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**SPECIAL MEETING MINUTES**  
**College of Western Idaho Board of Trustee**  
**July 30, 2008**  
**Boise State University West Campus Building, Room 312F**  
**Nampa, Idaho**

A special meeting of the Trustees for the College of Western Idaho was held July 30, 2008 at the Boise State University West Campus Building in Nampa, Idaho. Chairman Jerry Hess presided.

**Present:**

Jerry Hess, Chairman  
Mark Dunham, Vice Chairman (by phone)  
Mary Carol (M.C.) Niland, Secretary  
Hatch Barrett (by phone)  
Guy Hurlbutt

**Absent:**

None

**Trustee Work:**

Chairman Hess called the meeting to order at 2:00 p.m.

**Benefits Discussion:**

Chairman Hess complimented all the individuals who took the initiative to explore several options. Chairman Hess asked for clarification on the consequences to the current CWI employees and the Selland employees if the Trustees decided not to go with the state plan at this time. President Griffin highlighted the potential consequences.

Secretary Niland made the following statement for the record:

"While fully understanding the comments and concerns of staff and trustees I am a no vote on opting into the state benefit system. Although I have previously stated my concerns I would like to enter them officially as a matter of public record.

Last month CWI staff presented an 09 budget with in excess of \$4 million of red ink. The 2010 budget's red ink exceeded \$1 million. The Trustees found this unacceptable and directed cuts to balance the budget. President Griffin and staff presented a balanced budget for review last week. They are to be commended for their work.

However, the fact remains that our resources are limited. In my opinion we are committing these limited resources to offering PTE courses and lower division academic courses, virtually the same as previously offered by BSU. I see nothing new, nothing innovative and nothing truly reflective of a Community College. We cannot match BSU in wages and benefits, offer lower tuition and fees, and at the same time develop the course offerings necessary to meet community needs and wants. We must make it a priority to fund such development.

I am of the belief that BSU staff transferring to CWI should feel honored to do so in the same way we as Trustees are honored to serve. We all have the opportunity to be a part of the future. We are giving birth to a new college, which will enhance the future of all Idahoans and create better, strong community. Will it take sacrifice? Yes, many worthwhile things in life do. Will we offer good wages and good benefits? Yes, we will. According to the report we had last week, if we transfer as is we will have the highest PTE wages in the state and a rich benefit plan of 45%. In my opinion, we cannot afford this. I don't believe a brand new college can or should, match the wages and benefits of well-established university.

Additionally, I do not believe voters envisioned CWI as another state agency or educational establishment. I believe they envisioned it as belonging to, and reflective of the community it serves. I believe they saw it as having the potential to benefit not just the individuals who would be served, but also benefiting the individuals and businesses footing the bill. I believe we are obligated to allow those individuals and businesses to benefit, not just to expand state government.

For these reasons and others I cannot support voting today to enter the state system. At the very least I need to have additional options as to other plans. Voting today to enter the state plan commits us to five years participation. I believe we would be far better off adopting a private plan for one year and exploring options. If entering the state plan one year from now seems the best we can do--do so then.

I am very concerned that the decisions we make will hinder the development of a true community college meeting the future needs of our constituents.”

Trustee Dunham stated that in his opinion the Trustees were not making the decision in haste. Dunham went to Western Benefits Solution in April to ask them for their input. The Trustees also hired Erstad and Company to give a formal presentation to the Board comparing the state plan to other similar plans. We have done due diligence. Dunham stated, “If I look at the fiduciary numbers, I do not have a choice but go with the state plan and I reiterate my decision was not made in haste. We will be recruiting faculty and staff nationally and if we do not have a benefit plan that is competitive, we will fail our first priority of having high quality faculty for our students.”

Trustee Barrett asked if the five year commitment to the state plan was negotiable and if so what penalty CWI would incur if they opted out before the five year period. Chairman Hess asked Attorney, Rich Stover to find the answer to Trustee Barrett's question.

Chairman Hess stated that he is sensitive to Trustee Niland's input, and when he looks at the CWI budget long term he sees that it is going to be very difficult to accomplish all that he hoped for in the next several years.

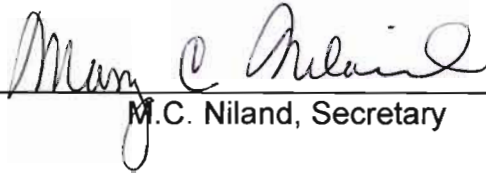
**(M) Dunham: move that the Trustees approve the State Insurance Plans. Motion carried 4-1.**

**Old Business:**

Kathy Hagler and Sally Anderson of Hagler and Associates presented an update for their plan for the community conversations. On August 21, there will be a morning, afternoon and evening session at the Nampa Civic Center. On August 28<sup>th</sup>, there will be a morning, afternoon and evening session at the Boise Center on the Grove.

**Adjourn:**

Chairman Hess adjourned the meeting at 2:50 p.m.

  
M.C. Niland, Secretary

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Date