings with Oregon Restaurant & Lodging Association (ORLA) to explore creating a guest service training course that is custom tailored for the North Coast

- Began working with the HVAC Pre-Apprenticeship project team to help develop the new courses for Summer Term
- Met with Director of Institutional Research to discuss opportunities to improve data entry processes and access to information
- Met with Astoria Picture Show to discuss programming new film courses for Community Education. Level 1 (targeting Summer Term launch) would introduce cinema as an art form, cultural product, and business enterprise. Level 2 (targeting Fall Term launch) would expand into film production and building technical skills.
- Coordinating with ENCORE Learn to acquire Spring Term student information and submit all FTE-eligible course registrations into Colleague
- Attended a meeting with the Director of Adult Education to discuss opportunities to host open house events at the South County campus
- Working with HR to finalize all Spring Term PT Faculty contracts for Community Ed instructors
- Working with PA to finalize class registrations into Colleague for Spring Term
- Working with class instructors to finalize Summer Term courses

Clatsop WORKS Paid Internship Program & CCC Cooperative Work Experience

Submitted by Misty Bateman, Program Manager

Clatsop WORKS

- On March 3rd we hosted the new “Clatsop County Job and Career Exploration Fair”, held at the Seaside Civic & Convention Center, which in addition to employer tables to visit, also offered industry break-out sessions to the students. Astoria High brought all their juniors and seniors and Jewell School brought all their high school students. Knappa, Warrenton, and Seaside brought students as well. The feedback from the students was very positive for the breakout sessions.
- On March 9th I presented on the Clatsop WORKS upcoming summer internships to all of the Warrenton High juniors and seniors.
- On March 10th I presented on the Clatsop WORKS upcoming summer internships to all of the Seaside High juniors and seniors.
- On March 13th I presented on the Clatsop WORKS upcoming summer internships to all of the Knappa High juniors and seniors.

- On March 18th I presented on the Clatsop WORKS upcoming summer internships to all of the Jewell School juniors and seniors.
- I met this month with the new Regional Internship Collaboration group.
- I hosted two Employer Orientations this month for summer 2026 internship employers who are new to our program. One in-person event at SC Campus on March 20th, and a Zoom option on March 26th for those who could not make it to the in-person event.

Cooperative Work Experience (CWE)

- I met this month with the Oregon Community College CWE Professionals group for a quarterly meeting.
- For spring term, we have four students enrolled in CWE280 Cooperative Work Experience, two for business work experiences, one for historic preservation, and one for fire science. We have three students registered for the CWE281 Career Readiness Seminar.

OCCA



Clatsop
Community
College

Board of Education

OCCA Update for College Boards – April 2026

2026 Legislative Session Ends

The 2026 Legislative Session concluded on March 6 without any cuts to the Community College Support Fund (CCSF) for the remainder of the 2025-27 biennium.

At the end of the Session, an [amendment](#) to [HB 5204](#) was introduced that represented the cuts and other budget reconciliation adjustments for the remainder of the biennium. The amendment indicated there would be no cuts to the Higher Education Coordinating Commission (HECC) agency budget, which includes the CCSF and other state-funded post-secondary education programs, including the Oregon Opportunity Grant. Thank you to all who advocated for the CCSF during this Session and helped avoid damaging cuts to programs and services.

The community college governance bill, [SB 1537](#), died at the end of the Session. OCCA anticipates some form of this bill, which was already updated from SB 478 in the 2025 Session, to return in the 2027 Legislative Session.

[HB 4079](#), which requires school districts and college boards to adopt policies outlining how institutions will respond when a federal immigration official enters campus, passed in both the Senate and House and went to the Governor for signature. The final bill includes amendments addressing issues with practicality, implementation, and liability.

At the conclusion of each legislative session, OCCA publishes an End of Session Report that highlights the priority bills the association tracked, summarizes the work conducted on each measure, and explains how those bills progressed through the legislative process. The report also provides an overview of the session and outlines what the outcomes mean for community colleges in relation to OCCA's legislative priorities.

In addition, OCCA produces an Implementation Report to help colleges and governing boards understand new laws and prepare for required changes. When impacts are identified, the guidance outlines steps institutions should take to prepare for implementation.

During short legislative sessions, OCCA combines these resources into a single, streamlined End of Session & Implementation Report. The 2026 End of Legislative Session & Policy Bill Implementation Report is available on [OCCA's website](#).

BOARD MEMBER ACTION:

- **Review the 2025 End of Legislative Session & Policy Bill Implementation Report** on [OCCA's website](#) and check in with your college administration with any questions.

Public Meeting Minute – Legal Requirements for Public Meetings

Each month, OCCA Senior Policy Advisor & General Counsel Karen Smith will provide guidance

for boards related to Oregon Public Meetings Law.

This month, Karen focuses on key legal requirements within Oregon's Public Meetings Law (PML). In training sessions, I typically begin with the law's purpose: to ensure that governing bodies make decisions in public, in accessible meetings that all members of the public may attend. The law's primary legal requirements address how meetings are publicly noticed and how meeting discussions are documented through minutes.

Under Oregon PML, public bodies must provide notice of all meetings to the public, interested parties, and the news media. For regular community college board meetings, notice must be issued with enough time to provide actual notice, interpreted as at least 48 hours in advance. Special meetings require 24-hour notice, while emergency meetings require as much notice as reasonably possible. If less than 24-hours' notice is given, the minutes must include the reason for the emergency. Notice may be provided through conspicuous posting on the college's website, email lists, mailing lists, social media platforms regularly used by the college, or any other method reasonably calculated to provide actual notice. Notice must also be provided to the news media using the method each media representative requests or other means that ensure actual notice.

Meeting notices must include the meeting's time, date, and location, as well as instructions for online viewing when applicable. Notices must also list the principal subjects expected to be considered. This list must provide enough detail for the public to identify topics of interest. Boards may add topics during the meeting even if they were not included in the notice, though OCCA advises doing so only when necessary to maintain public trust in the board's transparency. The notice must also include the name, phone number, and email address of the person responsible for accessibility accommodations.

Minutes of all public meetings, including executive sessions, must be recorded in audio, video, digital, or written form and must provide a true reflection of the matters discussed and the views expressed. Written minutes do not need to be verbatim. With the exception of executive session minutes, all minutes or recordings must be made available to the public within a reasonable time after the meeting, even if they have not yet been approved. Executive session minutes remain confidential and should be kept separate from regular meeting minutes.

Education boards have an additional requirement: since January 2025, community colleges, K-12 school districts, and public universities must publicly post video recordings of full board meetings within seven days. This requirement does not apply to executive sessions, subcommittees, or advisory committees.

Please reach out to Karen Smith at OCCA with specific questions (ksmith@occa17.com). Next month, she'll review changes made to public meetings and ethics laws during the 2026 Legislative Session.

Register for the All-Oregon Academic Team Luncheon

The 2026 All-Oregon Academic Team (AOAT) Luncheon will take place on **Friday, April 17, 2026**, at Chemeketa Community College's Eola Center in Salem. [Registration](#) for this exciting and inspiring event is now open! The luncheon honors students from all 17 colleges who have made remarkable achievements in and out of the classroom, often overcoming challenging obstacles. The event's keynote speaker is Senator Janeen Sollman (D-Forest Grove), who has been a community college champion in the Oregon State Legislature. Our featured student speakers are: Jay Freilinger (Chemeketa CC), Savannah West (Linn-Benton CC), and Stephen Zeller (Portland CC). You won't want to miss them share their inspiring stories.

BOARD MEMBER ACTION:

- **Register & plan to attend the AOAT Luncheon** by [clicking here](#). Early bird registration ends Friday, April 3.

OCCA Lunch & Learn Webinar: Registration for April Opens Soon

On March 19, OCCA hosted a Lunch & Learn titled *Data, Belonging, and Student Voice: Improving Outcomes for Rural Young Men*, presented by Bonnie Williams of the Ford Family Foundation, Sam Riggs with Education NW, and Karly Aparicio of Columbia Gorge Community College.

Thank you to all who were able to join us. Board members who were unable to attend – or who would like to revisit the discussion – can view the recording by [clicking here](#).

Registration opens soon for the April OCCA Lunch & Learn webinar.

BOARD MEMBER ACTION:

- **Watch** the March Lunch & Learn, then register for the April webinar once the link is [posted](#).

OCCA Digest e-newsletter

The *OCCA Digest* is a monthly e-newsletter that highlights updates during the Legislative Session, important events, news, and announcements. It is a great way to stay connected with information important to community colleges in Oregon and learn how you can take action to support colleges and students. The newsletter is published the first Thursday of each month, *except during a legislative session, at which time it becomes a weekly publication that comes out on Thursdays.*

To sign up to receive this free e-newsletter, visit <https://occa17.com/resources/newsletter/> and click the "Sign Up" button. The OCCA Digest will come from OCCA Communications Director Casey White-Zollman at casey@occa17.com, so be sure to add her email to your contacts to ensure the email arrives in your inbox and not your spam folder.



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<https://www.occa17.com>

The Oregon Community College Association was founded in 1962 with the purpose of providing support to the colleges before policymakers and partners whose actions affect the wellbeing of community colleges across the state. OCCA represents the 17 publicly chartered community colleges and their locally elected board members. Leading with racial equity, we advocate, communicate, and collaborate to strengthen community colleges for the benefit of Oregonians, particularly those historically underserved or systemically marginalized in higher education. Have questions about OCCA and our work to support Oregon's community colleges? Contact occa@occa17.com.

Foundation



Clatsop
Community
College

Board of Education

Foundation Board Report for Thursday, April 9th, 2026 Board of Education Meeting

Submitted by Beth van Elswyk, Mar 31st, 2026

1. **Increase Student Access**
 - a. New Scholarship Software scheduled for July implementation
 - b. April 24th MERTS Day!
2. **Student Success -**
 - a. Created a “travel fund” scholarship for students seeking next steps to success
 - i. First recipient will be Fiona to go travel to Yale over spring break
 - ii. Initial funding was provided by staff, faculty and CCC employees.
 - b. Developing IMCTS scholarships of excellence
 - i. For students who go above and beyond and are an example to fellow students of excellence.
 1. Working with Jesse Fulton in Welding
 2. Working with Thad and Fernando for Automotive
3. **Strengthen Reputation**
 - a. Community Outreach
 - i. Chambers, Downtown, Rotary, AAUW, 100 women
 1. Presenting 3mins at most for the event and noting our positives
 - ii. ART WALK Astoria – AVA. / Old Town Framing / Sisu
 1. ALL had student art
 2. Imogene had faculty art
 3. FOUR locations featured CCC Art
 - b. April 11th - Bandit in Wonderland
 - i. Tables are selling, sponsorships happening
 1. Seeking more items for baskets and prizes to promote the local communities throughout the county
 - ii. Paper, radio and more for promoting and thanking sponsors
 - iii. Follow up after event – Thank You’s in the local papers and a new radio ad will be recorded with the Foundation Director doing a personal TY to our sponsors and supporters.
 - c. CANDID (similar to Standard & Poors for business – for non-profits)
 - i. Increased our Seal of Transparency to Silver
 1. We will be Gold then the highest tier of Platinum once I finish updating
 - ii. Needed for large grants such as Murdock Trust
 - iii. Allows for others to apply for large grants and collaborate with the Foundation
 - d. Board Social
 - i. FUN and great time had by all – Thank You Jim Alegria!
 - ii. From Fun to work – look forward to planning a working joint meeting.
 - iii. Together, the Boards will help create sustainable success for students – TY!
 - e. TWO new Directors will be joining the Foundation Board
 - i. Jon Fick has stepped down to focus on his newborn and family
 - ii. Amanda Lamb & Linda Orr will begin their service in April
4. **Increase Organizational Effectiveness:**
 - a. Researching Board Software for the Foundation Board to go paperless
 - i. Reviewing Board management with Development Director to increase organizational effectiveness.
 - b. June – Aug will be focused on reviewing Foundation processes, procedures and software to create efficiency and further effectiveness

Foundation Board Report for Thursday, April 9th, 2026 Board of Education Meeting

Submitted by Beth van Elswyk, Mar 31st, 2026

5. Build & Sustain Partnerships

- a. Grants
 - i. Murdock
 - 1. Application submitted
 - 2. Site Visit in early May
 - 3. Jarrod / Beth Joint effort
 - ii. Nursing / Allied Health
 - 1. In discussions with a donor for a 100K endowment or Scholarship fund
- b. Promotional Partner –
 - i. Sisu / DeMarkom
 - 1. Continues to partner with us on anything we need
 - i. Art Walk, fundraisers, and even décor for the fundraiser
- c. Community
 - i. Continue regular involvement with County-Wide meetings
 - ii. Alumni
 - 1. Seeking a committed volunteer
- d. Tours
 - i. Private campus tours with donors/industry are ongoing
- e. POST April fundraiser partnerships with industry partners will expand
 - i. A specific plan, goals and establishing or re-establishing industry committees, input and involvement will be a focus
 - ii. Maritime Fundraising Plan will be finalized and shared

FUNDRAISER SPECIAL REQUEST FOR MATCHING FUNDS

- 1) The Foundation is seeking 5K paddle raises to meet the yearly 25k Hampton lumber match
 - a. We believe we have 3 to 4 secured; however, we want a minimum of 5 to meet the match! IF you or someone you know can/will commit to the 5k paddle raise, please let Beth Foundation@clatsopcc.edu or Bri know ASAP – Bsmith@clatsopcc.edu
- 2) Nursing Allied Health (20K match requested from a donor)
 - a. Each year, more than twenty students graduate from Clatsop Community College with a nursing degree or a medical certificate. These individuals will each go on to provide healthcare for thousands of patients during their careers. These health programs clearly show money well invested.
At the event, an anonymous donation will be made to these programs for twenty thousand dollars, and it will become available IF we can find a match. The money's intent provides students with assistance over the graduation finish line. We can accept more than the required twenty thousand.
The donor also requests that those graduates from these programs consider giving back \$50.00 or \$100.00 a year once in the professional world. This will strengthen opportunities for future students.

Communications and Marketing



Clatsop
Community
College

Board of Education

Communications and Marketing Report for Thursday, April 9, 2026, BOE Meeting

Submitted by Julie Kovatch, 3/31/26

Communications – Internal collaborations and messaging to CCC community

- Website-
 - Website use: March 7.2K
 - Highest visited pages for month: Homepage, Canvas, Academic Catalog, Schedules and Calendar, Areas of Study, Human Resources
 - Updates to dual Credit, STEP, Graduation, Apply Now, and Student Handbook webpages.
- Completed the Winter Term Student Survey. Finalized and published the report: [Winter 2026 CCC Student Survey Report](#). NPS for this term is a positive score of 56.
- Compiling report for the Annual Community Survey. That report will be included next month.
- ASG advisor duties: updated ASG website, attending meetings, handled POs

Communications – External collaborations and messaging to public

- Press releases for: CCC Pi-Day Event, Student Success Story on Fiona Giselle, Student Success Story on Acadia Dwyer, Pacific Power Grant Donation to the Food Pantry, and Ales and Ideas Lecture.
- Announcements to students and social media postings: Announcements of weekly events, Clatsop County Job & Career Exploration Fair, finals schedule, nursing club fundraiser, Plant Swap & Garden Symposium promo
- Creating of visuals for Arts & Ideas committee, Trantlerfest poster and flyer, MERTS Open House buttons, Ales & Ideas flyer, and assistance in club event promotion.
- 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, and ADHDA groups.

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

- Created radio ad script for CCC Foundation fundraiser in April as well as the event poster.
- Reorder of GED, Nursing and Medical Assisting brochures
- Created social media ad campaign for CCC Foundation fundraiser in April.
- Designing new general brochure for CCC.
- Prepping slides, social media posts and updating events on website for CCC events coming up on ongoing basis.
- Volunteered at the Clatsop County Job & Career Exploration Fair in Seaside.
- Photo shoot in automotive department with students
- Interviewed 3 high school students who are also going to receive their AAOT degree from CCC. Working on press release for April.
- Signed up as sponsor of Clatsop County Fair and working on coordinating booth activities at the fair.

Communications and Marketing Report for Thursday, April 9, 2026, BOE Meeting

Submitted by Julie Kovatch, 3/31/26

- Radio ads are running 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- March #'s-
 - Facebook followers: 3,716 (up 17)
 - Instagram Followers: 1,474(up 7)
 - Organic post views #'s Facebook: 73.6K Instagram: 4.5K

Events – Recent and Upcoming

- April 2- Ales & Ideas: Automotive Industry
- April 4- Garden Symposium and Plant Swap
- April 16- Art Show: Faculty Plus Reception
- April 17- Rain Magazine Reception
- April 24- MERTS Open House
- April 30- Open Mic
- May 6- Trantlerfest
- 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

April Report to the Board
Office of Instruction and Student Services
Prepared by Provost Teena Toyas: BS, MA
April 1, 2026

The April Report to the Board continues to provide updates for the Office of Instruction, Student Services, and Patriot Hall. We are striving to achieve and implement goals across the five priority areas of the Clatsop Community College Strategic Plan.

Strategic Priority I-Improve Student Access

Office of Instruction and Student Services

1. Instructional administrators are working with full and part-time faculty to create the summer and fall schedules for the 2026-27 academic year.
2. The schedule for the summer and fall terms will be available for students to review soon. Students will have the ability to begin enrolling for summer and fall term courses on May 11, 2026.
3. Education Specialist, Rinda Johansen, has been entering all dual credit courses in the system and providing rosters to the instructors of partnering high schools for their spring term courses. Enrollment numbers and more information will be available in the May Board Report. Enrollments and data entry will not be completed until April 10, 2026.

Strategic Priority II-Increase Student Success

Office of Instruction and Student Services:

1. Provost/VP Toyas continues to attend statewide meetings for CIA (Council for Instructional Administrators), CAO (Chief Academic Officers), and CSSA (Council for Student Services Administrators). These affiliate groups include academic and student services administrators from Oregon Community Colleges and state-sponsored Oregon Universities. Each of the affiliate groups meets at least once a month and has quarterly meetings scheduled for at least five hours. The meetings feature updates from the Higher Education Coordinating Commission, the Transfer Council, financial news, and other discussions related to instructional trends or requirements. She will be attending a joint CAO and Provost collaboration meeting for all Oregon Community Colleges and State Universities on May 13, 2026, at Oregon Institute of Technology.
2. May 14 and 15, 2026 Provost/VP Toyas will be attending the quarterly CIA and CAO meeting at Klamath Falls Community College.
3. Abby Mortimer, Tutor Coordinator and Writing Tutor, continues to interview and hire tutors for all necessary academic discipline areas to assist students and help them achieve their academic goals.
4. Full and part-time faculty have submitted final grades for the winter term through the Faculty Portal in Colleague. Students were able to view their grades during spring break.

5. Three Astoria High School students will graduate with an Associate of Arts Oregon Transfer degree from Clatsop Community College in June. Congratulations to these three amazing students. See their success stories on the CCC website at this link: <https://www.clatsopcc.edu/before-they-graduate-high-school-theyll-already-have-college-degrees-from-ccc/>

Strategic Priority III-Strengthen Our Reputation

Office of Instruction and Student Services

1. Clatsop's Administrative Team, Student Services Team, and other staff continue to meet with area high schools on a weekly, monthly, and quarterly basis to collaborate with high school staff and students, ensuring that we provide services and opportunities that align with area high schools, students, and community needs.
2. Clatsop's Admissions and Advising team will begin visiting local high schools soon to register graduating high school students for the summer and fall of 2026.
3. 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.
4. Director of Admissions, Kasey White, and her team are collaborating with President Hogue and CTE faculty and staff to host an open house event on the MERTS Campus on April 24, 2026. More information will be made available soon regarding this opportunity for future students and the community.

Strategic Priority IV-Increase Organizational Effectiveness

Office of Instruction and Student Services

1. Instructional administrators are visiting classrooms and working with designated faculty to complete instructional evaluations. These evaluations include peer observations, self-evaluations, administrator evaluations, student evaluations, and final reviews with supervisors.
2. Curriculum approval for common course numbered courses has been completed by faculty, administration, and the Instructional Council. The common course numbered courses are identified as "Z" courses. These courses have approved course definitions and course learning outcomes that are the same for every Oregon Community College and State sponsored University. The courses will also transfer to any Oregon Community College or State sponsored University. Implementation of these courses provides students with a more seamless transfer to Oregon Colleges and Universities. The courses that will be updated to meet the CCN (common course numbering) requirements are being approved by the HECC's Transfer Council and then provided to the colleges and universities. The approved courses will be included in the 2026-27 academic catalog.

Strategic Priority V-Build and Sustain Partnerships

Office of Instruction and Student Services

1. The Coastal Commitment and College Now team of Provost/VP Toyas and Education Specialist, Rinda Johansen are collaborating to create and submit the Dual and Sponsored Dual Credit Self Study Review to the Oregon Department of Education and the Higher Education Coordinating Commission by May 1, 2026. They have been attending monthly meetings with other Oregon Community Colleges and Universities who are also preparing for the review. The Oregon Department of Education and the Higher Education Coordinating Commission coordinate these virtual meetings.
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 during the week. The facility is open Monday-Friday, 6:30 AM to 8:00 PM, and weekends, 9:00 AM to 2:00 PM.
4. Patriot Hall Coordinator of Activities and Events, Helen Keefe, and Patriot Hall Staff have been working with Clatsop CC staff and others to host numerous events in Patriot Hall during the spring term. These events include the following:
 - Jerry Westerholm Scholarship Event for Cowapa League Athletes sponsored by Astoria High School on April 1, 2026.
 - Bandit in Wonderland Foundation event on April 11, 2026.
 - Clatsop Community College Medical Assisting Instructor, Holly Tumbarello, and Patriot Hall is hosting a Medical Assisting Employer Panel on May 22, 2026.
 - Astoria Historical Society is hosting an 80's Dance Celebration in June at Patriot Hall.
 - Clatsop Community College Nurse Pinning will be held on June 11, 2026, in Patriot Hall.
 - Clatsop Community College graduation is June 12, 2026, in Patriot Hall.

Lower Division Transfer Faculty and Dual Credit Activities and Updates:

- Brad Menninga and his ceramic students presented "Magical Bowls and Porcelain Fever: Object Stories from Ceramics History" for the March Ales and Ideas event at the Fort George Lovell Showroom. The event was well attended, and Brad and his students provided an outstanding presentation at the event.
- CCC Business Instructor Carla Moha, will be hosting a professional learning opportunity with the business instructors from Astoria and Seaside High Schools on April 23, 2026.
- Kama O'Connor helped to secure a \$1500 grant from Constance Weisenen for Rain Magazine. She also wishes to remind everyone that the English Department is hosting the 2nd annual RiverSea Conference on May 15, 2026.

- Writing and Humanities Instructor Kama O'Connor and the WR 270 and 271 *Rain Magazine* students will be hosting the launch party for the magazine to the greater community on April 17, 2026, in Towler Hall from 5:00 to 8:00 PM. Kama is so happy to announce that the 2026 *Rain Magazine* has been self-sufficient, with two major donors giving \$3500 to the program. These donations as well as other fundraising efforts help to put the class efforts for developing the magazine in the black for the 2027 academic year. Kama, students, and Clatsop Staff welcome any additional support. Feel free to purchase a copy or donate to future iterations of the class and publication.

Activities and More for Provost/VP Teena Toyas

- Attended a “Solutions” presentation by NWCCU on March 6, 2026.
- Continues to visit academic classes to evaluate Clatsop full and part time faculty.
- Meet bi-monthly with the CIA(Council of Instructional Administrators) Officers to plan the agenda for the monthly virtual meetings. Provost/VP Toyas is the treasurer for the organization.
- Met with NWRES(DNorthwest Regional Educational Service District) to tour the Lexington Campus. This tour is related to an event that will be held at Clatsop for area educators hosted by the NWRES(D).
- Continues to facilitate the bimonthly Instructional Leadership Team meetings for CCC academic and student services staff and administrators.
- Continues to meet weekly with Rinda Johansen, Instructional Specialist for Pre-College, Partnerships, and Life Transition, to continue the necessary work for creating the Dual and Sponsored Dual Credit Self-Study Report due May 1, 2026.

GED & ABE Programs

(Submitted by Vanessa Garner, Director, Adult Education)

ABE April 2026 Board Report

Data Highlights

Adult Basic Education (ABE) has completed intakes for 253 GED and ESL students. Based on current trends, ABE remains on track to meet or exceed 2024–25 enrollment goals. To date, 22 students have earned a full GED credential, and an additional 46 students have completed at least one subsection of the test.

The ABE program has been awarded \$87,012 through the 2025–2027 Youth Development Oregon – Reengagement Opportunity Grant. The funding will support operations, direct services for youth, “Learn and Earn” initiatives, and administrative costs.

Strategic Priority I – Improve Student Access

- ABE continues to expand bilingual support to better serve multilingual learners and reduce language barriers during enrollment and instruction. These efforts are increasing

access for students who have historically faced challenges entering and persisting in adult education programs.

- In collaboration with Career and Technical Education (CTE), ABE launched its first Automotive Integrated Education and Training (IET) cohort during the winter term. This program integrates adult education, workforce readiness, and hands-on automotive training into a single pathway. Four students were recruited for the initial cohort and three are now progressing into their second term, working toward an Automotive-Electrical certificate.

Strategic Priority II – Increase Student Success

- ABE continues to provide wraparound supports that address barriers such as transportation, basic needs, scheduling, and other life challenges. These services help students remain enrolled and make consistent progress toward their goals.
- Through the City of Astoria Grant, ABE has supported student well-being by funding eye exams for nine students and providing glasses for ten students. The grant has also enabled the distribution of gas cards, grocery cards, and bus passes to reduce financial barriers to attendance and persistence.
- ABE students are actively engaged in publishing the second volume of *River to Sea*, a poetry collection created by ELL students. This work will be featured at the River to Sea campus event and shared during the end-of-year ABE celebration, promoting student voice, confidence, and achievement.

Strategic Priority III – Strengthen Our Reputation

- Community outreach efforts have expanded, with an emphasis on promoting bilingual services. This targeted outreach is increasing awareness of ABE programs and strengthening connections with underserved populations.
- ABE will host an information session this spring at SCC for Seaside High School (SHS) students identified as not on track to graduate, helping raise awareness of alternative pathways and support services.
- An open house is planned for September at SCC to highlight ABE programs and highlight the range of educational opportunities available to the broader community.

Strategic Priority IV – Increase Organizational Effectiveness

- ABE continues to refine internal processes and align programming with student and workforce needs. Ongoing collaboration across departments, along with data-informed planning, is improving efficiency and strengthening service delivery.
- In partnership with Associated Student Government (ASG), ABE is coordinating a student-led mural project for an SCC classroom. This initiative enhances the learning environment while fostering student engagement and ownership of shared spaces.

Strategic Priority V – Build and Sustain Partnerships

- ABE maintains strong partnerships with local high schools and community organizations. A two-way referral system supports smooth student transitions and ensures coordinated services across partners.
- ABE will increase visits to local high schools this spring, focusing on engaging students who are not on track to graduate and connecting them with alternative education pathways and support services.

TRIO Student Support Services (SSS) and Advising: (Prepared by Christine Riehl, TRIO SSS Director)

TRIO Student Support Services (SSS) and Advising Report for 4/9/2026 Meeting of the CCC Board of Education.

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

Improve Student Access

1. Throughout March, the advising team has been meeting with new and returning students, helping them register and get ready for the spring quarter.
2. The TRIO SSS/ Advising office is open for walk-in appointments on the first Monday and Tuesday of spring quarter. Students are invited to stop by with any questions or concerns.
3. TRIO SSS is funded to serve 160 students each year. As of 3/30/2026, there are 158 TRIO SSS active participants. This far exceeds numbers served at this time of the academic year for at least the last five years.

Increase Student Retention and Success

1. In March, the advising staff sent the faculty a list of their advisees that were registered for the winter quarter and not registered for the spring quarter. The email also encouraged faculty to reach out to these students to assist them with registration.
2. During spring break, the TRIO SSS/Advising office was open to help students register and to be available to help students complete the Petition to Reinstate Aid if the student has not met Satisfactory Academic Progress (SAP).

Strengthen Our Reputation

1. Christine Riehl, the Director of TRIO SSS and Advising, is part of the team reading Ford Transfer Scholarship applications for The Ford Family Foundation this year. She spent a significant amount of time reading and scoring applications at the end of March. ¼ of these applicants will move forward to the interview step in this application process.

Increase Organizational Effectiveness

Andrew Morgan has been working with Julia Mabry and other members of an AI-focused working committee to make progress on developing AI use guidelines for CCC. He completed a class earlier in the year that looked at how to best utilize AI in educational settings, and he has been applying strategies and content from the class to his work on this committee. At this point, after listening to instructor feedback, following advice from OCCA, and looking at what other colleges have already implemented, the committee is working on drafting various documents for future administrative and Instructional Council consideration, things like: AI use guidelines for

students, AI syllabus language for instructors, and how AI use violations in the classroom would tie into existing academic integrity and conduct procedures. The committee hopes to iron out details on an AI framework this spring to enable CCC to start the fall quarter with needed clarity around this important topic.

Build and Sustain Academic and Workforce Partnerships

1. TRIO SSS and Advising depend on partnerships throughout the college to best serve students.
 - a. In March, TRIO SSS partnered with the financial aid office to award \$750 in Grant Aid to TRIO SSS participants for the spring quarter. These funds are part of the TRIO SSS federal grant.

Pre-College TRIO Programs:

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

Overview

In March, the Clatsop Career & Connected Learning Network (CCLSN) and TRIO Pre-College Programs delivered integrated, equity-driven supports to strengthen postsecondary transitions across Clatsop County. Programming expanded college readiness, aligned K–12 pathways with CCC programs, and reduced financial and informational barriers for students and families.

TRIO Pre-College Program Updates

New Staff

TRIO is pleased to welcome Matt Solberg to the team. Matt brings extensive teaching experience and a background in natural resources—a strong fit for our student population and regional workforce focus.

Talent Search Grant Application

The Talent Search federal grant application is underway. A solid draft is in progress, with current work focused on aligning the proposal with updated expectations around supporting participants as they explore postsecondary pathways—including four-year degrees, apprenticeships, and short-term credentials and certificates.

Field Trips & College Access Events

- Talent Search and Upward Bound students participated in a joint field trip to the Northwest Oregon Career Fair.
- 8th grade Talent Search students visited Lower Columbia Community College.
- Ninth through twelfth grade students attended Clatsop CC’s Preview Day, gaining firsthand exposure to local campus programs and resources.

Career Connected Learning Collaboration

Amy is partnering with NWRESA, PCC, and STEMHub to co-host a regional Maker Round-Up event. The event highlights makerspace technology and hands-on learning opportunities for K–

12 teachers, strengthening the connection between classroom instruction and applied career pathways.

Check out *Rising Tide*, CCC's quarterly newsletter focused on pre-college opportunities: <https://mailchi.mp/clatsopcc.edu/precollege2026>

Coordination with CCC

Ongoing collaboration with CCC Student Services continues to support smooth transitions for graduating seniors. TRIO advisors are providing individualized planning to help first-generation and low-income students navigate enrollment, financial aid, and program selection as they move into their next chapter.

Alignment with CCC Strategic Priorities

Priority	Goal	TRIO/CCLSN Connection
1.1	Increase Access & Reduce Barriers	FAFSA and Oregon Promise outreach lowered financial barriers; TRIO advisors provided individualized transition planning for first-generation and low-income students.
1.2	Increase Strategic Enrollment	Career-connected learning strengthened the K–12 pipeline and supported CCC application and program exploration.
1.4	Strengthen K–12 Partnerships	All programming was delivered in close coordination with district partners, reinforcing alignment around college and career readiness.
3.1	Advance Workforce Pathways	Students engaged in CTE-aligned industry and STEM experiences linked to regional workforce needs.
5.3	Community Collaboration	Engagement of several partner organizations reflects a unified, countywide effort to support student transitions.

Nursing, Allied Health & Public Safety
Report for 04/09/2026 Meeting of the CCC Board of Education
Respectfully submitted by Tina Kotson, Interim AVP Nursing, Allied Health, EMT & Fire Science

Priority #1: IMPROVE STUDENT ACCESS:

- **NURSING: Thirty-nine applicants met Phase 1 qualifications** and have been invited to participate in Phase 2, which consists of the Health Sciences Reasoning Test (HSRT) and a proctored essay series. Eventually, **24 of these applicants will be invited to begin the program** in September 2026.
- **NURSING:** To increase the percentage of CCC nursing graduates who pursue a bachelor's degree, we are **welcoming nursing advisors from OHSU's RN to BS program** to meet with current students to develop a realistic plan to complete the BSN within 1-2 years of graduation from CCC, while living and working locally as registered nurses.
- **MEDICAL ASSISTING:** More than **20 students have already indicated "interest" in the Fall 2026 cohort** of the Medical Assisting Program. MA instructor Holly Tumbarello continues to meet with high school and CCC students to ensure they are ready for the 1-year certificate program by September 2026. At least 24 students will be admitted next year.
- **FIRE SCIENCE: 20 students are now enrolled in the 2nd part of the Advanced/Intermediate EMT course** that prepares students for higher-level emergency care in the field. The part-time teaching pool for the EMT program has now expanded to include four dedicated instructors (all of them CCC alums!) as well as a dedicated and involved medical director and an experienced instructional assistant. All in all, enrollment in the EMT courses in 2025-26 doubled as compared to the year before.
- **RECRUITMENT: Tina is meeting personally with local high school guidance counselors and interested high school students in their facilities** over the next six months to increase awareness about CCC's healthcare certificate and degree programs. Additionally, she is working with guidance counselors to ensure that students take advantage of the myriad dual-enrollment and simultaneous-enrollment opportunities offered at each school. The goal is to design streamlined academic pathways for local youth who want to remain in the community while pursuing careers in nursing, medical assisting, nursing assisting, EMTs, and firefighting.

Priority #2: INCREASE STUDENT SUCCESS:

- **NURSING: As we move into the Spring term, 39 students** continue their studies in the nursing program. The first-year students are participating in clinical rotations at CMH and Providence Seaside Hospital. Meanwhile, the second-year students are completing 200-hour clinical rotations in the medical-surgical, emergency, surgical, and family birth centers at local hospitals as well as with the Clatsop County Public Health Department, the Clatsop County Jail, Astoria Birth Center, Lower Columbia Hospice, & the PSH Infusion Clinic.
 - **MEDICAL ASSISTING: The program has had 100% retention since the fall term, and 4 students already have job offers. This spring, 20 MA students are in clinical rotations at nine local facilities in Oregon and across the river in Ocean Park.** This term, they will complete more than 150 hours as part of their final term of the program. In June, all 20 students will be eligible for graduation and receipt of a certificate that allows them to take the national Medical Assisting exam.
 - **EMT: Twelve students completed the beginning EMT series (EMT 151 & 152)** and are now ready to take the **national certification exam.**
 - **FIRE SCIENCE: Three to five students are expected to complete the AAS in Fire Science this spring.** FT instructor Wade Mathews continues to work with local students – especially firefighting interns -- who are nearing completion of the AAS in Fire Science degree to ensure they are ready for graduation in June.
-

Nursing, Allied Health & Public Safety

Report for 04/09/2026 Meeting of the CCC Board of Education

Respectfully submitted by Tina Kotson, Interim AVP Nursing, Allied Health, EMT & Fire Science

Priority #3: STRENGTHEN OUR REPUTATION:

- **NURSING CLUB:** The nursing club is college-sponsored. All nursing students are encouraged and welcome to join. The club provides support to classmates and sponsors activities to benefit the community. Below are a handful of events the club has sponsored since January:
 - The club is hosting **guest speakers** in winter and spring terms. Already, Justin Olen, RN, has presented on HIV literacy, and Nacona, BSN, RN, has presented on travel nursing.
 - Second-year club members serve as **peer mentors** for first-year students to provide support and to discuss the upcoming terms.
 - The club held its first **Trivia Night & Silent Auction fundraiser** in early March. More than 100 local people attended, including CCC nursing alumni, advisory board committee members, leadership, and community “friends” of the nursing program. The event raised more than \$2,100 to benefit the club’s Sunshine Fund, to celebrate local nurses during Nurses’ Week, and to cover expenses for the annual Pinning Ceremony. The club sent personalized thank-you cards to all donors.
 - The week, the club co-hosted a **Blood Drive with the American Red Cross**. All of the donor “spots” were full, so the event achieved its collection goal!
- **MEDICAL ASSISTING:** Holly, Jarrod, and Tina continue our collaboration with Seaside High School, Providence Seaside Hospital, and the NWRESA to coordinate a grant for a **two-year medical assisting program joint venture for high school students**. More information will follow soon!
- **FIRE SCIENCE:** **Tony Como continues to manage the “Burn Building” at MERTS** and ensures top-notch opportunities for local fire departments to practice critical skills and maintain competencies.

Priority #4: INCREASE ORGANIZATIONAL EFFECTIVENESS:

- **All eight nursing, allied health, and fire science full-time faculty members serve on myriad internal and external committees** that support mission-focused strategies and streamline workflow.
- **NURSING:** The Nursing faculty is beginning the lengthy process of national accreditation with the Accreditation Commission for Education in Nursing (ACEN), which must be in place by July 1, 2029.

Priority #5: BUILD & SUSTAIN PARTNERSHIPS:

- **NURSING & ALLIED HEALTH:** **The third quarterly meeting of the Nursing Advisory Committee (NAC)** is scheduled for May 19. Fifteen NAC members are expected to attend the in-person luncheon meeting to discuss the nursing program and offer support for the current admissions process and the upcoming integrative practicum.
- **EMT/FIRE SCIENCE:** **Nearly a dozen members of the CCC Fire Science/EMT Advisory Committee** are scheduled to meet on May 1 for the third time this year. Topics include updates r/t the new EMT courses, the current state of the fire science program, and collaborative efforts in the local area.
- **Oregon Consortium for Nursing Education (OCNE):** All but one member of the nursing instructional team will attend this year’s **annual OCNE Conference in early May at Umpqua Community College in Roseburg**. The conference offers opportunities to meet with nurse educators from around the state to exchange ideas, collaborate on common issues, and review/revise our shared curriculum.

We look forward to being the featured Guest Presenters at the April 9 Board of Education meeting!

Human Resources



Clatsop
Community
College

Board of Education



To: Board of Directors
Prepared By: Anita Jensen
Date: April 9, 2026
Subject: New Hires, Job Postings, Separations, Position Changes, Recruitment News

NEW HIRES

- **Jamie Swick, Interim Registrar – Emergency Hire**

POSITION CHANGES

- Nothing to report.

NEW JOB POSTINGS

- Maritime Program Specialist (reopened)

SEPARATIONS

- Greg Dorcheus, College Store Manager (August 31, 2020 – March 19, 2026)
- Mary Jackson, CTE Grant Director (March 28, 2016 – March 19, 2026)
- Dan McClure, Library Director (August 28, 2017 – March 19, 2026)

POSITION CHANGES

- Nothing to report.

RECRUITMENT EFFORT UPDATE STATEMENT

Chief Financial Officer:

- April 3, 2026 – Initial Interview

Several positions will be open for application as the College transitions emergency hires made over the past year into permanent appointments. These positions include the STEP Grant Administrator, Benefits Navigator, Director of Computer Services and Information Security, Director of Institutional Research and Data Architecture, and Interim AVP of Nursing, Allied Health & Public Safety.

Each of these roles has been temporarily filled to maintain continuity of operations; however, the College will now initiate full recruitment processes to ensure equitable access and promote long-term stability within these key areas.

Official job postings will be available on the College's Employment Opportunities webpage, and qualified candidates are encouraged to apply.

Old Business



Clatsop
Community
College

Board of Education

Policies for Second Reading and Adoption



**Clatsop
Community
College**

Board of Education



BP 2110 Vacancies on the Board of Education

References:

ORS 341.335

AP 2110 Vacancies on the Board of Education

The Board of Education shall declare the office of a board member vacant if it finds any of the following:

(a) The incumbent has died or resigned.

(b) The incumbent has been removed or recalled from office or the election of the incumbent thereto has been declared void by the judgment of a court.

(c) The incumbent has ceased to be a resident of the district from which the incumbent was nominated or elected.

(d) The incumbent has ceased to discharge the duties of office for two consecutive months unless prevented therefrom by sickness or other unavoidable cause or unless excused by the chairperson of the Board of Education.

A Board member who changes permanent residence from one Zone of the District to another Zone or who by a change in Zone boundaries no longer resides in the Zone to which elected or appointed is entitled to continue to serve as a Board member until June 30 following the next regular district election at which a successor shall be elected to serve for the remainder of the unexpired term, if any.

When a vacancy is declared the remaining Board of Education members shall meet and appoint a person to fill the vacancy from any of the electors of the zone from which the vacancy occurs.

If the offices of a majority – four or more – of the Board members are vacant at the same time, the governing body of the principal county shall appoint persons to fill the vacancies from any of the electors of the zones from which the vacancy occurs.

The period of service of a Board of Education member appointed to a vacant position commences upon appointment and expires June 30 next following the next regular district election at which a successor is elected. The successor shall be elected to serve the remainder, if any, of the term for which the appointment was made. If the term for which the appointment was made expires June 30 after the election of the successor, the successor shall be elected to a full term. In either case, the successor shall take office on July 1.

The Board of Education shall establish administrative procedures to solicit applications that assure ample publicity to and information for prospective candidates. The Board of Education will determine the schedule and appointment process, which may include interviews at a public meeting.

END OF POLICY

Originally Adopted: November 13, 2018

Last Revised: April 1, 2026

Revisions Approved by Board:

Rescinded: 1.025

New Business



Clatsop
Community
College

Board of Education

RESOLUTION FOR INCLUSION UNDER THE STATE OF OREGON DEFERRED COMPENSATION PLAN



LOCAL GOVERNMENT PROGRAM

The Board of Education (Governing Body) of Clatsop Community College
(Employer), pursuant to the provisions of Oregon Revised

Statutes (ORS) 243.474, which provides in part that:

"A local government that establishes a deferred compensation plan may invest all or part of the plan's assets through the deferred compensation investment program established by the Oregon Investment Council (OIC) under ORS 243.421,"

Hereby determines to be included in the State of Oregon Deferred Compensation Investment Program, also known as the Oregon Savings Growth Plan, established by the OIC under ORS 243.421 and administered by the Public Employees Retirement Board according to ORS 243.435 for its eligible personnel.

Be it further resolved that the proper officers are herewith authorized and directed to take all actions and make such reductions and submit such deferrals as are required by the Public Employees Retirement Board of the State of Oregon pursuant to ORS 243.478 (1), and

Be it further resolved that Employer agrees to be bound by the terms and conditions of the contracts between the State, its investment providers and record keeping company, and the "Plan Document" as identified in ORS 243.401 to 243.507 and TPA services as amended from time to time. Specifically, without limitation, Employer agrees to appoint its governing body as Trustee of its Plan, as required by Section 457(g) of the Internal Revenue Code (IRC), 26 USC 457(g)(2). The Employer certifies it is an "eligible employer" under IRC Section 457(e)(1) and has received a copy of the Plan Document and TPA Services.

Be it further resolved that Employer shall submit a certified copy of this resolution and "Notification Memo" to the State of Oregon, Public Employees Retirement System (PERS) as the Plan Administrator.

Be it further resolved that the Governing Body and Employer, recognize the PERS Board's responsibility for maintaining the integrity of the Plan and hereby agree to cooperate fully with the Plan Administrator in accordance with procedures established by PERS, including without limitation in processing requests for withdrawal in case of an unforeseeable emergency as defined in IRC Sec. 457(b)(5) and Treasury Regulations 1.457-2(h)(4) and (5).

DESIGNATION OF AGENT

The person in the following position is hereby designated as the agent in matters pertaining to the State of Oregon Deferred Compensation Investment Program.

Title Director of Human Resources
Agent Anita Jensen
Address 1651 Lexington Ave
Astoria OR 97103
Phone Number 503-338-2450
E-mail address ajensen@clatsopcc.edu
Office Hours 9-5
Payroll Agent Tamara Blackford
Payroll E-mail address tblackford@clatsopcc.edu
Phone Number 503-338-2439
Fax Number _____

SL3

CERTIFICATION

I hereby certify that the foregoing resolution is a true, correct and complete copy of the resolution duly and regularly passed by the Board of Education (Governing Body) of Clatsop Community College (Employer Name) of Clatsop (County) on the _____ day of _____ and that this resolution has not been repealed or amended, and is now in full force and effect.

Dated this _____ day of _____, _____.

X _____

Governing Body Authorized Signature _____ Title _____

Ed

Mailing Address _____

NOTIFICATION MEMO

Employer Name <u>Clatsop Community College</u>	Daytime Phone _____
Address <u>1651 Lexington Ave</u>	County <u>Clatsop</u>
City, State, Zip <u>Astoria OR 97103</u>	Federal Identification Number <u>93-0505508</u>
Number of Employees _____	PERS Employer Number <u>02900</u>
Employer Representative (Name) <u>Anita Jensen</u>	_____

PAYROLL DATA

1. Deferral will be submitted by ACH. Back-up documentation containing the participants' demographic information and deferral amounts must be included.
2. Normal payday (i.e., every Thursday, every other Friday, etc): Last working Friday of the month
 - a) Attach payday schedule for a calendar year
 - b) Number of employees on this pay mode: 213
3. Participants are able to indicate upon enrollment whether deferral amount shall be indicated in dollar amount or as percentage of salary per pay period.
4. The initial and amended payroll reduction authorization, forms and Letters of Transmittal should be sent to:

Name <u>Tamara Blackford</u>	Title <u>Payroll Administrator</u>
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5. Payroll Reduction Listing that will be sent prior to each pay day should be sent to:

Name <u>Tamara Blackford</u>	Title <u>Payroll Administrator</u>
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PLAN TRUST – DECLARATION



Local Government Entity

Clatsop Community College

ARTICLE I - PURPOSE

Employer, which is a local government entity in Oregon and an “eligible employer” under Section 457(e)(1) of the Internal Revenue Code (IRC), 26 USC 457(e)(1), desires to establish an “eligible deferred compensation plan” (“the Plan”), as defined in Section 457(b) of the Internal Revenue Code, for employees performing services for Employer (“Employer” or “Plan Sponsor”). Employer is the Plan Administrator, and its governing body is the Plan Trustee. The Plan is a “local government deferred compensation plan” as defined in ORS 243.401(9) that is administered by the Public Employees Retirement System. A Third Party Administrator (TPA) may be contracted to offer administrative services.

ARTICLE II - ACCOUNTS HELD IN TRUST

All amounts of compensation deferred under the Plan, all property and rights purchased with such amounts and all income attributable to such amounts, property, or rights shall be held in trust for the exclusive benefit of Participants and their beneficiaries.

ARTICLE III - INVESTMENT

Employer shall offer a diversified investment program(s) for employees participating (“Participants”) in the Plan. All or any portion of each Participant’s Account may be, but shall not be required to be, invested by Employer in the options designated by Participant. Employer shall have absolute and uncontrolled discretion with respect to the option or options, in which the Account as defined in Article IV, shall be invested.

ARTICLE IV - DEFERRAL

The compensation that a Participant would otherwise receive for the pay period shall be reduced by the amount specified by the Participant enrollment form, or through instructions communicated via the PERS/OSGP website, telephone, or other approved method(s) prescribed by the Deferred Compensation Office. The amount of the reduction shall be contributed to Participant’s Deferred Compensation Account (the “Account”).

ARTICLE V - CHANGE IN AMOUNT OF DEFERRAL

The amount of compensation to be deferred under the Plan may be increased or decreased at any time in accordance with Plan procedures. Any such revision shall be effective for any calendar month by salary reduction only if an agreement providing for the deferral has been entered into before the first day of the month in which the compensation is paid or made available.

ARTICLE VI - MAXIMUM DEFERRAL

Except as provided in Article XIV, the following limitations shall apply: In no event shall the amount deferred for any Participant’s taxable year exceed the lesser of (i) the certain amount specified by the Internal Revenue Service or (ii) 100 percent of Participant’s includible compensation for the taxable year for services performed for Employer.

ARTICLE VII - TIMING OF DEFERRAL

Compensation may be deferred for any calendar month by salary reduction only if an agreement providing for the deferral has been entered into before the first day of the month in which the compensation is paid or made available.

ARTICLE VIII - EMPLOYER'S OBLIGATION; FEES AND CHARGES

Employer's sole obligation to the Participant at any time shall be equal to the value of the Account at such time. The Participant's Account shall be reduced by any charges or fees incurred in liquidating any investment in which the Account is invested, including any interest penalty for early withdrawal of amounts deposited in any financial institution. In addition, the Plan may charge each Participant an annual administrative fee of up to two (2) percent of the Account.

Loan: If employer chooses to participate in the Plan's loan program, participants may be eligible to borrow funds from their OSGP account.

ARTICLE IX - NON-ASSIGNMENT

Except as required by the terms of a domestic relations order as defined in IRS Private Letter Ruling 9145010, July 31, 1991, the Internal Revenue Code, as may be amended, and Plan provisions, Participant may not assign, anticipate, alienate, sell, transfer, pledge, or in any way encumber any of the rights Participant may have in the Employer's 457 Plan, as may be amended. Employer shall reject and refuse to honor any such purported action with respect to such rights. The interest of Participant or any beneficiary designated by Participant in Participant's Account or in any obligation established by this Plan-Trust Declaration shall not be subject to the claims of Participant's creditors or to legal process on behalf of Participant's creditors or be liable for the debts of any beneficiary.

ARTICLE X - AVAILABILITY OF DEFERRED FUNDS

In no event will any amount payable under this Plan be paid or made available to Participant before the Participant incurs a Severance from Employment or is approved for an Unforeseeable Emergency or De Minimis distribution which are defined below. In no event may a Participant's Beneficiary or alternate payee under a QDRO receive a De Minimis distribution or a distribution for an Unforeseeable Emergency.

Severance from Employment shall be determined in the manner prescribed by the Internal Revenue Service. For purposes of this Plan, Participant will have a Severance from Employment on ceasing to render services for the Plan Sponsor, including services as a temporary employee. If a Participant returns to work with the Plan Sponsor, the Participant is no longer eligible for distributions except as otherwise expressly allowed under the Plan and the Internal Revenue Code. "Unforeseeable Emergency shall mean severe financial hardship to Participant resulting from a sudden and unexpected illness or accident of Participant or of Participant's dependent (as defined in Section 152(a) of the Internal Revenue Code), loss of Participant's property due to casualty, or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond Participant's control. The circumstances that will constitute an Unforeseeable Emergency will depend upon the facts of each case, but in any case, payment may not be made to the extent that such hardship is or may be relieved: (i) through reimbursement of compensation by insurance or otherwise, (ii) by liquidation of Participant's assets, to the extent the liquidation would not itself cause severe financial hardship, or (iii) by cessation of deferrals under the Plan."

De Minimis Distribution. If a Participant's account has less than \$5,000 and the Participant has not contributed to the Plan for a minimum of two years, the Participant may request that the account balance be distributed to the Participant. A Participant may elect this option only once.

Unforeseeable Emergency. Upon the occurrence of an Unforeseeable Emergency, as defined above, Participant may request an Unforeseeable Emergency Withdrawal in a manner prescribed on a form supplied by the Deferred Compensation Office. If the Deferred Compensation manager, or the manager's designee, approves the request, a distribution will be made in an amount consistent with the terms of this Plan and Agreement and reasonably needed to satisfy the emergency need.

Loan. If employer chooses to participate in the Loan Program, participants may be eligible to borrow funds from their OSGP account.

Distribution After Severance from Employment. Upon Participant's Severance from Employment, as defined above, Employer shall direct the record keeper to pay Participant the value of Participant's Account in the manner specified in Article XII.

ARTICLE XI - PAYMENT UNDER THE PLAN

- (a) Upon Participant's Severance from Employment, as defined in Article X, Employer shall authorize payment to the Participant in accordance with Plan procedures; or
- (b) Upon the occurrence of an Unforeseeable Emergency, as defined in Article X. Participant may submit an Unforeseen Emergency Withdrawal Request on a form supplied by the Employer or TPA. The request, if approved, will be for only the amount of payment as is consistent with the terms of this Plan document and reasonably needed to satisfy the emergency need.

ARTICLE XII - DISTRIBUTIONS

The distribution form, which must be completed by a Participant upon severance of employment when the Participant requests a distribution from the Plan, provides for the time and manner in which the value of the Participant's Account is to be paid following Severance from Employment. The Participant may make or change an election regarding the manner in which payments are to be made by completing and executing the "Manner of Payment" portion of the distribution form and delivering by mail or in person to the OSGP office at least 30 days before the payment commencement date. The "Payment Commencement Date" portion and the "Manner of Payment" portion of the distribution form shall become effective when executed by both Participant and Employer. The payment commencement date must be at least 30 days after the termination date. If the Participant turned 70½ in 2019 or earlier and still has a balance in the Plan, they are required to take a Required Minimum Distribution (RMD) by April 1st of the calendar year following the calendar year in which they reached 70½. Beginning in 2020 or later, if the Participant has a balance in the Plan, they are required to take a Required Minimum Distribution (RMD) by April 1st of the calendar year following the calendar year in which they reach 72, or when they separate from service, whichever is later. The manner of payment selected must satisfy the requirements of Section 401(a)(9) of the Internal Revenue Code. If a Participant fails to elect a payment commencement date by the required beginning date as defined in OAR 459-050-0080, payments shall be made in accordance with IRC 401(a)(9). Account balances of less than \$1,000 shall be distributed as a lump sum within one year after the termination date.

ARTICLE XIII - DISTRIBUTION TO BENEFICIARIES

If the Participant dies after having begun to receive distributions, the distribution of benefits must continue to the designated beneficiary at least as rapidly as under the schedule of payments elected by Participant. If Participant dies before having begun to receive distributions, Participant's entire Account must be distributed by December 31 of the calendar year that contains the fifth anniversary of Participant's death, unless the designated beneficiary elects within 60 days after the date the Deferred Compensation Office is notified of the Participant's death to have one of the following special rules apply:

- (a) **IF THE BENEFICIARY IS PARTICIPANT'S SURVIVING SPOUSE:** If the beneficiary is a surviving spouse, distributions must begin no later than December 31 of the year in which the Participant would have reached age 72, or the year that contains the first anniversary of the Participant's death, whichever is later. The entire account must be paid over a period that does not exceed the surviving spouse's life expectancy.
- (b) **IF THE BENEFICIARY IS A PERSON OTHER THAN THE SURVIVING SPOUSE:** If the beneficiary was designated by the Participant, distributions must begin no later than December 31 of the year that contains the first anniversary of Participant's death. The entire Account must be paid over a period which does not exceed the beneficiary's life expectancy.
- (c) **IF THE BENEFICIARY WAS NOT DESIGNATED BY THE PARTICIPANT:** As defined in section 401(a)(9) of the Internal Revenue Code, the Participant's entire interest must be distributed to the Estate.

ARTICLE XIV - CATCH-UP ELECTION

Participants nearing normal retirement age may make up some or all of any deferrals they did not make during previous years of eligibility. For purposes of this Article, "normal retirement age" shall have the meaning given to that term under the retirement system of the plan sponsor. A Participant may elect to make additional catch-up contributions using either of the options listed below. These options may not be exercised simultaneously.

- (a) The earliest a Participant may exercise this catch-up option is three years before the Participant reaches normal retirement age. Within one to three years prior to the Participant's normal retirement, the Participant may make additional contributions, such that the sum of normal contributions and catch-up contributions does not exceed the lesser of:
 - (i) twice the dollar amount in effect under Internal Revenue Code section 457(b)(2)(A) or
 - (ii) the sum of the maximum contribution level available to the employee plus so much of the maximum contribution level as was not previously used.

- (b) A Participant who has attained age fifty (50) before the close of the pay year may defer an amount in addition to the maximum contribution level, not to exceed the lesser of:
 - (i) the dollar amount stated by the Internal Revenue Service; or
 - (ii) compensation as defined in IRC 415(c) less any other elective deferrals for the year.

ARTICLE XV - PLAN-TO-PLAN TRANSFERS OUT OF THE PLAN

If Participant has a Severance from Employment under this Plan, and becomes employed by another Employer that sponsors a plan that accepts eligible rollover distributions under the Internal Revenue Code, including but not limited to an "eligible deferred compensation plan" under Section 457, Participant may request a transfer of his or her Account to the new Employer's plan. Such a transfer is subject to the terms and conditions of the plan receiving the funds.

ARTICLE XVI - ACCEPTANCE OF DEFERRALS FROM ANOTHER PLAN

Compensation deferred by a Participant pursuant to another eligible plan, including but not limited to plans established under sections 401(k) and 403(b) of the Internal Revenue Code, IRAs, and a governmental employer's "eligible deferred compensation plan" within the meaning of Section 457 of the Internal Revenue Code, may be accepted by this Plan. Such amounts shall be credited to the Participant's Account established pursuant to this Plan-Trust Declaration and shall be subject to all the terms and provisions of the Plan, Oregon Revised Statutes, and the Oregon Administrative Rules, as they may be amended from time to time.

ARTICLE XVII - REVOCATION

Participant may revoke participation in the Plan by providing telephonic instructions, by issuing instructions via the PERS/OSGP Internet site, or any other method that is in accordance with Plan procedures. Any revocation shall be effective only for compensation earned after the last day of the calendar month in which the revocation is submitted. Revocation of participation in the Plan will not accelerate payment of amounts deferred. Payment will occur only upon the occurrence of one of the specific events detailed in this Plan document.

ARTICLE XVIII - DOMESTIC RELATIONS ORDER

The Plan will comply with domestic relation orders as defined in IRS Private Letter Ruling 9145010, July 31, 1991, and as required under Plan provisions, Oregon law, the Internal Revenue Code, rules and regulations, as they may be amended from time to time.

ARTICLE XIX - COMPLIANCE WITH INTERNAL REVENUE CODE SECTION 457

This Plan document is intended to comply with and to be administered in a manner consistent with Section 457 of the Internal Revenue Code. The provisions of this Plan documents shall be interpreted in accordance with this intent. If requested by the Employer, the Participant agrees to cooperate in correcting any inconsistency in the administration of the Plan and Agreement under Section 457 of the Internal Revenue Code. The Plan shall be administered in accordance with Oregon law, the Internal Revenue Code, and applicable rules and regulations, as they may be amended from time to time.

ARTICLE XX - AMENDMENT OF PLAN-TRUST DECLARATION

Subject to the requirements of ORS 243.474 through 243.478, the Employer may amend this Plan-Trust Declaration at any time and without the consent of any other person. Any amendment must be in writing, and may be required if necessary to maintain compliance with Oregon law, the Internal Revenue Code, rules and regulations, as they may be amended from time to time. However, any amendment that would diminish the protection of Article II, "Account Held in Trust" is absolutely void.

NOW THEREFORE, in recognition of the premises recited above, and in consideration of the provisions stated by this Plan-Trust Declaration, and intending to be legally bound by this written Plan-Trust Declaration, the Employer as the Plan Administrator and the Plan-Trustee signed below.

Employer's Signature (Do not print)

President

Printed Name

Title

Date

Plan Trustee's Signature (Do not print)

Ed

Printed Name

Title

Date

Policies for Second Reading and Adoption



**Clatsop
Community
College**

Board of Education

BP 3420 Equal Employment Opportunity

References:

Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e
The Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal Regulations Parts 1625 et seq.;
Americans with Disabilities Act of 1990 (ADA) and 29 Code of Federal Regulations Parts 1630 et seq.;
ADA Amendments Act of 2008 (ADAAA);
Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) and 29 Code of Federal Regulations Parts 1635.1 et seq.;
29 Code of Federal Regulations Parts 1601.1 et seq. – Discrimination based on National Origin;
29 Code of Federal Regulations Parts 1606 et seq. – Religious Discrimination;
Pregnancy Discrimination Act of 1978 (PDA) and 29 Code of Federal Regulations Part 1604.10;
ORS 659A

NOTE: *This policy is **legally required**. Because this remains a highly dynamic area of law, consultation with legal counsel in implementing this policy and the related procedure is advised.*

The Board of Education desires to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of employees from a wide variety of backgrounds. ~~It agrees that diversity in the academic environment which~~ fosters cultural awareness, mutual understanding and respect, harmony and respect, and suitable role models for all students.

Optional: *Include language regarding the importance of an equitable and inclusive hiring process to equal employment opportunity. For example:* An equitable and inclusive hiring process is essential ~~to improve diversity, to~~ reduce barriers to employment, and allow potential applicants the opportunity to demonstrate that they meet or exceed the minimum qualifications for employment.

The Board of Education therefore commits itself to promote ~~the total realization of equal employment through a continuing~~ equal employment opportunities ~~program.~~

The ~~[CEO]~~**President** shall ~~ensure that develop, for review and adoption by the Board of Education, a plan for~~ equal employment opportunities ~~that complies~~ with federal and state law as modified or clarified by judicial interpretation from time to time.

~~**Optional:** Include language directing the [CEO] to develop hiring procedures driven by diversity, equity, and inclusion. For example: The [CEO] shall develop hiring procedures~~

BOARD POLICY AND PROCEDURE PROGRAM

~~driven by diversity, equity, and inclusion and consistent with the [entity's] intent described above.~~

Adopted:

Revised 10/21

BP 3420 Equal Employment Opportunity

References:

Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e
The Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal
Regulations Parts 1625 et seq.;
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The Board of Education therefore commits itself to promote equal employment opportunities

The **President** shall ensure that equal employment opportunities comply with federal and state law as modified or clarified by judicial interpretation from time to time.

Adopted:

BOARD POLICY AND PROCEDURE PROGRAM

Revised 10/21

BP 3505 Emergency Response Plan

References:

Homeland Security Act of 2002;
National Fire Protection Association 1600;
Homeland Security Presidential Directive-5;
34 Code of Federal Regulations Part 668.46(g);

NOTE: The following policy language is legally required.

The ~~[entity]~~ Clatsop Community College shall have emergency response and evacuation procedures for notifying the campus community in the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

NOTE: The following policy language is legally advised.

The ~~[CEO]~~ President shall establish procedures that ensure that ~~the [entity]~~ Clatsop Community College implements a plan to be activated in the event of an emergency or the occurrence of a natural disaster or hazardous condition. This plan must comply with the National Incident Management System (NIMS), incorporating the functions and principles of the Incident Command System (ICS), Multiagency Coordination System (MCS) and Public Information Systems, the relevant state emergency management response plan, and any other relevant programs. The plan must incorporate NIMS and the state emergency management response plan to facilitate the coordination between and among agencies in the event of an emergency or natural disaster.

Compliance with NIMS and any state mandates include but are not limited to:

- Establishing disaster preparedness procedures or a plan; and
- Completion of training sessions by college personnel in compliance with NIMS and state guidelines
 - Training requirements vary based on job titles or assigned roles within the emergency plan

The ~~[CEO]~~ President should ensure that a team is created to carry out compliance with NIMS and applicable state mandates.

The plan should contain information regarding activation and chain of command responsibilities. Compliance with NIMS mandates requires planning and incorporation for all phases of emergency management including mitigation and prevention, preparedness, response and recovery. The ~~[entity]~~ President must ensure that its plan

BOARD POLICY AND PROCEDURE PROGRAM

is updated regularly. Colleges must comply with NIMS and state requirements to receive federal or state funding.

Adopted:

Removed Old NWCCU Standard 6/22

Replaces 3.225

BP 3505 Emergency Response Plan

References:

Homeland Security Act of 2002;
National Fire Protection Association 1600;
Homeland Security Presidential Directive-5;
34 Code of Federal Regulations Part 668.46(g);

NOTE: *The following policy language is legally required.*

Clatsop Community College shall have emergency response and evacuation procedures for notifying the campus community in the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

NOTE: *The following policy language is legally advised.*

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BOARD POLICY AND PROCEDURE PROGRAM

updated regularly. Colleges must comply with NIMS and state requirements to receive federal or state funding.

Adopted:

Removed Old NWCCU Standard 6/22

Replaces 3.225

BP 3520 Local Law Enforcement

References:

34 Code of Federal Regulations Part 668.46(b)(4)

NOTE: *This policy is **legally required** whether or not the entity includes a police department as part of its structure.*

The ~~[name of the entity]~~ Clatsop Community College ~~[add, if appropriate, “and each campus”]~~ encourages accurate and prompt reporting of all crimes to the ~~campus police~~ or the appropriate police agencies. The ~~[CEO]~~ President shall establish procedures that encourage pastoral counselors and professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Adopted:

BP 3520 Local Law Enforcement

References:

34 Code of Federal Regulations Part 668.46(b)(4)

NOTE: *This policy is **legally required** whether or not the entity includes a police department as part of its structure.*

Clatsop Community College encourages accurate and prompt reporting of all crimes to the the appropriate police agencies. The **President** shall establish procedures that encourage pastoral counselors and professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Adopted:

Upcoming Events



Clatsop
Community
College

Board of Education

APRIL, MAY and JUNE 2026 UPCOMING EVENTS

Updated 4/3/2026

EVENT	DATE	TIME	LOCATION
April Regular Board of Education Meeting	Thursday, April 9	5:30 pm	Columbia 219 or Zoom
Bandit in Wonderland: Foundation Annual Fundraiser	Saturday, April 11	TBD	Patriot Hall
Faculty Plus Art Show Reception	Thursday, April 16	6:00 – 7:30 pm	Royal Nebeker Gallery
Rain Magazine Reception	Friday, April 17	5:00 – 8:00 pm	Towler Hall 3 rd Floor Commons
Budget Committee Meeting	Tuesday, April 21	5:30 pm	Columbia 219 or Zoom
MERTS Open House	Friday, April 24	9:00 am – 2:00 pm	MERTS Campus
Trantlerfest	Wednesday, May 6	6:00 – 9:00 pm	Royal Nebeker Gallery
May Regular Board of Education Meeting	Thursday, May 14	5:30 pm	South County Campus or Zoom
RiverSea Conference	Friday, May 15	9:00 am – 5:00 pm	Towler Hall
CEDR Awards	Thursday, May 21	5:00 pm	Seaside Convention Center
Juried Student Art Show Reception	Thursday, May 28	6:00 – 7:30 pm	Royal Nebeker Gallery
Student Awards	Thursday, June 4	6:00 pm	Fort George Lovell Showroom
Commencement Ceremony	Friday, June 12	4:00 pm	Patriot Hall
June Regular Board of Education Meeting	Thursday, June 18	5:30 pm	Columbia 219 or Zoom