

**COLUMBIA BASIN COLLEGE  
BOARD OF TRUSTEES MEETING**

December 8, 2025  
Beers Board Room & Virtual  
4:30 p.m.

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**Agenda**

Call to Order

**Pledge of Allegiance**

**Agenda Changes\***

**Approval of Minutes\***

Exhibit A: November 10, 2025, Board of Trustees Meeting

**Linkage with Community**

Battelle

Evangelina Galvan Shreeve, Acting Deputy Director Human Resources

Karen Kniep Blanton, Acting Director STEM Education and Workforce Development

**Celebrating Excellence**

Stephanie Fuentes, Undocumented Student Advocacy Specialist

**Remarks**

By Administration

President Rebekah Woods, Exhibit B: CBC in the News – Nov 2025

Foundation Executive Director & CEO Erin Fishburn

By ASCBC Student Representative

By Faculty Senate Chair Kiera Squires

By AHE Representative Rik Smith

By Board Members

**Public Comments**

- Anyone who would like to share public comment, for the record, please give your name and whether you are a student, employee or a member of the community. If you are participating through zoom, please raise your hand and we will promote you to a panelist so you may speak.
- Please limit your comments to 3 minutes.
- During public comment, the Board will focus on listening and treat all comments with equal attention and respect. We ask the same of all attendees.

**Reports**

Exhibit C: Cash Reserve Report

Exhibit D: Operating Funds Variance Report

**Discussion/Action\***

Exhibit E: Resolution 25-06, In-State Tuition and Fee Policy for Apprenticeship Programs

Exhibit F: First Reading – Board Policies Executive Limitations EL-6, EL-7, EL-8, EL-9, EL-10

**Adjournment****\*(Requires motion/approval)**

*If you are a person with a disability and require an accommodation while attending the meeting, please contact the President's Office at 542-4802 as soon as possible to allow sufficient time to provide accommodations.*

# Exhibit A

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**Board of Trustees  
Community College District 19  
Campuses in Pasco & Richland, Washington**

A regular meeting of the Board of Trustees of Community College District 19 was held on Monday, November 10, 2025. Ofelia Rivas de Bredt, chair, presided. This meeting was held in the Beers Board Room, Building A, CBC Pasco Campus at 2600 N. 20<sup>th</sup> Avenue, Pasco, WA 99301 and remotely via Zoom.

## **MINUTES**

Chair Rivas de Bredt called the business meeting to order at 4:30 p.m.

## **ROLL CALL**

A quorum of the Board was present.

Board Present: Chair Ofelia Rivas de Bredt, Trustee Kedrich Jackson (virtual), Trustee Edison Valerio and Trustee Michelle Smith

Board Secretaries Present: Rebekah Woods – President & Secretary to the Board, Ronda Rodgers – Recording Secretary

Administration & Staff Present: Eduardo Rodriguez, Corey Osborn, Cheryl Holden, Michael Lee, Elizabeth Burtner, Erin Fishburn, Dan Quock, Matt Green, Luz Garza

Guests Present: Jesus Mota, Billy Getty, Samuel Whitecotton, Brandon Duran, Chiarra Lohr, Debbie Wolf, Tony Sako, Cindy Walker, Maeve Bolling (ASCBC)

Virtual Attendees: Sarah McCalmant, Daphne Larios, Hoewoon Kim

## **PLEDGE OF ALLEGIANCE**

Trustee Rivas de Bredt led the Pledge of Allegiance.

## **APPROVAL OF AGENDA**

**MOTION:** Trustee Valerio moved and Trustee Smith seconded a motion to approve the November 10, 2025 agenda as written. Approved unanimously.

## **APPROVAL OF MINUTES**

**MOTION:** Trustee Smith moved and Trustee Valerio seconded a motion to approve the October 13, 2025 Board meeting minutes as written. Approved unanimously.

**MOTION:** Trustee Smith moved and Trustee Valerio seconded a motion to approve the October 13, 2025 Special meeting of the Board – Strategic Plan Listening Session meeting minutes as written. Approved unanimously.

**Board of Trustees  
Community College District 19  
Campuses in Pasco & Richland, Washington**

## **CELEBRATING EXCELLENCE**

The Board welcomed the CBC Automotive professors and staff to congratulate them on achieving the Automotive Service Excellence (ASE) Accreditation for the CBC program. The ASE process is rigorous, a process taking CBC six years to complete. This accreditation aims to improve the quality of vehicle repair and service through the testing and certification of repair and service professionals.

The Board also welcomed the team who worked to implement and receive accreditation from the Northwest Commission on Colleges and Universities (NWCCU) for the Bachelor of Computer Science program at CBC – our 11<sup>th</sup> bachelor program. Professors Wolf, Sako, and Ahmad, along with Cindy Walker, Assistant Dean for Instruction, and Melissa McBurney, Dean for Accreditation & Assessment, worked over a three-year period with a focus on equity to consider the necessary courses and bringing CBC's curriculum into alignment with other community and technical colleges in the state.

## **REMARKS**

By Administration, President

Rebekah Woods, CBC President, provided the following updates to the Board.

### *Teaching & Learning Day*

Today was CBC's fall teaching and learning day – an opportunity for employees to engage in professional development. Our guest speaker was Galen Emanuele.

### *Artificial Intelligence Workgroup*

Cabinet received the AI Workgroup Report; 45 pages of research and great recommendations. This workgroup has been charged with developing a draft charter for the ongoing AI Advisory Committee.

### *Collaborative Effort to Help Students*

Thank you to the employees and student workers in the Workforce Education Center, ASCBC and Foundation who worked together to make available \$100K in Winco grocery cards to SNAP eligible students. This effort has helped 256 students to date.

By CEO, Foundation

Erin Fishburn, Foundation Executive Director & CEO, provided the Foundation report. Fall scholarship applications closed at the end of September with 300 scholarships awarded this round. A scholarship celebration is planned for December 2. Scholarships will open again in January for the second round of awards. Power of Connection, the annual Foundation scholarship fund raiser, raised \$200K for student scholarships – thank you to those who attended the event and donated. STCU donated \$7,500 to the CBC Food Pantry. The Foundation received a \$25K endowed scholarship from Saul Martinez and La Hermandad de OMT.

**Board of Trustees  
Community College District 19  
Campuses in Pasco & Richland, Washington**

By ASCBC

Maeve Bolling, ASCBC representative, provided updates of current ASCBC sponsored events. October included Spooky Bingo, craft hour, Hawk-o-ween (300+ in attendance), pumpkin carving, volleyball spirit night, pizza with the President, Fall Festival and PTK (honor society) held an event demonstrating drunk and distracted driving. ASCBC is currently raising funds for the winter service project to be held the first week in December for current students.

By Faculty Senate Chair

Kiera Squires, Faculty Senate Chair, gave an update on Faculty Senate. The fourth meeting of the year was November 7. Senate gave feedback on draft charters for existing committees and draft charges for new workgroups (a Graduate Analysis workgroup and a Special Events Policy and Process workgroup). The AI Workgroup provided Senate with an update on what they presented to Cabinet last week, so we expect a charter for an AI Advisory Committee to be coming soon. Senate also appointed two interim Senators and an alternate so that we have a full 12 voting members on Faculty Senate. Today was Teaching and Learning day, and faculty had time to work on assessment projects and review the final drafts of our new Institutional Learn Outcomes and Program Learning Outcomes for the AA/DTA degree. Lastly, we've heard concerns from students about the price of textbooks, so Senate will encourage faculty to use open educational resources, as long as they adhere to ADA guidelines.

By AHE Representative

No AHE representative was present.

By Board Members

*Trustee Edison Valerio* attended the ACCT Leadership Congress with Dr. Woods in New Orleans during October, the Boys & Girls Club dinner and fundraising event, and the CBC Power of Connection.

*Trustee Kedrich Jackson* attended the Energy Solutions Summit (AWB) that brings together industry leaders, representatives and academia.

*Trustee Michelle Smith* has had Running Start students at Chiawana High School ask her where they should go for academic assistance at CBC. Students don't know who to talk to or how to handle academic situations or problems. Trustee Smith suggested CBC develop a 1-pager for school counselors (FAQ sheet) to help Running Start students.

*Chair Ofelia Rivas de Bredt* thanked administration for providing the Board with a Strategic Plan Listening Session and an opportunity to provide feedback on key areas of success and opportunity. Trustee Rivas de Bredt attended the Big Band Night at CBC and the Foundation's Power of Connection event.

## **PUBLIC COMMENTS**

No public comments.

**Board of Trustees  
Community College District 19  
Campuses in Pasco & Richland, Washington**

**REPORTS**

The Cash Reserve Report and Operating Funds Variance Report were provided by Eduardo Rodriguez, Vice President for Administrative Services.

**DISCUSSION/ACTION**

Resolution 25-05: Community STEM Learning Center was presented to the Board. The resolution recognizes a generous gift of \$3.25M from Battelle to CBC in order to develop a community STEM center. The resolution provides naming rights to Battelle for twenty years. The Board authorizes the naming of the new Center as the "Battelle Community STEM Learning Center."

**MOTION:** *Trustee Smith moved and Trustee Valerio seconded a motion to approve Resolution 25-05: Community STEM Learning Center as written. Approved unanimously. Resolution was signed by Chair Rivas de Bredt on behalf of the CBC Board of Trustees.*

Board Policies Executive Limitations EL-1, EL-2, EL-3, EL-4, EL-5

**MOTION:** *Trustee Jackson moved and Trustee Valerio seconded a motion to accept Board Policies Executive Limitations EL-1, EL-2, EL-3, EL-4, and EL-5 as written. Approved unanimously.*

February 9, 2026 Board of Trustees Meeting – discuss possible change in date or time  
The Board discussed changing the date of the February 9, 2026 meeting due to trustee attendance at the ACCT National Legislative Summit in Washington, D.C. on this date. It was determined the Board would meet on Monday, February 2, 2026 at 4:30pm instead of February 9. Chair Rivas de Bredt will contact each trustee to determine their availability for a quorum.

**CONSENT AGENDA**

Board of Trustees Bylaws Articles VI - X

**MOTION:** *Trustee Valerio moved and Trustee Smith seconded a motion to approve Board of Trustees Bylaws Articles VI - X as written. Approved unanimously.*

**ADJOURNMENT**

The CBC Board of Trustees business meeting adjourned at 5:50 p.m. by Chair Rivas de Bredt.

CHAIR:

ATTEST:

\_\_\_\_\_  
Ofelia Rivas de Bredt  
Chair, Board of Trustees  
Community College District 19

\_\_\_\_\_  
Ronda Rodgers  
Recording Secretary, Board of Trustees  
Community College District 19

# Exhibit B



## **Columbia Basin College: In the News – November 2025**

11/25/2025

### **KEPR:**

[Columbia Basin College is spreading awareness about distracted driving](#)

### **KNDU-TV:**

[Columbia Basin College students tackle distracted driving](#)

[Columbia Basin College brings awareness to impaired driving](#)

[CBC Women's Soccer Aiming for Second NWAC Title in Three Seasons](#)

[CBC Men's Soccer Gearing Up for NWAC Title Run](#)

[Building Blocks: Senior Family Night set for Nov. 14](#)

### **Apple Valley News:**

[CBC hosts transfer fair to connect students with four-year universities](#)

### **Tri-City Herald:**

[Kamiakin volleyball still in running for WA state tourney despite 1st loss](#)

[Election: Trump appointee has chance to take back his Pasco council seat](#)

[Author of national bestseller featuring a NW octopus to speak in Tri-Cities](#)

[Upscale deli opens new chapter in Tri-Cities dining near CBC](#)

[What's being built there? \\$71M convention center + Student housing + Town homes](#)

### **Journal of Business:**

[Programs aim to bolster nuclear tech pipeline for next generation](#)

### **Peninsula Daily News:**

[COLLEGE SOCCER: Peninsula women move on to final four](#)

### **Moscow-Pullman Daily News:**

[Amazon is bringing one of the nation's 1<sup>st</sup> new reactors to WA](#)

### **The Bellingham Herald:**

['Mission-driven' Tri-Cities educator named WA state Superintendent of the Year](#)

# Exhibit C

# Columbia Basin College

## Cash Reserve Report

FY2026 - October

Assets			
Cash			
In Bank	1000070	\$	24,716,895
Petty Cash	1000020	\$	5,504
<b>Total Cash</b>		<b>\$</b>	<b>24,722,399</b>
Investments			
Short Term (0-365 days)	1000040-1000050		
	1020000-1020030	\$	5,171,386
Long Term (>365 days)	1110003-1110060	\$	17,307,025
<b>Total Investments</b>		<b>\$</b>	<b>22,478,411</b>
Accounts Receivable			
Current	1010100 + 1010030	\$	1,277,229
Unbilled	1010050	\$	420,358
AR - Other	1010240 + 1010060	\$	316,356
Allowance for AR	1010110 + 1010130	\$	(18,497)
<b>Total AR</b>		<b>\$</b>	<b>1,995,446</b>
Inter/Intra Gov Receivables			
Due from Fed	1010150	\$	1,742,515
Due from Other Gov	1010160	\$	1,911,735
Due from Other Agency	1010180	\$	110,596
<b>Total Inter/Intra Gov Receivables</b>		<b>\$</b>	<b>3,764,846</b>
<b>Total Assets</b>		<b>\$</b>	<b>52,961,101</b>
Liabilities			
Current Liabilities			
Accounts Payable	2000010	\$	277,836
Due to Other Agency	2012050	\$	122,061
Accrued Salaries Payable	2011010	\$	-
Sales/Use Tax	2010070	\$	30,355
Accrued Liabilities	2001070	\$	-
COP Current Year P&I Due	2050010	\$	1,528,000
<b>Total Current Liabilities</b>		<b>\$</b>	<b>1,958,252</b>
<b>Total Liabilities</b>		<b>\$</b>	<b>1,958,252</b>

Cash Balance			
(ASSETS less LIABILITIES)		\$	51,002,849
Dedicated Balances Account			
Student Supported Capital	1000070	\$	1,419,821
3.5% - Institutional Financial Aid	1010190	\$	1,343,041
Students S&A	1000070	\$	3,445,407
Bookstore Operating Reserves	1000070	\$	2,819,478
Technology Fee	1010190	\$	2,117,599
Parking Fees	1010190	\$	1,138,592
Basic Food Employment and Training	1000070	\$	404,680
<b>Total</b>		<b>\$</b>	<b>12,688,618</b>
Reserves Policy - BOT Policies on Reserves			
Unplanned Capital Repair and Replacement		\$	2,000,000
Capital Facilities Projects		\$	20,739,639
Operating Reserve		\$	12,065,500
Emergencies		\$	2,000,000
<b>Total</b>		<b>\$</b>	<b>36,805,139</b>
Operating Reserves Balance			
Existing Reserve balance less Dedicated Reserves and Emergency Reserves		<b>\$</b>	<b>1,509,093</b>

**\*Note:** Due to ongoing reconciliation efforts dating back to conversion, some amounts may differ from actuals. As account reconciliations progress, these discrepancies will be corrected.

# Exhibit D

Fiscal Year 2526 Operating Funds Variance

As of Fiscal Month End: October

						EXP/BDGT	EXP/REV	REV/BDGT	
State Alloc	001, 24J, 08A	EXP BDGT	\$	43,314,596	<div><div></div></div>		30.17%	32.74%	92.13%
		EXP	\$	13,066,449	<div><div></div></div>				
		REV (Alloc)	\$	39,906,362	<div><div></div></div>				
Local Fees	148	EXP BDGT	\$	4,193,380	<div><div></div></div>		35.60%	97.80%	36.40%
		EXP	\$	1,492,770	<div><div></div></div>				
		REV	\$	1,526,292	<div><div></div></div>				
Local Tuition	149	EXP BDGT	\$	25,053,726	<div><div></div></div>		24.55%	78.06%	31.45%
		EXP	\$	6,151,886	<div><div></div></div>				
		REV	\$	7,880,528	<div><div></div></div>				
Contracts	146	EXP BDGT	\$	2,364,842	<div><div></div></div>		23.09%	48.27%	47.83%
		EXP	\$	545,998	<div><div></div></div>				
		REV	\$	1,131,024	<div><div></div></div>				
YTD Total	*Includes Interfund Transfers	EXP BDGT	\$	74,060,763			28.70%	42.14%	68.11%
		EXP	\$	21,257,103					
		REV	\$	50,444,206					
Approved Budget Total		BDGT	\$	72,440,166	Key:	Spend rate less than 5% below FY %	Spend rate with in + or - 5% of FY%	Spend rate more than 5% above FY%	
						YTD Target Rate 33.33%			
						Notes:			
						State Allocation Schedule #4			
		Account	BDGT	EXP	EXP/BDGT				
Salaries and Wages		5000003	\$ 44,789,321	\$ 12,807,696	28.60%				
Benefits		5010003	\$ 15,835,171	\$ 4,619,401	29.17%				
Contracted Services		5050003	\$ 3,070,842	\$ 803,281	26.16%				
Goods & Routine Services		5030003	\$ 3,066,167	\$ 870,351	28.39%				
Other Expenses		5081004	\$ 2,650,039	\$ 1,298,597	49.00%				
Utilities		5060003	\$ 1,851,100	\$ 334,168	18.05%				
Travel		5080004	\$ 779,824	\$ 128,513	16.48%				
Capital Expenses		5040003	\$ 134,674	\$ 3,961	2.94%				
Grants, Scl. ships,Fellowships		5020003	\$ 1,052,881	\$ 391,135	37.15%				
Debt Expenditures		5110003	\$ 1,696,525	\$ -	0.00%				
Interfund Transfers/ Salary Savings Adj			\$ (865,781)	\$ -	0.00%				
YTD Total			\$ 74,060,763	\$ 21,257,103		Print Date: 11/25/2025			

# Exhibit E



Columbia Basin College  
Resolution No. 25-06

In-State Tuition and Fee Policy for Apprenticeship Programs

WHEREAS, the Board of Trustees of Community College District No. 19, Columbia Basin College (“College”), recognizes the College’s vital role in providing high-quality educational programs and workforce training throughout Benton and Franklin counties and the broader region; AND

WHEREAS, Columbia Basin College partners with multiple Washington State Registered Joint Apprenticeship Training Committees and other apprenticeship program sponsors to deliver related supplemental instruction to registered apprentices under formal contractual agreements; AND

WHEREAS, it has been the longstanding practice of the College to charge in-state tuition rates for all apprentices enrolled through these programs, regardless of state residency, thereby ensuring equitable tuition treatment, maintaining contract consistency, and supporting regional workforce development; AND

WHEREAS, with the implementation of ctcLink, residency requirements may result in out-of-state apprentices being charged non-resident tuition rates, creating administrative burdens, contractual inconsistencies, and inequities among apprentices within the same program; AND

WHEREAS, the College further recognizes that apprentices typically do not utilize on-campus resources associated with mandatory student fees, and it has been a long-standing practice of the College not to assess such fees to apprentices; AND

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Columbia Basin College hereby authorizes and adopts a policy establishing that:

1. All registered apprentices enrolled through a recognized apprenticeship program partner shall be classified as eligible for in-state tuition rates, regardless of their state of residence; and
2. Apprentices enrolled in apprenticeship programs shall not be assessed mandatory student fees, including but not limited to the Comprehensive Fee, Instructional Support Fee, Technology Fee, and other student activity or facility fees.

BE IT FURTHER RESOLVED, that this action affirms the College’s continued commitment to equitable access, workforce development, and sustained partnerships with apprenticeship program sponsors throughout Washington State.

Done in open meeting by the Board of Trustees of Columbia Basin College this 8<sup>th</sup> day of December, 2025, at which a quorum was present.

BOARD OF TRUSTEES  
Columbia Basin College

By: \_\_\_\_\_  
Ofelia Rivas de Bredt, Chair of the Board of Trustees

# Exhibit F



**POLICY TYPE: EXECUTIVE LIMITATIONS EL-6**

***POLICY TITLE: FINANCIAL PLANNING***

Fiscal planning shall not deviate materially with the Board's *Ends* policies nor risk fiscal jeopardy. Accordingly, the President shall not cause or allow financial planning which:

1. Plans the expenditure in any fiscal year for more funds than are conservatively projected to be received in that period, plus accumulated reserve.
2. Contains insufficient and unnecessary information that limits or restricts credible projection of revenues and expenses, separation of capital and operational items, cash flow and disclosure of planning assumptions.
3. Limits or restricts sufficient funds for Board prerogatives during the year as set forth in the Board's annual activity and travel plans.

**POLICY TYPE: EXECUTIVE LIMITATIONS EL-7**

***POLICY TITLE: FIDUCIARY RESPONSIBILITY / FINANCIAL CONDITION AND ACTIVITY***

With respect to the Board's actual and continuous fiduciary responsibility, and the College's financial health, the President shall not fail to promote fiscal integrity and shall avoid material deviation from Board-approved priorities.

Accordingly, the President shall not:

1. Expend more funds than have been approved by the Board (via policy decisions) in the fiscal year, unless there has been Board approval to do otherwise.
2. Expend more funds than have been received in the fiscal year to date, plus the accumulated Reserve, unless the Board-approved debt guideline is met.
3. Incur debt in an amount greater than which can be repaid by certain and otherwise unencumbered revenues within the current year, nor can be repaid from account specifically established for such purpose.
4. Jeopardize fiscal integrity by expending College funds in a manner that will result in a zero or negative fund balance at the close of the fiscal year.
5. Fail to settle payroll and debts in a timely manner.
6. Allow tax payments or other government-ordered payments or filings to be overdue and inaccurately filed.
7. Acquire, encumber or dispose of real property without Board approval.
8. Fail to aggressively pursue receivables after a reasonable grace period.
9. Fail to provide to the Board, at their designated frequency, reports on the College's current financial condition that will continually enhance the Board's ability to meet its fiduciary responsibility.
10. Accept gifts or grants that are not in the best interest of the College, and not obligate the College to make future expenditures using funds other than those created by the gift or grant without Board approval.

11. Fail to maintain an Operating Reserve to a level approved by the Board, to provide for such items as, but not limited to:
- a. Current Operations  
Reserve of 2 months operating expenditures consisting of the general operating budget funds
    - i. 001 State General (appropriation),
    - ii. Running Start portion of 145 Grants and Contracts,
    - iii. 148 Dedicated Local (fees),
    - iv. 149 Local General (tuition)
  - b. Emergencies  
Reserve to provide for unforeseen natural or manmade disasters to support business continuity and recovery actions.
  - c. Unplanned Capital Repair & Replacement  
Reserve to cover the largest system or component failure that might occur in or outside the biennial, legislatively funded, capital repair and minor improvement funding. Examples include roofs, HVAC, and electric, water, and sewer systems.
  - d. Real Estate Debt  
Reserve to provide funding for real estate acquisition and debt service needs not provided for by State resources.
  - e. Planned Future Operations  
Reserve for future new program offerings, which have been recognized by the campus as appropriate and within the educational mission of the College. The Reserve will recognize each specific project and provide an allocated amount for each.
  - f. Capital Facilities Projects  
Reserve to provide for capital facility projects not covered by or to supplement State resources.

The President shall not fail to annually recommend to the Board an amount to be set aside to maintain this fund, which is subject to approval by the Board.

**POLICY TYPE: EXECUTIVE LIMITATIONS EL-8**

***POLICY TITLE: COMMUNICATION AND SUPPORT TO THE BOARD***

The President, with sufficient and relevant support and assistance from the College Leadership team (Vice-Presidents and Deans), shall not fail to proactively communicate, provide information and counsel to the Board in a timely manner.

Accordingly, the President shall not:

1. Fail to submit Monitoring and Performance data reports required by the Board in a timely, accurate and understandable format that directly addresses provisions of the Board policies being monitored.
2. Let the Board be unaware of relevant trends, anticipated adverse media coverage, material external and internal changes, and particularly changes in assumptions upon which any Board policy has previously been established.
3. Fail to advise the Board if, in the President's opinion, the Board is not in compliance with its own policies, particularly in the case of Board behavior which is detrimental to the work relationship between the Board and President.
4. Deprive the Board of as many staff and external points of view, issues and options as needed for fully-informed Board choices and decisions.
5. Present information in unnecessarily complex or lengthy format such that it fails to clearly differentiate between monitoring, Board decision preparation and other designated subject matter.
6. Withhold from the Board the support needed for its official functioning and communications.
7. Favor any Board Member or Members above the Board as a whole, except when fulfilling individual Board member requests for information.
8. Fail to report in a timely manner an actual or anticipated non-compliance with any Board policy.
9. Neglect to supply topics and/or issues that may need to be processed in the Board's "required approval agenda." Such topics and issues are those delegated to the President, yet required by law or contract to be Board-approved, along with monitoring assurance pertaining thereto.



Community College District 19  
**Board of Trustees**

**POLICY TYPE: EXECUTIVE LIMITATIONS EL-9**

***POLICY TITLE: EMERGENCY EXECUTIVE SUCCESSION***

To protect the Board from sudden loss of Chief Executive services, the President shall not have fewer than two other executives familiar with Board and Chief Executive issues and processes.

**POLICY TYPE: EXECUTIVE LIMITATIONS EL-10**

***POLICY TITLE: TENURE***

The Board of Trustees reserves the authority for tenure as referenced in GP-3, Board Job Description.

Accordingly, the President shall not:

1. Fail to submit recommendations to the Board to grant or deny tenure to faculty.
2. Fail to submit notice of sufficient cause for tenured faculty member dismissal through dismissal review proceedings for Board consideration and decision.
3. Fail to submit recommendations to the Board for the renewal or non-renewal of contracts for probationary faculty.
4. Fail to submit recommendations to the Board to issue the final order to dismiss probationary faculty.