

LORD FAIRFAX COMMUNITY COLLEGE
BOARD MEETING
MINUTES NO. 241
April 4, 2019

CALL TO ORDER		
Board Chair William C. 'Bill' Daniel convened a regular meeting of the Lord Fairfax Community College (LFCC) Board at 12:00 pm, Thursday, April 4, 2019 in 'The Barn' at the Fauquier campus.		
Members Present	Mary W. Barton Fauquier County Kimberly P. Blosser Lord Fairfax Community College William C. Daniel Clarke County Benjamin C. Freakley Shenandoah County Daryl L. Funk Warren County Richard M. Galecki Fauquier County Brad A. Hodgson City of Winchester Andrew C. Keller Shenandoah County Craig C. Lancto Page County Pamela M. McInnis Warren County Bruce S. Short Page County Michael Wenger Rappahannock County	
Members Absent	Jeffrey S. Boppe Frederick County Michael A. Lake Frederick County Kathryn K. Rosa City of Winchester	
Others Present	Jeanian Clark, vice president of Workforce Solutions Chris Coutts, provost, Fauquier campus Julie Fainter, student success coach, Fauquier campus Christine Myrtle, assistant to the vice president of academic and student affairs Carlene Hurdle, workforce and economic development coordinator, Fauquier campus Liv Heggoy, associate vice president of institutional advancement Karen Kellison, vice president of academic and student affairs Barry Orndorff, finance director and interim vice president of financial and administrative services Sharon Painter, veteran academic advisor and school certifying official Caroline Wood, dean of students, Fauquier campus	
Approval of Minutes No. 240	On a motion made by Brad Hodgson, seconded by Mary Barton, Minutes No. 240 were approved.	

NEW BUSINESS	
<p><i>'Putting Students on a PATH to Success' – presentation by Caroline Wood, Fauquier campus dean of students</i> (Information Item)</p>	<p>Caroline Wood, Fauquier campus dean of students, and Julie Fainter, student success coach, presented on the following.</p> <p>The PATH to Success program is aimed at providing wrap-around services and support for students at LFCC's Fauquier campus. The focus is on students who are from traditionally under-represented populations, are first-generation college students, have low socioeconomic status, or face other barriers to educational attainment.</p> <p>The program provides students with services to help them overcome these obstacles and persist in achieving their educational goals. Services include:</p> <ul style="list-style-type: none"> • embedded and individual tutoring • textbook lending library • financial education and literacy programs • employment skills workshops • internet hotspot lending library • summer bridge program • career exploration program • facilitated access to community services • connections to local businesses for internship opportunities • separate student lounge with computers and printer <p>A summer bridge program for current high school seniors transitioning into college will be held for 30 students July 31 – August 20, 2019. A career exploration program for high school students between their junior and senior year will be held for 30 students in June 2019. Career coaches and guidance counselors at Fauquier and Rappahannock county high schools are referring and recruiting students, and outreach is planned to local churches and community organizations.</p>
<p><i>'Veteran Student Support Services at LFCC' – presentation by Sharon Painter, veteran academic advisor</i> (Information Item)</p>	<p>Sharon Painter, veteran academic advisor, presented on the following.</p> <p>LFCC's veteran student support services assist all student veterans, active duty service members, reservists, guardsmen, as well as dependents and spouses using military education benefits.</p> <p>In Fall 2018, 174 veteran students participating with the program with 72 percent using benefits. In Spring 2019, 157 students participating with 68 percent using benefits. Veteran services at LFCC include dedicated academic advisors providing transfer and transition assistance, course selection, and graduation planning. Advisors also assist students with navigating VA benefits. Veteran students receive priority enrollment registration, free printing and access to technology.</p>

	<p>Veteran student services also provide military transcript review for credit for prior learning, VA benefit compliance and financial research, domicile advocacy, and liaison to career services.</p>
<p>President's AY 2018-19 goal progress report (Information Item)</p>	<p>Dr. Kim Blosser guided board members to the AY 2018-19 President's goals progress report (Attachment No. 1) and highlighted numerous goal progress areas. She explained that some goal areas are still in progress and further updates will be provided as the finalized data becomes available towards the end of the academic year. The timeline of the Chancellor's presidential review process requires goal progress be reported to the College Board at this time.</p> <p>Discussion was held on the topic of maintaining the required number of credentialed teachers within the K-12 system to deliver dual enrolled courses, as the majority of currently credentialed teachers are approaching retirement age.</p> <p>A link to the president's performance evaluation electronic survey will be emailed to all board members. The survey must be completed by April 21, 2019. All survey responses remain anonymous. Survey responses will be tabulated by LFCC's research, analytics, and data systems unit and provided to Board Chair Bill Daniel for review and inclusion in the president's evaluation letter to the Chancellor. Bill Daniel will draft a letter of evaluation for board review. Upon board consensus, the evaluation letter will be sent to the Chancellor by late May 2019.</p> <p>(Attachment No. 1; 4 pages)</p>
<p>State budget update (Information Item)</p>	<p>Dr. Kim Blosser reviewed in detail the approved Virginia state budget for FY 2019-20 (Attachment No. 2), and highlighted the following:</p> <p>\$13.5 million has been appropriated for the New Economy Workforce Credential Grant (FastForward) program, an increase of \$4 million above the FY 2018-19 level.</p> <p>An additional \$5 million for the VCCS in operating support has been added to the \$8 million originally recommended in the House budget amendments for the VCCS to hold the line on tuition increases. The State Board for community colleges must approve tuition state-wide and are expected to approve a zero increase to tuition in May.</p> <p>The budget includes salary increases of up to 5 percent for classified staff members with 3 years of state service, and up to 2.75 percent for employees with less than 3 years of service. All faculty (full-time, adjunct, professional and administrative) will receive a 3 percent increase. The state budget authorizes individual colleges within the VCCS to give wage employees a 2 percent increase, however this must be funded by the individual college.</p>

	<p>There will be zero increase to all state employees' health insurance premiums for FY 2019-20. Virginia is a self-insured state and is using the savings from prior years to off-set any increase. State employees will also receive a 'health insurance holiday' for one month (October 2019). This one-month 'health insurance holiday' will also save the College approximately \$219,000.</p> <p>(Attachment No. 2; 2 pages)</p>
<p>Locality funding update (Information Item)</p>	<p>Barry Orndorff, interim vice president of financial and administrative services, provided an update on the status of locality funding.</p> <p>Currently, all locality governments that have published a preliminary budget show full funding of the College's requests in their respective proposed budgets. The College will continue to closely monitor all localities' budget approval processes and update the board as necessary.</p> <p>The locality funding update was an information item and required no further action.</p>
<p>Recommendation to approve LFCC President Housing Allowance (Action Item)</p>	<p>Board Chair Bill Daniel reviewed with board members that the VCCS policy on executive compensation permits the college's foundation to supplement the president's salary in the form of a housing allowance up to \$25,000 per year. This is a fairly common practice at four-year universities and is becoming more common at community colleges. Approximately half of current VCCS presidents receive this annual allowance.</p> <p>The LFCC Foundation Board and executive committee have discussed this at great length and have decided to set aside \$10,000 in the Foundation budget that can be used to supplement the president's salary annually. Authorization for the president to receive this benefit must be recommended by the local college board, funded by the foundation, and approved by the chancellor.</p> <p>On a motion by Mary Barton, seconded by Brad Hodgson, the recommendation for a president housing allowance in the amount of \$10,000 to be received by Dr. Kim Blosser and funded by the LFCC Foundation was approved unanimously.</p> <p>(Attachment No. 3; 1 page)</p>

REPORT OF THE COLLEGE BOARD CHAIRMAN

Board Chair Bill Daniel reported on the following:

The Inauguration of Dr. Kim Blosser will be held on Friday, April 26 at 11:00 a.m. in the Carl & Emily Thompson Conference Center at the Middletown campus. Individuals representing the College, the local districts, as well as the state level, including Senator Jill Vogel and Chancellor Glenn Dubois, will be participating with the program. All board members are strongly encouraged to attend this

important event. College Board members will not be required to robe and march in the processional at Inauguration.

The many upcoming important dates for the College were highlighted including Commencement scheduled for May 11 at Skyline High School in Front Royal and the next College Board meeting scheduled for June 6 at the Luray-Page County Center.

At the June board meeting, it will be decided whether the College Board will meet in the month of August for 2019.

Mr. Daniel shared various positive aspects of his experience as a current enrolled student at LFCC including student communication. However, he expressed the possible need of reviewing 'over-communicating' or providing blanket information to all students that might not necessarily apply to all students. He also shared some barriers that non-traditional student classmates expressed to him that they were experiencing with finding accommodating times for them to meet with an academic advisor.

REPORT OF THE EDUCATIONAL FOUNDATION BOARD REPRESENTATIVE

Mary Barton, LFCC Educational Foundation Board representative, reported on the following:

The LFCC Foundation is in the preconstruction services phase with contractor Kjellstrom and Lee Construction on the Luray-Page County Center project. The next step will be finalizing the construction contract.

Caroline Wood, Fauquier campus dean of students, presented to Foundation Board members at their April meeting on the various support services the Fauquier campus offers to students. Ms. Barton highlighted the 'Career Closet' project, which collects gently used professional attire from donors and makes them available to any student in need when preparing for a job interview or transfer into a new career.

Beverly Butterfield, senior development officer with the LFCC Educational Foundation, will be retiring at the end of May.

REPORTS OF THE COLLEGE

President

Kim Blosser reported on the following:

The College was unsuccessful in recruiting and hiring a new vice president of finance and administrative services (FAS) earlier this year. Unfortunately, this seems to be a trend around the VCCS, as over the past year, three of our sister community colleges have also not been successful in hiring this position. This result is in agreement with what is being heard from our business partners about the struggles to find and hire employees in the current economic climate.

Since Chris Boies' departure, Barry Orndorff, LFCC director of finance, has been serving as interim VP of FAS. Over the past few years, in anticipation of business functions moving to the VCCS Shared Services Center (SSC), the College has not filled some of the positions in the business office when positions became vacant. The SSC has not taken

	<p>on the amount of workload that was anticipated, and that has resulted in the business office employees doing the same amount of work (and sometimes more) with fewer employees. Because of this, it is simply not practical for Barry to do both his job and that of the VP for an extended period of time.</p> <p>Effective April 1, Jeanian Clark, vice president of Workforce Solutions and Continuing Education (WSCE), will serve as interim VP of FAS. She will be serving in this interim role until the end of the calendar year. Jeanian's skills in leadership, budgeting and strategic planning make her a natural choice to fill this position. LFCC is recognized as having one of the most successful workforce divisions in the VCCS, thanks to Jeanian and her team. Jeanian will be leading the College in our upcoming budget planning and development process.</p> <p>Ms. Clark will continue to serve as the VP of Workforce during this time and will retain some of her current duties, in particular her many external commitments. However, to support the daily operations and supervision of the division, Bill Pence, WSCE coordinator of business and industry training, will take on the leadership role for Workforce Solutions.</p>
Fauquier campus	<p>Chris Coutts, Fauquier campus provost, reported on the following:</p> <ul style="list-style-type: none"> • more than 70 student veterans at the Fauquier campus • staff and student volunteerism on the rise • launch of the Path to Success program • increased enrollment in engineering courses and programming • 37 new Phi Theta Kappa members (honor society for the two-year college) • continuation of courses offered at RappU • feeding (nutritional snacks) and hygiene (toiletries and personal care products) stations across campus for students in need • increased interest in health care courses and programming • 8-week block scheduling introduced this Fall 2019
Workforce Solutions and Continuing Education	<p>Carlene Hurdle, director of Workforce at the Fauquier campus, reported on the following:</p> <p>Over the past two plus years, enrollment in Workforce programming at the Fauquier campus has doubled increasing from 568 students to over 1,100 currently.</p> <p>A new program in heavy equipment operation (HEO) has been developed at the Vint Hill Site with support of a \$500,000 grant. The HEO program recently hit its 100th student milestone. Starting March 26, 2019, the first cohort of Fauquier County and Prince William</p>

	<p>County high schools students in their senior year began the HEO program and will graduate high school along with a credential in HEO. These high school students will also participate in a job fair coordinated in partnership with the Heavy Construction Contractors Association (HCCA) at the end of the program, which will provide access to over 100 potential employers.</p> <p>The Spring – Summer 2019 Workforce Solutions catalog was distributed to board members.</p>
Academic and Student Affairs	<p>Karen Kellison, vice president of academic and student affairs, reported on the following:</p> <p>The LFCC students participating in the IREX Global Challenge tied for first place with their 'Bottle Bot' project after presenting in Washington D.C.</p> <p>Due to recent retirements, LFCC is currently searching for faculty members in the areas of chemistry, biology and nursing.</p> <p>The VCCS has changed its policy on Credit for Prior Learning to reflect that students are required to complete 25 percent of a degree or certificate through completing courses offered by the college. This is a change from the prior policy which required 75 percent of a degree or credential be obtained through regular college course completion.</p> <p>The College will be adding advanced course schedule viewing, fast-track course options, and both embedded and live (on-line) tutoring by Fall 2019.</p>
Institutional Advancement	<p>Liv Heggoy, associate vice president of institutional advancement and executive director of the LFCC Educational Foundation reported on the following:</p> <p>A copy of LFCC's latest promotional material, which is part of a course and programming campaign entitled 'LFCC Explore', was provided to board members. This booklet and campaign is a result of two and a half years of effort to better promote educational 'pathways' (including both credit and Workforce credential components) offered by LFCC. The online resource for 'LFCC Explore' is located at lfcc.edu/explore. College Board members are encouraged to distribute and promote the 'LFCC Explore' communication materials within their localities.</p>
Financial and Administrative Services	<p>Barry Orndorff, interim vice president of financial and administrative services, reported on the following:</p> <p>The College is beginning the initial phases of the FY 2019-20 budgeting process.</p>

	The Virginia Department of Engineering and Building has presented questions regarding plans of architecture for the Hazel building at the Fauquier campus. The architects have provided the information requested. The College anticipates an answer within 30 days as whether to move forward with construction. The VCCS gave approval for the project's construction contractor Kjellstrom and Lee to begin reaching out to subcontractors touching base on pricing.
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IMPORTANT DATES

Date	Activity	Time	Location
Saturday, April 13, 2019	LFCC Wits for Wellness 5K	9:00 a.m.	Middletown campus
Friday, April 19, 2019	LFCC Foundation Appreciation Luncheon	12:00 p.m.	Carl & Emily Thompson Conference Center, Corron Community Development Center, Middletown campus
Friday, April 26, 2019	Inauguration of LFCC's Fifth President, Dr. Kimberly P. Blosser	11:00 a.m.; please be seated by 10:45 a.m.	Carl & Emily Thompson Conference Center, Corron Community Development Center, Middletown campus
Thursday, May 9, 2019	LFCC Employee Awards & Recognition Luncheon	12:00 p.m.	Carl & Emily Thompson Conference Center, Corron Community Development Center, Middletown campus
Saturday, May 11, 2019	LFCC Commencement Ceremonies; board members participating should arrive no later than 11:00 a.m. to robe	1:00 p.m.; Medallion of Recog. Ceremony begins at 11:30 a.m.	Skyline High School, Front Royal, VA
Thursday, June 6, 2019	College Board meeting	12:00 p.m.; lunch served at 11:30 a.m.	Luray-Page County Center, Luray, VA

ADJOURNMENT

Board Chair Bill Daniel declared the meeting adjourned at 2:13 pm.

SUBMITTED BY:



Kimberly P. Blosser
President of the College and
Secretary to the Lord Fairfax
Community College Board

APPROVED BY:



William C. Daniel
Chair
Lord Fairfax Community College Board

Copy + Attachments to: All College Board Members and Cabinet members.

Copy of Approved MINUTES NO. 240 (February 7, 2019) filed with Glenn DuBois, Chancellor, Virginia Community College System.

Lord Fairfax Community College
PRESIDENT’S GOALS AND OBJECTIVES
Dr. Kim Blosser
AY 2018 – 2019

LFCC will continue to pursue the *Chronicle of Higher Education’s* Great Colleges to Work For and Honor Roll designation.

In July 2018, for the seventh straight year, LFCC was named one of ‘The Great Colleges to Work For®’ by *The Chronicle of Higher Education* based on workplace satisfaction surveys anonymously completed by faculty and staff, and an institutional audit.

This was our sixth time being named an “Honor Roll” institution. Colleges with high scores in the most number of categories make the honor roll. LFCC was one of only 12 community colleges across the nation to earn the “Honor Roll” distinction, and one of 24 to be named a “Great College to Work For®.”

In March, 2019, LFCC submitted its application to the Great Colleges to Work For survey and the Chronicle is currently surveying faculty and staff. LFCC is completing the institutional data form. Results from 2019 will be available later this summer.

LFCC will continue to have at least a 95 percent or higher satisfaction rate from students on their academic experiences at LFCC on the annual student satisfaction survey.

For the Fall 2018 LFCC Current Student Survey, 98 percent of students said they would recommend LFCC to others. All ratings of instruction and services continue to be very high.

CONNECTION OBJECTIVE – Increase enrollment for LFCC credit students by 2 percent

Headcount credit enrollment was 6,891 in Fall 2017 and 6,798 in Fall 2018, a 1 percent decline. For dual enrollment (DE), there was a 3 percent increase, while non-DE had a 4 percent drop.

However, there were several good signs for the future in non-DE. The number of first-time in college students went up 5 percent from 1,157 to 1,213. Hispanic students went up 2 percent, suggesting LFCC can capture more of this growing demographic. LFCC has also worked to increase the number of Adult Education students enrolling in credit classes, and anecdotally from the ABE office, we expect when the data is reported at the end of the fiscal year there will be an increase.

CONNECTION OBJECTIVE – Develop two new degree, certificate program or industry recognized credential programs

During the 2018-19 academic year, the College developed and received approval for the following academic programs:

- Career Studies Certificate – Cyber Essentials (19-20 catalog)
- Certificate – Office Administration (19-20 catalog)
- Career Studies Certificate – Aviation: Commercial Pilot (pending)

In Workforce Solutions, the College initiated the following new credential programs:

- Professional Administrative Certification of Excellence (PACE credential)
- Payroll Certification (FPC or CPP credential through the American Payroll Association)
- Dental Assisting Program

CONNECTION OBJECTIVE – Increase Workforce Credential Grant enrollment by 5 percent

As of March 2019, enrollments in the Workforce Credential Grant programs totaled 700. In March 2018, the total was 532, resulting in a 32 percent increase in students.

As part of this objective, LFCC also set a goal to Increase the number of Adult Education students enrolling in WCG-eligible programs by 25 percent. The program exceeded this goal as of 3/19/19. If all students currently in the PluggedIn or IELCE IET pipeline successfully complete their ABE studies, LFCC will have an 80 percent increase.

ENTRY OBJECTIVE – Increase the percentage of students who complete the CSC and industry certification and then return for additional education within 1 year by 2 percent

Preliminary data for 2017-18 show 63 non-credit and 125 credit students for a total of 183 distinct graduates and credentialed learners who returned to LFCC for additional education. At this point in time in 2016-17, there were 155, where the final total was 251. If this ratio repeats, there could be approximately 296 graduates returning for additional education in 2018-19, an increase of 18 percent.

ENTRY OBJECTIVE – Increase headcount and credit hours awarded through credit-for-prior learning by 10 percent over 2017-18

A total of 166 students received credit for prior learning (CPL) in Fall 2018, up from 113 students in Fall 2017, a 47 percent increase. A total of 1,486 credits were awarded for CPL in Fall 2018, up from 934 credits in Fall 2017, a 59 percent increase.

PROGRESSION OBJECTIVE – Increase fall-to-fall retention by 2 percent by AY 2019

The Fall 2017 to Fall 2018 retention rate was 47.9 percent, up from 42 percent for Fall 2016 to Fall 2017, a 5.9 percent increase.

PROGRESSION OBJECTIVE – Increase fall-to-spring retention by 2 percent by AY 2019

Based on preliminary data, the Fall 2018 to Spring 2019 retention rate is 73.9 percent, up from 72.6 percent for Fall 2017 to Spring 2018, a 1.3 percent increase.

COMPLETION OBJECTIVE – Increase the annual associate degrees, certificates, career studies certificates and industry recognized credentials by 4 percent over FY 2017

Preliminary data show 773 industry recognized workforce credentials awarded in 2018-19. At this point in time in 2017-18, there were 654, where the final total was 1,104. If this ratio repeats, there could be approximately 1,306 credentials in 2018-19, an increase of 18 percent.

Preliminary data show 1,206 credit degrees and certificates in 2018-19. At this point in time in 2017-18, there were 1,116, where the final total was 1,419. If this ratio repeats, there will be approximately 1,533 degrees and certificates in 2018-19, an increase of 8 percent.

LFCC has also increased the number of dual-enrolled students who earn a college credential at the time of high school graduation. There were 225 high school students who also graduated from LFCC in 2017 and 292 in 2018, a 30 percent increase.

AFFORDABILITY AND SUSTAINABILITY OBJECTIVES – Increase the number of financial aid applicants by 2 percent over 2017-18

To date, 4,747 financial aid applications have been received in 2018-19, down 1.4 percent (68 applications) from 4,815 in 2017-18. Financial aid staff are optimistic that the number of completed FAFSA applications for 2018-19 will increase as summer approaches.

There was a 6 percent increase in the number of attendees at the LFCC 2018-19 FAFSA event. There was also an increase in the number of students who identified LFCC as their first choice for college.

FastForward Summary by College									
College	Fiscal Year 2019			Fiscal Year 2018			Program Life (July 1, 2016 - current)		
	WCG-Funded FastForward Enrollments	WCG-Funded FastForward Credentials	All FastForward Credentials	WCG-Funded FastForward Enrollments	WCG-Funded FastForward Credentials	All FastForward Credentials	WCG-Funded FastForward Enrollments	WCG-Funded FastForward Credentials	All FastForward Credentials
Blue Ridge	376	109	210	224	176	421	1,132	633	1,017
CCWA	460	165	344	465	391	1,034	1,654	1,123	2,297
Central Virginia	207	55	83	132	98	165	505	239	346
Dabney S. Lancaster	135	47	77	77	56	102	290	169	241
Danville	52	15	22	18	10	35	142	55	104
Eastern Shore	36	4	7	0	0	25	90	44	78
Germanna	1,526	197	336	281	221	1,329	2,292	836	2,708
Lord Fairfax	504	207	372	305	254	669	1,222	778	1,390
Mountain Empire	107	37	61	72	44	104	189	86	218
New River	144	40	42	34	19	32	239	88	114
Northern Virginia	491	123	229	206	95	247	1,425	470	758
Patrick Henry	98	24	67	37	31	133	199	105	261
Paul D. Camp	202	73	112	76	53	106	313	154	276
Piedmont Virginia	400	103	145	199	161	296	1,029	560	681
Rappahannock	178	66	103	91	69	156	413	229	350
Southside Virginia	466	188	275	239	184	479	1,266	783	1,021
Southwest Virginia	87	38	76	27	11	71	168	64	213
Thomas Nelson	265	47	210	258	138	381	797	341	773
Tidewater	217	68	183	138	89	197	557	266	597
Virginia Highlands	101	44	52	37	22	73	199	90	149
Virginia Western	141	59	119	202	152	318	783	497	695
Wytheville	184	109	145	105	89	154	363	249	373
All Institutions	6,377	1,818	3,270	3,223	2,363	6,527	15,267	7,859	14,660
Data pulled: 03/04/2019									
Note: WCG-funded enrollment and credential data are aligned to the fiscal year in which the course started. The data for all FastForward credential attainments are aligned to the fiscal year in which the credentials were earned.									

State Budget Update – FY2020

Budget Bill

Highlights for the VCCS include:

New Economy Workforce Credential Grants (FastForward)

- \$13.5 million appropriated for the New Economy Workforce Credential Grant (FastForward) program in FY 2020, an increase of \$4 million above the FY 2019 level.

Tuition Moderation Funding

- An additional \$5 million for the VCCS in operating support, added to the \$8,093,000 that had originally been recommended in the House budget amendments for the VCCS to hold the line on tuition increases.
- \$52.5 million; in order to access the funding, governing boards must agree not to increase tuition and mandatory E and G fees in FY 2020.

Financial Aid

- Funding in the Governor's introduced budget for financial aid for VCCS students is preserved. His proposal was to increase in FY2020 from \$66.8million to \$74.3million, which is an \$8.75million increase over FY2019.
- The approved budget also calls for SCHEV to undertake a comprehensive review of financial aid funding models.

Dual Enrollment

- The budget does not contain any language that will determine a deadline for the development of uniform tuition models for dual enrollment.
- Funding in the amount of \$250,000 is included to be able to offer high school teachers scholarships up to \$7,500 apiece to be able to take graduate level courses in order to qualify to teach dual enrollment classes.

Salary Increases

- Full-time Classified Staff receive an across-the-board increase of 2.75%.
 - FT classified staff employees with 3 years of state service (as of June 10, 2019) are also eligible for a merit increase of 2.25%.
- Faculty (teaching, full-time and adjunct, professional, and administrative) receive a 3% increase.
- Wage (part-time staff) – state budget authorizes a 2% increase (VCCS awaiting clarification if 2.75% will be allowed).

Health Insurance Holiday

- No increase in health insurance premiums this year. State is self-insured and will be using the savings from prior years to off-set any increase.
- Employees will have a "Health insurance holiday" for the 2 pay periods in October
 - As an example - for the standard COVA Care benefit plan:
 - Single: Employee pays \$92; College pays \$687
 - Employee plus one: Employee pays \$211; College pays \$1,229
 - Employee plus two or more: Employee pays \$287; College pays \$1,802
- Health Insurance Holiday will save the College approximately \$219,000 for one month

Tech Talent Pipeline or the Commonwealth Cyber Initiative

- The legislation would implement the promise made from the Commonwealth to Amazon to add 25,000 more computer science, computer engineering, and related bachelor's and master's degrees by 2039.
- Establishes a Memorandum of Understanding process to align the production of degrees and access of every institution to the "Tech Talent Investment Fund"
 - the budget contains \$25 million in this fund.
 - The VCCS and Richard Bland College are included as qualified institutions, and can submit MOUs for transfer plans that culminate in one of the eligible degrees and will be able to access the Tech Talent Investment Fund.
 - Funding can cover admissions and advising programs designed to convey labor market information to students to guide decisions to enroll in eligible degree programs and to fund facility construction, renovation, and enhancement and equipment purchases related to the initiative to increase the number of eligible degrees awarded.

LORD FAIRFAX COMMUNITY COLLEGE
173 Skirmisher Lane
Middletown, VA 22645

RECOMMENDATION FOR COLLEGE BOARD

TO: LFCC College Board

FROM: Liv Heggoy, executive director, LFCC Foundation

DATE: March 2019

SUBJECT: Recommended Item for College Board Agenda

The following item is recommended for the Agenda of the next College Board meeting:

Information Item: ☐ or Action Item: ☒

Item Title for Agenda (be specific): Recommend to VCCS Chancellor a \$10,000 housing allowance for the LFCC President, to be funded by the LFCC Foundation.

Initiating Administrator's Recommendation (If funding is involved, please indicate appropriate budget line item number and title.):

Per the VCCS policy on executive compensation, the college foundation is permitted to supplement its college president's salary with a housing allowance of up to \$25,000 per year. Authorization for a president to receive the benefit must be recommended by the local college board, funded by the college's foundation, and approved by the chancellor. The VCCS state board believes that this policy is in line with the increased priority of Virginia community college presidents to raise funds and work with the college foundation.

Attachments (List supporting documents.):