
DCC Board of Trustees

Board Meeting Minutes

Meeting Date: July 28, 2025

Meeting Location: DCC Board Room

Approval: FINAL

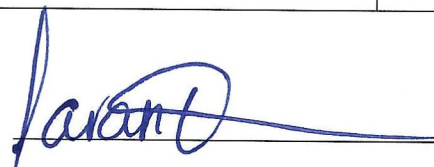
Recorded By: Daisy Nyberg

Attendance for the July 28, 2025, Board of Trustee Meeting

Name	Title/Organization	Present
Cindy Larsen	Chair	Yes
Sarah Thorson	Vice Chair	Yes
Gloria Garceau-Glaser	Trustee	Yes
Brendan Heidner	Trustee	Yes
Jordan Ulrich	Trustee	Yes
Sandy Johnson	Trustee	Yes
Lesley Gibbs	Trustee	Yes
Chad Knudson	President of DCC	Yes
Becky Smith	Dean of Finance and Operations	Yes
Daisy Nyberg	Dean of People and Culture	Yes
BreAnn Miller	Interim Dean of Academic Affairs /DCC ALO	No
Joe Peterson	Athletic Director	Yes
Community Members		
Will Conley	Ranger Review	Yes
Dennis Harp	DC Foundation	Yes
Jon Fitch	County Resident	Yes



Cindy Larsen, Chair



Sarah Thorson, Vice Chair

Dawson Community College

Dawson Community College Board of Trustees

Minutes of the Regular Board Meeting

Monday, July 28, 2025, at 5:42 pm

Recorded by Daisy Nyberg

Due to technical difficulties, Chairperson Larsen called the meeting to order at 5:42 p.m.

I. Introductions

Chairperson Larsen called for introductions. Introductions were made around the room.

II. Correspondence

There was no correspondence.

III. Minutes

Trustee Thorson moved and Trustee Heidner seconded to approve the minutes from June 23, 2025, regular board meeting. There was no discussion or corrections and the minutes were approved.

IV. Reports

- President's Update:

President Knudson updates on summer dorm maintenance projects and housing assignments. Most rooms are filled and some students that arrived early that are with Cross-Country and Volleyball teams. We have been seeking volunteers to help with painting at the dorms with major flooring and remodeled bathroom projects in several dorms. There were 25-26 students who showed up for the prep day. President Knudson went to Great Falls in June for a workforce discussed and he gave the highlights of the meeting including the lack of cooperation with workforce training programs and the challenges faced by community colleges at both the federal and state levels. He also traveled to Flagstaff for the Mountain States Colleges-President's meeting. He stated there were lots of tough discussions and all colleges (including colleges in Utah and Colorado) are concerned with funding and enrollment. Great ideas were shared as Federal updates were discussed. A new bus has been purchased to replace the old bus that kept breaking down and leaving teams stranded. The Athletic Director (Joe Peterson) is working on the wrap for the new bus and pictures were shared with the board of options. Department Reports:

Reports were included in the packet for review.

- Finance Committee

Dean Smith stated that there were minor updates and the budget would be reviewed line-by-line on Wednesday at the Board Retreat. The business office team is working

diligently on audit and the ERP for configuration including the accounting, HR/Payroll piece and fees.

- **HR Committee**

This committee did not meet. Trustee Gibbs asked a question about the Registrar candidate turning down the position. Dean Nyberg stated that the candidate chose to stay at their current position and it was not just about the salary offered, there were several factors. In addition, there are continuing interviews for a Math Instructor position, a Registrar position, and tutor positions. A Resident Director has been hired and will start on August 1.

- **Policy Committee**

This committee did not meet. President Knudson and Trustee Heidner stated they needed to get together to finalize the alcohol policy.

V. **Public Comment**

Board Chairperson Larsen called for public comment. There was none.

VI. **New Business**

- President Knudson gave a high level review of the mediation with the Montana Federation of Public Employees (MFPE), Glendive Federation of Teachers Union, (GFT), and the State of Montana was positive and everyone was good to work with. Some highlights are:
 - Encourage and compensate instructors to teach classes using a remote delivery and learning options. DCC is behind many other colleges in this area. Due to the loss of CCCOnline our enrollment has been greatly affected. We came up with an incentive system to help boost enrollment. A discussion regarding different definitions of hybrid/hyflex.
 - Cleaning up the collective bargaining language as we had typographical errors, grammatical errors, attaching forms, etc.
 - We will have a matching meal plan for faculty, which will be good to promote engagement and interaction with students and instructors outside the classroom.
 - There is a 1% increase to the base for one year. We will get together again at the first of next year, working with the State of Montana and the MFPE and GFT. We only did a one year contract to continue to improve the contract. Trustee Gibbs asked how does DCC teacher wages compare to other two (2) year colleges. President Knudson stated that the DCC faculty are in the bottom third (1/3) of the Mountain States Colleges. He also noted that all other staff and administrative positions are dead last or below the bottom of the survey. DCC faculty are just a head of Miles Community College and comparable to Flathead Valley Community College. Trustee Thorson stated that the administrative negotiating committee tried to

propose a better pay plan structure to help with recruitment; however, the GFT did not approve that pay plan.

- Chairperson Larsen asked for a motion to accept the Redline College Bargaining agreement. Trustee Thorson moved to accept. Trustee Garceau-Glaser seconded. The motion passed.
- Discussion regarding the women's basketball recruiting trip to Kentucky and Spain was funded by private means and not by the college.

VII. Consent Items

Trustee Heidner moved to approve the consent items distributed in the Board Packet. Trustee Johnson seconded the motion. The motion passed.

VIII. Press Releases are forwarded to Board members as they are issued.

IX. Open Forum for Public Input on Dawson Community College Issues.

Board Chairperson Larsen called for public comment on any Dawson Issues. No public comment given. An updated was given on the SPED Tech program.

Announcement of the Community BBQ that will be held on August 26, 2025. The Board will serve. On September 6, 2025, the Regatta will be held. Chairperson Larsen will lead the board and encouraged other board members to assist.

The Regular Board of Trustee meeting was adjourned at 6:20p.m.