

Johnson County Community College Special Board of Trustees Meeting

July 26, 2023

Transcript of Meeting

- Good evening. Welcome to the special meeting of the July 26th, 2023 Johnson County Community College Board of Trustees. I'm gonna call the meeting to order and I believe we have a quorum here with five present: Trustee Rayl, Trustee Ingram, Trustee Hamill, Trustee Rattan, and myself. I'd like to entertain a motion to go into executive session, please, to discuss actions taken in personnel matters of non-elected personnel in order to protect the privacy interests of personnel to be discussed. Staff has recommended one hour. I'm gonna probably stand by that, although suggesting it may not be enough. I'm a creature of habit. If one hour is fine, we can take a break and come back, I fully expect. Is that all right with all of you? Beginning at what time? Is 4:35 okay?

- Sounds great.

- 4:35 and then ending at 5:35 at which time open session will resume at this location. I would like to invite Dr. Bowne, Dr. McCloud, Rachel Lierz, Chris Gray, and Kelsey Nazar to join the executive session, please. And may I please have a motion to go into executive session?

- I move that we go into executive session.

- Trustee Rattan has moved and I heard Trustee Rayl.

- [Trustee] Second.

- Second. All those in favor please signify by saying aye.

- [Trustees] Aye.

- Those opposed, no. The motion passes is unanimously. We'll see you guys in executive session. Thank you all for being here. We're back after executive session at which items concerning personnel were discussed and no action was taken. Is there anything else I need to say on that? Fellow trustees, if I may, I'll offer the recommendation of the college administration that the-

- Mr. Chair, could I make a presentation?

- Go ahead. Sure.

- Walk through the proposal that we're asking you to take into consideration if I could, please. And just so I make sure I cover everything accurate, I wanna read what I have. This evening I'm presenting for your consideration and engagement with FineLine HR Consulting. Over the years that I've been here, I've heard and experienced concerns regarding the HR department. After thoughtful consideration has come to the point where something needs to be done and tonight I bring forward a plan to address that and those concerns. The plan includes bringing in FineLine HR Consulting to come alongside our HR department starting August 1st and running through their balance of the calendar year. This would allow FineLine HR Consulting to participate in the August 2nd Employee Engagement and Development Committee meeting as well. FineLine HR Consulting was chosen after due diligence was conducted with multiple local and regional HR consulting firms. Before I get into the details of the project, I'd like to provide a little bit of background on FineLine HR consulting. FineLine HR Consulting is a Kansas City consulting firm with a rich history of serving a wide variety of employers, including the education sector. They provide practicable solutions to HR-related challenges. Unlike many HR consultants, FineLine Consulting is led by a team of experienced employment lawyers and senior HR executives. Needless to say, I am incredibly impressed. Consulting Project has four major projects. One, come alongside the HR department and to provide HR consulting which includes embedded leadership on-site within the department to provide day-to-day support and strategic guidance to our HR team, our employees in college, compensation consulting with direct assistance for our compensation team, including oversight of the job families architecture project, review of our compensation policies and practices. Third, to assess the HR department and to provide assistance in areas for process improvement. And fourth, a roadmap and support in the transition to new leadership within the HR department to support the long-term continuation of the improvements made within the department while FineLine is on board. As a reminder, services of any kind are an exception to the Competitive Solicitation Policy 215.04. Since this award is estimated in an amount greater than \$150,000, it is being brought forward to the Board for approval. Just to be clear, this layer of approval is not required by policy but has been our practice since 2020 and I'd be happy to answer questions.

- Any questions for Dr. Bowne? We had four bids, is that right?

- We had four firms that we met with.

- Okay. Any other questions, concerns, questions for Dr. Bowne? Seeing none, it is, and I apologize for that . It is the recommendation of the college administration that the Board of Trustees approve the single source justification to FineLine HR Consulting LLC for the fiscal year 2023-2024 consulting services for an estimated amount of \$200,000. The source of the funds is the college's general fund and I would so move.

- Second.

- Motion's been made by Trustee Cross and seconded by Trustee Rayl. Any further discussion? Any further discussion? Trustee Hamill?

- Thank you. I just wanna say I feel painted into a corner to make this decision and with not enough time to really digest everything that came through and this very well may be the best plan. I just don't like how we're going through this as quickly as we are. Alright, thank you.

- [Mr. Chair] Trustee Rayl?

- Yeah, just briefly, I just wanna mention that I'm very familiar with FineLine Consulting and their work. They are a top-notch HR consulting firm with excellent people. And I have, you know, I deal with firms like theirs in my work. I have tremendous confidence that they're gonna be able to come in and do what we need to get done.

- [Mr. Chair] Anything further?

- No.

- I will say that Trustee Ingram and I were aware of the situation probably about a week ago in what has been traditional for us, two-on-one meeting, Dr. Bowne, at my request. And so as Chair, I knew something of this some time ago. I'm not sure I disagree with what's been said, but I will defer to Trustee Rayl's experience and expertise in the matter. So I think it's a good plan. I thank you for presenting it. And we all look forward to a better tomorrow. Alright, the motion, any other questions, concerns? All those in favor please signify by saying yes.

- [Trustees] Yes.

- And those opposed?

- [Trustee] No.

- And the opinion of the Chair passes five to one. Next, I'd like to entertain another motion going to executive session, discuss actions taken regarding personnel matters, I guess I'll say, of non-elected personnel in order to protect the privacy interest of those involved. I plan for the executive session to last one hour, beginning at, is 5:50 all right?

- Yeah.

- That works.

- Ending at 6:50 at which time open session will resume at this location and we will not invite anyone to join in this session, so it'll just be the Trustees discussing personnel matters. May I have a motion to go into executive session?

- So moved.

- The motion has been made by Trustee Ingram and seconded by Trustee Rayl. Any discussion on the matter? Seeing none, all those in favor please signify by saying aye.

- [Trustees] Aye.

- Those opposed? Motion passes. We'll see you back here at 6:50. Good evening. We're back from an executive session in which personnel matters were discussed and no action was taken. At this time, I'd like to entertain a motion to go into executive session to discuss personnel matters of non-elected personnel in order to protect the privacy interest of the personnel to be discussed. The executive session will last for half an hour. Beginning at 7:20, or what do you want? 17?

- Yes.

- 7:20.

- 7:20.

- 7:20.

- Ending at 7:50 at which time open session will resume at the same location. We'd like to invite Dr. Bowne. Do we want Kelsey?

- Sure.

- Yes.

- Kelsey Nazar to join us, please, in this executive session. We're gonna break for a little bit to grab something to eat, but we will be back in executive session at 7:20, resuming here at 7:50. Thank you very much.

- Need a motion.

- Oh, yes.

- So moved.

- Second.

- The motion has been made by Trustee Rayl and seconded by Trustee Ingram. Any discussion? Seeing and hearing none, all those in favor please signify by saying aye.

- [Trustees] Aye.

- And those against, no. Opinion of the chair, the ayes have it. We'll see you back at 7:50. We're back after an executive session and we're gonna go back into executive session and I'd like to entertain another motion to go into executive session to discuss personnel matters of non-elected personnel in order to protect the privacy and interests of the personnel to be discussed. Executive session will last for 30 minutes, maybe more. 30 minutes beginning at 7:55, ending at 8:25. And we'd like to invite Dr. Bowne this time. Do we need Kelsey, at least at the beginning? No Kelsey? Okay. We'll invite Dr. Bowne at this time to join the executive session. May I have such a motion please?

- So moved.

- Second.

- Motion has been made by Trustee Ingram and seconded by Trustee Smith-Everett. Any discussion? Seeing none, all those in favor please signify by saying aye.

- [Trustees] Aye.

- Those opposed, no. It passes four to nothing. We'll see you back here at 8:25. Ready? All right. We are back after an executive session. Now with all seven present, may I know for the record when you showed up?

- [Trustee] 7:15 session.

- 7:20 and I think I called you up about 6:40 is my memory, 20 minutes left in that session? Maybe a little bit earlier, but approximately. So thank you for being here. Thank you everybody for being here, for your leadership here, and with the decision to go to FineLine. I think we are adjourned. Yes.

- Mr. Chair, can I thank you as well for your leadership this evening too. There was a lot going on and I appreciate the effort.

- Oh, you're welcome.

- Thank you.

- I thought I forgot to do something. With that said, I'll entertain a motion to adjourn, unless I'm missing something.

- So moved.

- Second.

- Motion's been made by Trustee Laura Smith-Everett and seconded by Trustee Ingram. All those in favor please signify by saying yes.

- [Trustees] Yes.

- Those opposed, no. The yeses have it. Thank you, everyone.