Board of Trustees Meeting
Please note: Change in Location
Bldg. 23, McGavick Student Center, Room 302
Wednesday, May 9, 2012
Study Session: 3:00-4:00 p.m.
Regular Meeting: 4:00-5:00 p.m.

Study Session Agenda

3:00 Call to Order, Introductions..........................................................Robert Lenigan
3:05 Budget Update..................................................................................John Walstrum
3:15 Classified Bargaining Unit Matter..................................................John Walstrum
3:25 Nominations for the Positions of Chair and Vice Chair for 2012-13........Robert Lenigan
3:35 Board of Trustees Graduation Details..........................................John Walstrum
3:45 Upcoming Events
   CPTC Annual Careers Conference/Open House May 10, 9:00 a.m.-1:30 p.m.
   Annual Retiree Luncheon May 22, 12:00-2:00 p.m., Rainier Room
   All Staff Meeting May 22, 3:00-4:30 p.m., Rotunda
   Annual Staff Appreciation Awards June 5, 2:30-4:30 p.m., Conference Center
   Dr. Donna Beegle, with all staff with Faculty Inservice May 24, 9:00 a.m.-noon, Conference Center
   May 25, 8:30 a.m.-3:30 p.m., Conference Center
3:50 General Discussion........................................................................Robert Lenigan

Regular Meeting Agenda

4:00 Call to Order, Flag Salute, Introductions........................................Robert Lenigan
   Adoption of Agenda.................................................................Robert Lenigan Tab 1
   Approval of the Special Joint CPTC/CPSD Meeting of March 5, 2012......Robert Lenigan Tab 2
   Approval of the Regular Meeting Minutes of April 11, 2012................Robert Lenigan Tab 3

4:05 President’s Report .......................................................................John Walstrum
   Phi Theta Kappa Convention
   Joint Fire/City/Schools Quarterly Meeting
   Foundation Scholarship Luncheon
   Pierce County Emergency Management Training
President’s Report (cont’d.) .......................................................... John Walstrum
All Staff Meeting/Internal Giving Campaign
Goodwill Breakfast
Invista Performance Solutions Launch
Pastry Arts Bistro Opening
Plus50/Lumina Foundation Site Visit
Joint Advisory Committee Meeting

4:20 Other College Reports
ASG Report ................................................................................. June Stacey-Clemons
Operations Update ................................................................. Amy Goings Tab 4
Compensation Study Update .................................................... Jim Tuttle Tab 5
Fund Raising Campaign ......................................................... Deborah Ranniger Tab 6
Instruction Report ................................................................. Lori Banaszak Tab 7
Northwest Career & Technical High School, Loren Davis

5:00 Chair’s Report ................................................................. Robert Lenigan

5:05 Board Reports and/or Remarks ........................................ All

5:10 Public Comments .......................................................... Robert Lenigan

5:10 New Business ................................................................. Robert Lenigan

New Tenure Track Faculty Introductions ................................ Lori Banaszak Tab 8
Ronda Armstrong Surgical Technology 2nd Quarter

Approval of Resolution to Support the Clover Park Technical College Fund Raising Campaign Tab 6
Action

Call for Nominations for the positions of Board Chair and Vice Chair, 2012-13
Elections will be held at the June Regular meeting. Action

Convene Executive Session for approximately thirty minutes for the purpose of (1) reviewing a contract for the President, and, (2) for approximately an additional thirty minutes to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party when public knowledge regarding the discussion is likely to result in an adverse or financial consequence to the agency.

5:25 Executive Session .......................................................... Robert Lenigan
The Board may hold an executive session for purposes allowed under the Open Public Meetings Act. Legal purposes include, to consider acquisition or sale of real estate; to review negotiations of publicly bid contracts; to receive and evaluate complaints or charges brought against a public officer or employee; to evaluate the qualifications of an applicant for public employment; to review the performance of a public employee; and to discuss with legal counsel matters relating to agency enforcement actions, litigation, or potential litigation. Before convening in executive session, the Board Chair will publicly announce the purpose for executive session and the time when the executive session is expected to conclude.

6:25 Action Items as a Result of Executive Session .................. Robert Lenigan

6:30 Adjournment ................................................................. Robert Lenigan

All Board meetings will be recorded.
Special Joint Meeting of
Clover Park School District Board of Directors and
Clover Park Technical College Board of Trustees
Clover Park Technical College, Rotunda, Bldg. 3
March 5, 2012

Minutes

Present: Clover Park School District Board of Directors: Carole Jacobs, Joe Vlaming, Paul
Wagemann and Debbie LeBeau (Not present: Marty Schafer, Pepe Salamanca –
excused)

Clover Park Technical College Board of Trustees: Dr. Robert Lenigan, Bruce
Lachney, Mark Martinez, Mary Moss, Lua Pritchard, and President John
Walstrum

Resources Persons: Clover Park School District: Lynn Wilson, Administrator for
Business Operations and Capital Projects; Clover Park Technical College: Amy
Goings, Vice President for Operations and College Relations; Aêda Construction
Management: Man Pereira; Integris Architecture: Brian Carter, David Van
Galcn, and Amy Vanderhorst

The meeting was called to order by Clover Park Technical College Board Chair Lenigan at
3:05 p.m.

A special joint meeting of the Clover Park Technical College (CPTC) Board of Trustees and the
Clover Park School District (CPSD) Board of Directors was held to discuss the transfer and
purchase of land for Harrison Preparatory School and the Oakwood/ Southgate Elementary
School. Architectural renderings of the new schools were shared with both boards.

Superintendent LeBeau provided the history of the alternative high school program and the
school district’s decision to revise the program, create the Lakewood Career Academy, and
partner with CPTC. The district and college arrived at a plan to partner and share resources. The
academy will serve grades 9 and 10, while the technical college serves grades 11 and 12. CPSD
students have a choice to return to a comprehensive high school after completing grade 10 or to
attend the Northwest Career and Technical High School.

President Walstrum noted that the economy has forced many organizations to find partners and
more efficient ways of serving the public. He commented that a recent Department of Education
study revealed that 75 percent of people who graduate will need some form of secondary education to gain employment.

With the radio station on the Lakewood campus, CPTC also has a partnership with Washington State University. With these partnerships, there is a real possibility of having classes for K-12 through a four-year university on site, providing a greater impact in the community.

Man Pereira of Aéda Construction Management shared highlights regarding the work the facilities advisory committee (FAC) conducted in 2009 with the assistance of School Board Director Joe Vlaming and College Trustee Mary Moss, who is also a city council member Lakewood. The FAC conducted an inventory of the school district that included details regarding demographics, education and goals.

In 2010, voters approved a bond for the new construction of the Harrison Prep School and Oakwood/Southgate Elementary School, which made the necessity for property acquisition essential. The district owns approximately four acres on the corner of Steilacoom and Lakeview Drive on the college campus. The school district’s construction project requires ten acres of land; therefore, the college agreed to exchange four acres of land and allow the purchase of six acres for the purpose of this project. The district will exchange its prominent corner on Steilacoom and Lakewood Drive for a neighboring piece of property. Land evaluations are being reviewed and information regarding the total cost to purchase the six additional acres will be shared with the respective boards at a later date.

Integrus presented the schematic design of the new school so the boards could view the site of the Harrison Prep School and elementary school. Technically, you will see one building, but there will be a distinct separation of the two. The overall image of the building was designed to be sophisticated enough to sit on the college campus, yet look more playful on the backside of the building. The design was well received by stakeholders and, based on their input, more work will be done to show a more distinct separation of the entry areas.

Mr. Lynn Wilson said the school district would like to begin moving dirt this summer, which will be coordinated with the technical college. The district hopes to have the pad set by the end of the year and mentioned that the process for the bid is underway.

Next steps include the completion of the purchase and sale agreement, State Board for Community and Technical College (SBCTC) approval, Puget Sound Energy Easement Quit Claim Deed, CPTC Traffic Study Master Plan, MAI Appraisal, Financial Responsibility Matrix, Site Utilities Coordination, Conditional Use Permit, and School District Traffic Study. The land survey, legal language and conveyance by the county were not accurate at the time the property between the school district and technical college was originally separated. Due to these inaccuracies, the property ownership must be cleaned up and validated through Chicago Title.

The City of Lakewood has been a tremendous advocate throughout the permitting process. The conditional use permit has been submitted and we can expect the CEPA and conditional use permit public hearing in the next month or two. The MAI Appraisal, conducted by Greer Patterson & Associates, will have cost details available within the next week. Both the district and college have agreed on a financial responsibility matrix in order to share costs where
appropriate. With the new construction, the college will lose about 65 parking stalls, and Mr. Wilson indicated that the school district will offset those parking spots by developing additional parking near Building 25.

Dr. Walstrum said this project could be a jewel for the Lakewood community in terms of economic development and engagement. This has been an out-of-the-box collaboration in education that benefits the entire community. This project is mutually beneficial and needs to be fully explored so that it can inspire other collaborations in the future. The partnership between the Lakewood Career Academy and Northwest Technical High School has been a great start, and CPTC looks forward to continued conversation about collaborative efforts.

School Board President Jacobs, who also serves on the Lakewood Promise Executive Board, said she believes CPSD has the right kind of program for families. She expects to see families come back to CPSD when they learn about the Harrison Prep facility and CPSD’s partnership with CPTC.

College Board Trustee Lenigan remarked “it’s nice to see so many resources in one location.” There is a childcare center on the campus, a community center down the street, and the Lakewood Police and Fire Departments are close by.

The meeting was adjourned at 4:09 p.m.

John W. Walstrum, Ph.D.  
President  
College District Twenty-Nine

Robert Lenigan, Ph.D.  
Chair, Board of Trustees  
College District Twenty-Nine
Call to Order: Chair Lenigan called the Board of Trustees study session to order on April 11, 2012, at 3:20 p.m.

Board of Trustees and Cabinet:
  Robert Lenigan, Chair
  Bruce Lachney
  Mark Martinez
  Mary Moss
  Lua Pritchard
  John Walstrum, President
  Amy Goings, VP for Operations & College Relations
  Linda Schoonmaker, VP for Finance

Other Attendees:
  Cherie Steele, Executive Assistant to the President

Budget Update
President Walstrum announced that the Washington State legislature passed the Operating Budget, and the good news is that education received no additional cuts.

Vice President Schoonmaker highlighted a few items:
  - The original 2011-13 biennial budget contained a 1.5 percent state fund reduction in the second year, which will start July 1.
  - The legislature directed the SBCTC to take $4 million out of the current budget - $2 million each out of Science, Technology, Engineering, and Mathematics (STEM) enrollments and customized training. As a result, the College could see a reduction of $200,000.
  - The Office of Financial Management (OFM) was directed to reduce state agency Information Technology (IT) expenditures by $5 million. Higher education could see part of that reduction.

TACTC Spring Convention/GISS Training
Trustees discussed the upcoming spring convention and who might attend.

General Discussion
There was discussion concerning naming of buildings and rooms in buildings in relation to fund raising.

Chair Lenigan adjourned the study session at 4:00 p.m.
Regular Meeting

Call to Order: Chair Lenigan called the Board of Trustees regular meeting to order on April 11, 2012, at 4:10 p.m.

Board of Trustees and Cabinet:
  Robert Lenigan, Chair  John Walstrum, President
  Bruce Lachney       Lori Banaszak, VP for Instruction
  Mark Martinez       Amy Goings, VP for Operations & College Relations
  Mary Moss           Linda Schoonmaker, VP for Finance
  Lua Pritchard       June Stacey-Clemons, VP for Student Services

Assistant Attorney General: Terry Ryan

Other Attendees:
  Andrew Bird, Dean of Technology, Engineering, Transportation, and Trades Division
  Marshall Collins, Professional Pilot Instructor
  Bill Coyner, Professional Pilot Instructor
  Mabel Edmonds, Dean of Workforce Development
  Jonathan Russell, ASG President
  Cherie Steele, Executive Assistant to the President
  Valerie Sundby-Thorpe, Assistant Dean

Adoption of the Agenda (Tab 1)

MOTION:
Motion to adopt the Agenda as presented made by Mark Martinez, seconded by Bruce Lachney. Approved unanimously.

Approval of Minutes (Tab 2)

MOTION:
Motion to approve the Minutes of the Regular Board Meeting of April 11, 2012, made by Mark Martinez, seconded by Lua Pritchard. Approved unanimously.

President’s Report

2012 All-Washington Academic Team Ceremony
The All Washington Academic Awards were presented in conjunction with the Washington Association for Community and Technical Colleges (WACTC) monthly Presidents’ meeting in March at South Puget Sound Community College. Two CPTC students were honored:
  MaryJane Lustick-Conley, Human Services Program; and Scott Charette, Environmental Science Technology Program. Chair Lenigan, President Walstrum, and Instructor Kathy Hathaway attended the event.

Final CPTC Capital Campaign Feasibility Steering Committee Meeting
The CPTC Capital Campaign Feasibility Steering Committee Meeting had a final meeting with the consultant from the Alford Group. At the next Board of Trustees meeting, you will be asked to approve moving forward with a $2-2.5 million campaign. A new team will be formed to solicit support from the community to augment funds for the Health Sciences Building, to upgrade technology in the Resource Center, and funds for student scholarships.
2nd Annual "Recareering @ 50+ Expo"
Clover Park Technical College’s Plus 50 Initiative/Completion Strategy, in partnership with the other Pierce County colleges, AARP, and a host of other community-based organizations, sponsored the 2nd annual “Recareering @50+ Expo. Dean Mabel Edmonds led the successful event.

SBCTC Board Meeting
President Walstrum is chair of the Washington Association for Community and Technical College (WACTC) Student Achievement Initiative (SAI) Committee. This state has earmarked performance-based funding that specifically helps students get to “the finish line” with an associate degree, apprenticeship, or certificate. When colleges help students achieve their goals, the college receives more money, and CPTC has benefitted from the program.

Visit by Achieving the Dream Coaches
Dr. Ranniger hosted a visit by the national Achieving the Dream (ATD) coaches, the purpose of which was to ensure the College is on track with the program to help students succeed.

TV Interview on Higher Education - Station KTBW
President Walstrum was interviewed on Trinity Broadcasting Network and spoke about higher education in Washington, especially the two-year colleges.

Visit by Emissary from Civil Aviation Flight University of China
Vice President Stacey-Clemens hosted a visit by the College’s agent from the China Civil Aviation Flight University (CCAFU), who sends students to CPTC. She is happy with the education the Chinese students are receiving here.

Visit by Hill Group Consultants
The State Board for Community and Technical Colleges (SBCTC) has hired a consultant to review the efficiencies of the two-year colleges in the state. To that end, the Hill Group has met with nine colleges, and CPTC is one of them. Cabinet members were able to meet with the consultants and talk specifically about the College, what makes it unique, and the value CPTC brings to the community.

Other College Reports
Associated Student Government (ASG) Report (Tab 3)
ASG President Jonathan Russell:
- Distributed a spring quarter calendar for students with events and deadlines
- Noted that ASG is recruiting for the 2012-13 ASG Team of Officers
- Reported that Senate Bill 5217, which gives the community and technical colleges the option of appointing a student to the school’s board of trustees, passed

Instruction Report (Tab 4)
Dean Andrew Bird introduced the Professional Pilot Program instructors, Marshall Collins and Bill Coyner. He said these two do so much more than instruct, they are managers of a cadre of instructors, they manage a flight-line mechanic who keeps the aircrafts flying and safe, they also act as safety officers, and operate a business job account. The instructors then reported on their program. Questions followed.
Harrison Prep Academy Project and Facilities Summary
Update for the Board of Trustees and President
May 7, 2012
Submitted by Amy Goings, MPA Vice President for Operations and College Relations

Actions to date

The State Board for Community and Technical Colleges has approved the land sale and pending approval for the use of the proceeds is on the May SBCTC meeting capital consent agenda.

The memorandum of understanding is in final draft form after being reviewed multiple times by the Assistant Attorney General for General Administration (Brian Faller) and CPSD’s Attorney Mark Hood. This agreement corrects past title mistakes and stipulates exact transfer of land. This MOU is awaiting the revised appraisal figure, which is expected by May 10.

CPSD Attorney Hood and Puget Sound Energy are working on an agreement for PSE to release their easement as soon as possible.

CPSD and GA attorneys are drafting a second agreement regarding the College granting easement rights to CPSD for Runway Road usage, water, and sewer easements. There has yet to be a monetary value assigned to these easements.

Per our earlier discussions, Lynn Wilson and I have agreed to remaining auxiliary issues related to the property swap they are as follows:

1) CPSD will pay and conduct the abatement of the portable village after the College vacates the property at the end of June; and,

2) CPSD will pay for the full construction of the Runway Road connector that runs adjacent to the Harrison Prep complex, the remaining costs the College will cover; and,

3) CPSD will pay for the full cost of installing 65 parking stalls where Building 29 is currently located. Remaining construction of 50 stalls and abatement and construction of Building 29 will be the responsibility of the College. This third agreement is currently being drafted.
CPSD is currently renovating Building 37 in preparation for the transition of the portable village into the building.

**Remaining actions to take place**

1). Sign first MOU and get PSE easement released.

2). Finalize and sign the second and third MOU.

3). Move portable village faculty into Building 37.

4). Coordinate public relations on this innovative partnership with CPSD.

**Additional College Operations Initiatives**

Building 18 is now demolished and removal work continues through the end of June. It is worth noting the tremendous recycling and repurposing work that is done with the components of Building 18.

The Health Sciences Facility construction is on schedule to open June 2013.

Bids opened for Building 15 Renovation Monday and General Administration is vetting the lowest bidder as we speak. Construction is set to begin mid-June and the transformation of the Library into the Learning Resource Center will be complete December 2012. This is a $2.4M project that is comprised of capital funds, local reserves, and cash from the land sale to the Clover Park School District.
Chair's Report
Chair Lenigan saw an article in the newspaper where a minor disturbance happened at a California college board of trustees meeting. The students convinced the board to reconsider having classes at $600 a credit versus the usual $200 a credit. He hopes this is a trend to stop asking students to foot the bill for financial problems.

Board Reports and/or Remarks
Trustee Pritchard commented on the earlier discussion of international students. The Asia Pacific Cultural Center has a trustee that would be willing to help the stay of international students more comfortable.

Public Comments
No public comments.

New Business
No new business.

Executive Session
At 5:18 p.m., Chair Lenigan stated that, in accordance with RCW 42.30.110, the Board would recess to go into Executive Session for approximately five minutes for the purpose of reviewing the performance of a public employee.

Chair Lenigan reconvened the Special Meeting at 5:30 p.m. and asked if there were any action items as a result of Executive Session. There were none.

Next Meeting:
May 9, 2012.

Adjournment:
Chair Lenigan adjourned the Special Meeting at 5:30 p.m.

John W. Walstrum, Ph.D.
President
College District Twenty-Nine

Robert Lenigan, Ph.D.
Chair, Board of Trustees
College District Twenty-Nine
COMPENSATION PHILOSOPHY

The College seeks to maintain a compensation program that assists in attracting high caliber talent capable of contributing to the College's reputation for educational opportunity and service. The College's goal is to align its compensation program with its employees' functions, activities, and performance while ensuring that pay decisions are made with sensitivity to the pay practices of organizations with which it competes for talent.

The compensation program is founded on five core principles:

1. **External Equity**: Set pay to slightly lead the market offerings by other organizations that the College potentially hires employees from and loses employees to, to best capture the quality of talent the College needs to successfully provide its services.

2. **Internal Equity**: Pay in concert with the relative value, scope, and demand of positions. The College has determined that the internal value of positions is based on the following elements: Job Knowledge, Impact, Complexity, Supervision/Development of Others, Interactions with Others, and Physical/Working Conditions and Requirements.

3. **Individual Equity**:
   - Compensate those with greater amounts of relevant experience more as they join the College, and
   - Compensate at higher levels those making greater contributions or demonstrating higher levels of performance.

4. **Process Equity**: Apply pay policies and practices consistently, including both between represented and unrepresented employees and across bargaining units, to the extent this is feasible.

5. **College Financial Capability**: All adjustments to compensation must be made within the ability of the College to pay given its budget limitations, and employees need to be fully informed of this.

Geographically, the College competes primarily in the greater Puget Sound area for most of its positions, but it also reaches out beyond this area to hire for some openings. Therefore the College will consider both geographic ranges when determining the market area for competitive pay purposes (#1 above).

The College follows a “total rewards” strategy, of which pay and benefits are only some of the significant parts. Also considered parts of the “total rewards” of College employment are: benefits offerings, training and educational opportunities, an environment of participation and collaboration,
recognition of good work, and the knowledge that employees are contributing to the success of students.

Ensuring the success of the compensation program is primarily the joint responsibility of executives and managers:

- The Cabinet, along with Human Resources, is responsible for the design and administration of the compensation program.
- Managers are tasked with communicating pay to employees and ensuring that employees get the necessary information to be able to understand their pay and how the compensation program operates.
- The Cabinet and Human Resources evaluate positions relative to internal equity, conduct periodic studies of the market, work with union representatives as appropriate, and assign positions to pay grades.
- The College President and Board of Trustees are responsible for oversight of the program and making all final design and philosophical decisions. The program will be periodically assessed to try to ensure that its objectives are being achieved.

*Approved by President John W. Walstrum and Cabinet*  
*February 1, 2012*
Move toward a more unified/equitable compensation model?
Meeting with Judy Clark on May 1, 2012

Context:
- Independent contractor expertise—HR Answers/ Judy
- Separate bargaining with 3 non-faculty units
- "Shrinking pie" of state dollars
- Wide variations in salary schedules (frozen for 4 years v. continuous 10% steps*)
- Employee expectations: deferred? unrealistic?
- Budget planning
- Exempt-Professionals & Classifieds bargaining simultaneously*
- Technical colleges local bargaining with Classifieds (v. current 3% cuts elsewhere in HE!)
- Cabinet’s “Compensation Philosophy”—requested by Judy
- Consistency of pay profile/levels v. pay practices across bargaining units

Pro's:
- Transparency re division of pie?
- Perceptions of fairness
- Minimize conflicts/competition among units
- Implementation of Cabinet's Compensation Philosophy (# 4?)
- More effective use/allocations of limited compensation dollars (recruiting & retention)
- Ease of administration?

Concerns:
- Transparency re division of pie?
- Reduced autonomy of individual units?
- Mechanics of cross-unit bargaining/ implementation

Brainstorm possible/desired changes (for common themes)?
RESOLUTION 12-05-79

Comprehensive Fundraising Campaign for Clover Park Technical College

WHEREAS, the Board of Trustees has a long-standing commitment to support Clover Park Technical College in providing a quality technical education; and

WHEREAS, Clover Park Technical College has been the site where technical/career education and training have been delivered for 70 years; and

WHEREAS, graduates from the College have learned the value of rising from public assistance to prosperity and self-reliance; and

WHEREAS, Clover Park Technical College is critical to our community's economic health and well-being; and

WHEREAS, any student, regardless of means, can attain career prosperity through hard work in the classroom; and

WHEREAS, upon recommendation of the Campaign Feasibility Study; and

WHEREAS, Clover Park Technical College is launching a comprehensive fundraising campaign to outfit the new Health Sciences Building, create a high-tech learning resource center, and provide scholarships;

NOW, THEREFORE, BE IT RESOLVED that the Clover Park Technical College Board of Trustees officially endorses the Comprehensive Fundraising Campaign for Clover Park Technical College.

MAY 9, 2012

John W. Walstrum, Ph.D.                  Robert Lenigan, Ph.D.
President                                Chair, Board of Trustees
College District Twenty-Nine              College District Twenty-Nine
**What's New at NWC&THS?**

- Human Biology with Lab
- Course Design
- NAC Cohort
- Kindle Fires
- Open Resource Format
- Cost Savings – Textbook Tracking
- Pre/Post Surveys
- ATL Conference Workshop.

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**Total Enrollment**

**High School Enrollment**

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**Adult High School Enrollment**

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**US History I and II**

- Get Started Now Classes
- OdysseyWare Licenses – Cost savings
- Google Docs
- Blog Driven
- nwchs-history.blogspot.com
- Civics and Current World Problems are the next classes to be developed. In a Google Docs format.

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**Bio 175 – Flipping the Classroom**
- Reissue Kindles
- Open resource textbook savings
- Modularization

Open Resource Algebra 1

- New Pathway – Machinist Helper or Advanced Manufacturing
- Exploring open resource materials in the other disciplines.
- Continue to strengthen our relationship with Lakewood Career Academy. Working on smoother transition between the programs.

What's Ahead?
Biography
Ronda Armstrong
Surgical Technology

I was born in Spokane, Washington, June 4, 1969. My sister is also a surgical technologist. I am married to my junior high sweetheart. We have one daughter, a son-in-law, and we just became grandparents of a little boy named Lucas.

My husband has had four back surgeries, so I decided it was time for me to go back to school. There was no way I would be able to support my family on $11.50 an hour. I put school off for a few more years than I intended to.

I was a student at Clover Park Technical College in 2004. Kezia Clark and Danielle Nolan were great instructors. The two of them noticed that I did not comprehend the written tests. I was sent to the Student Center where I was referred to an agency. I was tested and found exactly what my learning disability was. After that, I was a rock star, nothing could hold me back.

I graduated and was on the president’s list for two quarters in a row, and received honorable mention at the graduation ceremony for my accomplishments.

I worked for a short period of time at a hospital in Silverdale. I then went to work at Madigan Army Hospital and from there I was unstoppable. I became a preceptor to the military surgical technology students. What I learned in one year, the students were learning in 12 weeks. I took them under my wing and provided them with a lot of information. This is when I really thought I could be both—a preceptor and an instructor.

When Danielle Nolan was on maternity leave, I was asked if I would like to help out at the College. I jumped at the chance. I switched my day shift job to a night time trauma shift. I worked at Madigan Army Hospital from 10:30 p.m.-6:30 a.m., and then came straight to the College to teach. It was exhausting, but worth it. I loved it. It was amazing to see the light come on when students understood the material. I worked two quarters before Danielle returned to work. I was hooked.

I am a member of the Association of Surgical Technologists (AST). I was on the Board of Directors for four years as the chair of education. I have put together many Washington state conferences. One was held here at Clover Park Technical College.

I look forward to working here for many years with the fabulous Kezia Clark. She saw something in me way back when. I have thanked her many times for helping me out.