

College Council Meeting Minutes

(3.18.26) 1-2pm

College Council Members:

College President: Stephanie Bulger (vice-chair)
Vice Presidents (2): Shelley Tinkham, Kara Flath
Institutional Research Representative (1): Cathy Thomas
LCCEF (Classified - 2): Amanda Blunt (College Council co-chair), Tami Hill
LCCEA (Faculty - 1): Adrienne Mitchell
Faculty Council co-chairs (1): Kevin Steeves, Gerry Meenaghan
Managers (2): Mandie Pritchard, Daniel KT Brown
ASLCC (Students - 2): Matthew Carricaburu, Dang Pham
Diversity Council co-chairs (by position) (1): Blue Crook, Sarah Lushia
Infrastructure Council Chair (by position) (1): Meggie Wright (College Council co-chair); Josh Manders (acting chair)
Student Success Council Chair (by position) (1): Gina Szabady

Council Members in Attendance: Meggie Wright, Amanda Blunt, Shane Turner (representing President Stephanie Bulger), Cathy Thomas, Tami Hill, Adrienne Mitchell, Kevin Steeves, Gerry Meenaghan, Daniel K.T. Brown, Matthew Carricaburu, Blue Crook, Kara Flath, Gina Szabady, Shelley Tinkham,

Council Members Absent:

Audience/Zoom Guests: Diana Hoang, Jenna McCulley,

Minutes Recorded by: Amy Skehan for Nicole Vickers

- **Call to order**

The March 18, 2026, Special College Council meeting was called to order at 1:06 pm by Amanda Blunt.

- **Approval of [Agenda](#)**

Motion: Gina

Second: Cathy

Discussion: None

Ayes:

Nays:

Abstain:

Result: The motion carried.

- **New Business**

1. Mitigation Planning - College Finance - Kara Flath

This meeting is to hear a report on the college's mitigation plan from College Finance.

No action is needed from this presentation, but there will be an opportunity for questions and answers.

Due to time constraints, we do not expect to be able to take comments from the gallery.

Questions -

Discussion -

Kara discussed the information available that can be shared, referenced the BOE materials on BoardDocs, shared screen - Proposed FY 2027 Mitigation Plan March 2026, Background materials shared in the last CC meeting. Gap is 4.0 mitigation is at 4.2, hoping to land at the 4 million once considerations have been landed on.

More than just fund 9, BOE Packet Supplemental Files March 17, 2026, reviewed Subfunds referencing/forecasting update some of the payoff deficits, all included in the mitigation plan

Review of Presentation Materials - FY2027 Budget Mitigation Plan, Implementation Update, shared with Board today at the work session.

Review of Budget Guiding Principles and Board Values, Background and Context, Why we are here, first year plan is to break even. Built up the PT budget. Three areas of Mitigation 4.2M, reduced from 4.4, 14.5 classified, 3 Faculty, 3 Managers, 7.5 Repurposed/Retrenched Faculty, potential is their teaching in other classes TBD, team working with Faculty Union on this.

Specific Reduction Line Items - Operations, 52.72% - streamlining into reduced FTE in areas that those task or services,

Future planning of Streamlining Business Processes, where we might have duplication of services and ways to streamline, mentioned previously in BDS.

Questions -

Tami - Asked where the \$200K in printing costs originated, noting it appears tied to salaries, insurance, and supply expenses.

Support Services – William Restorative Dental Clinic: Aligns with community services but currently operates at approximately a \$1M deficit.

Health Clinic: Proposed removal of General Fund support, transitioning to a self-sustaining model funded through fees. The clinic is currently on track to remain within student fee revenue.

Talent Grants: Limited to two or three program areas, with additional scholarship opportunities available through the Foundation.

Library & Tutoring Services: Discussion focused on alignment efforts.

Emphasized future opportunities through expanded community service partnerships.

Gina - Noted that the term “*realign*” lacks clarity.

Clarified that alignment means focusing on core institutional priorities, minimizing student impact, and ensuring connection to coursework.

Dental Clinic: Currently community-based and no longer serves a primary educational purpose, given the presence of an on-campus dental clinic.

Library & Tutoring: Resources will be adjusted based on student usage patterns.

Recommended clearer language to better communicate these changes; administration will expand on this definition.

Academic Programs:

- Addressing vacant positions and repurposing roles.
- Increasing emphasis on transferable courses.
- Reviewing course offerings to ensure sufficient enrollment and capacity utilization.
- Reducing or eliminating under-enrolled courses.
- Ensuring courses offered are directly transferable.
- Program suspensions underway, with Academic Affairs managing teach-out plans (e.g., HIM and CJ programs).

Future Focus: Exploring redesign toward apprenticeship models and stronger alignment with workforce and employer needs.

Gina - Question on the role of the Budget Committee?

The Budget Committee reviews the formal budget and includes both Board of Education (BOE) members and Budget Committee representatives.

Adrienne -Shared faculty impact areas and noted additional meetings scheduled for the following day.

Tutoring: Tutoring 1.0 will be eliminated; course-embedded tutoring will continue.

Criminal Justice (CJ): Program suspended; students were notified several days prior.

Staffing impacts include reduction of 1.0 FTE faculty and part-time library positions.

HIM Program: Additional details to be shared; KCC will accept HIM students from LCC.

No Health & PE courses moving forward.

MCC/GCC faculty positions will be reassigned to full-time teaching (FTE).

Meggie - read the following statement:

As the library faculty member with the least seniority, one of the retrenchments in the Tutoring and Library area will likely be my position.

I'm not shocked by this, because I know it's primarily a budget decision. The simple math is that having a Library is going to cost money, because the whole point of a Library is that what we offer is free for users. If the college can't charge students for their access to our labor, that means that we cost the college money.

As the Open Educational Resources (OER) Librarian, I've never been shy about the fact that my work has and does cost the college money.

For example, some people may remember that I once hung a 10 foot tall poster off the second floor of the Library when we calculated that using OER had saved LCC students a million dollars.

It took a few years for us to first reach one million dollars of savings for students, but now we estimate that the use of OER and other low cost materials in classes is saving students around 1.4 million dollars each year. That's 1.4 million bucks that just stay in our students' pockets.

Last month, we heard from several students about how increasing tuition by \$2 per credit would create a significant barrier to continuing their education.

Meanwhile, the average textbook costs \$100. The organization The College Board suggests community college students budget \$1400 each year for textbooks. Divesting from Open Educational Resources when we know students are hurting so bad financially just doesn't add up.

Over the past few months, many of you have said that keeping costs down for students is of the utmost importance. So I'm interested to witness how you respond to this budget today. Mayor Mamdani of New York City recently said, "a budget is more than just a spreadsheet.... it's a statement of our values." ... What the college decides to fund may be the clearest statement of its values. So, does LCC actually care about the financial burden it creates for students or not? We're about to find out.

Shane - Thanked Meggie for her statement and reflected on the library's impact, including cost savings for students. Provided an update on meetings with LCCEA regarding Article 10.2 of the faculty contract and alternatives to retrenchment; discussions are ongoing.

Encouraged stakeholders to allow the process to proceed.

Gina- Requested clarification on the process, including how updates will be communicated.

Shane - Confirmed the college is following contractual processes and working closely with union leadership. Initial employee notifications may not occur immediately but could change under the 10.2 process.

Adrienne - EA has met with faculty and is communicating through group emails and departmental outreach.

Noted that timelines differ: 30 days during the academic year vs. different timelines for fall term.

Kara - Advised against making assumptions and encouraged directing questions to Shane. Emphasized that impacts extend to classified staff, managers, and faculty.

Amanda - Encouraged allowing space for individuals during this process. Recommended continued communication from both union and administration, even if there are no updates.

Shelley - Asks for the process for classified and managers.

Shane - Impacted employees and managers have been notified. Process includes bumping rights and an established order of operations. Certain positions (e.g., C3 1039) were eliminated first. Efforts are being made to place employees into available roles where possible. Recall lists will be utilized. June 30 identified as a key deadline. Managers - No bumping or seniority rights. Some ability to apply as internal candidates. Process differs significantly from classified staff. Provided caution regarding “direct dealing” risks—managers should follow formal communication channels.

Gina - Colleagues are everyone, not just Fac. Time - Classified by July 1 clear sense of time?

Tami - Noted that timelines for classified staff may become clearer sooner through the bumping process, though outcomes depend on position availability. Expressed that trusting the process is difficult.

Gina - Asked whether similar timelines exist for managers.

Shane - Indicated a general four-month notice period, likely extending into July.

Adrienne - Clarified that faculty timelines are tied to a May 1 notification date (not 30 days) and noted uncertainty regarding part-time faculty impacts, which may span multiple departments.

Information is on BoardDocs

Adjournment

The meeting adjourned at 1:55