Board of Trustees Meeting Minutes
Regular Monthly Meeting
July 22, 2026 | 5:00 pm | 2403 W. 8th Street, Erie West, Founder's Rm 307A
Zoom Meeting ID: 864 7949 2792
Zoom Passcode: 113651

1. **Call to Order** 5:00pm

2. **Roll Call**

Trustee	Roll Call
Secretary Ejay Fyke	Y via Zoom
Geoffrey Groce	Y
Kurt Hersch	Not Present
Angela McNair	Y
Robert Merrill	Y
Joel Natalie	Y
Msg. David Rubino	Y @ 5:02pm
Vice Chairperson Cheryl Rush Dix	Y
Chairperson Dr. Michael Victor	Not Present

With a quorum confirmed, the Trustees proceeded with the agenda.

College Employees/Other Attendees (5)

Founding President Chris Gray Ph.D.; Executive Assistant Renée Triana; CFO Frank Moore via Zoom; Assistant Vice President Dr. Keri Bowman; Executive Director of External Relations & Strategy Shawn Waskiewicz; and Solicitor Tim Wachter.

3. **Approval of May 27, 2026, Regular Meeting Minutes (pg. 12-27)**

Motion 1	Resolution to Approve the May 27, 2026, Regular Meeting Minutes.

There was no discussion.

Upon motion by Trustee Merrill, seconded by Trustee Groce, the Board of Trustees voted unanimously to approve the March 25, 2026 regular meeting minutes via voice vote.

4. **Public Participation**-There was no public participation.

5. **Communication**

A. **President's Report**

Chris Gray, Ph.D.

Dr. Gray discussed enrollment with the trustees and noted that there will be a presentation concerning the topic at the next board meeting.

B. **Ad Hoc Committees and Advisory Groups**

1. Foundation-President's Advisory Group

   Trustee Ejay Fyke, Board Representative

   a. **Report**- Trustee Fyke reported updates concerning the EC3 Golf Tournament and asked Trustees to share names of any businesses that would like to sponsor the event with advancement. He also highlighted the two new Foundation Advisory Board members and Erie Gives instructions.

   b. **New Business**

Motion 2	Resolution to Ratify EC3 Foundation Board Nominees- Alicia Aldridge and Breyton Graves [Board Report #26-30] (pg. 4)

There was no discussion.

Upon motion by Trustee Msg. Rubino, seconded by Trustee Natalie, the Board of Trustees voted unanimously to approve the ratification of the EC3 Foundation Board nominees- Alicia Aldridge and Breyton Graves via voice vote.

C. **Chairperson of the Board**

Chairperson Michael Victor, J.D., LL.D.

Vice Chairperson Cheryl Rush Dix, in lieu of Chairperson Victor's absence, welcomed new Trustee Joel Natalie, reminded Trustees of the Quarterly Breakfast, and told them to expect a 10-day written notice for a change of bylaws that will be read in September and again at November's Board Meeting.

D. **Other-**There were no other reports.

6. **Presentation- Implementation and Implications of Title IV Funding (EXHIBIT A)**

Dr. Keri Bowman, Assistant Vice President of Student Affairs

Dr. Bowman discussed the timeline of Title IV implementation and how it benefits our students. She also noted the College will provide different levels of support for students, depending on their needs. Although the Financial Aid consultant will lead the administration efforts behind the scenes-available to help train staff, assist individual students; the on-campus staff, led by the soon-to-be hired Financial Aid Coordinator, will be available to effectively help students with this new process. The College estimates that 60% of their students will be full Pell.

7. **Standing Committee Reports and New Business**

A. **Academic Committee**

Vice Chairperson Cheryl Rush Dix

1. **Report**-Vice Chairperson Rush Dix reported that the committee met on July 8, 2026, where the following motion was reviewed and that the amendment will align our policy with the PASSE school system's standards for grading. There was also confirmation that the Academic Calendar should be reviewed by the Academic Committee as an informational operational item and shared as part of the Divisional Information reports.

2. **New Business**

Motion 3	Resolution to Amend Board Policy V.A.6: Transfer of Credits [Board Report #26-31] (pg. 5)

There was no discussion.

Upon motion by Trustee Groce, seconded by Trustee Merrill, the Board of Trustees voted unanimously to approve the amendment to Board Policy V.A.6: Transfer of Credits via voice vote.

B. **Personnel Committee**

Trustee Robert Merrill

1. **Report**- Trustee Merrill reported that the committee met on July 8, 2026, and discussed sick leave benefits vs short term disability. The recommendation was to keep the current short-term disability benefit with no changes. The committee also discussed the review of benefits in lieu of the impending January renewal. Human Resources will continue to work with our consultant and the Personnel Committee to mitigate and provide the best options for the College.
2. **New Business**-The Personnel Committee had no action items brought forth for approval.

C. **Finance Committee Report**

Trustee Kurt Hersch

1. **Report**-CFO Frank Moore reported, in lieu of Trustee Hersch's absence, that the Finance Committee met on July 13, 2026. CFO Moore reviewed the financial documents with the Trustees. He also suggested the College replenish its reserves due to its positive financial position in the coming months.
   a. June YTD Budget Summary 2025-2026 (pg. 6)
   b. June 2026 Bank Reconciliation (pg. 7)
2. **New Business**-The Finance Committee had no action items brought forth for approval.

D. **Other**

1. **New Business**

Motion 4	Resolution to Amend Board Policies to Reflect Current Practice [Board Report #26-32] (pg. 8-9) • Policy VII.A.2: Acceptable Behavior • Policy VII.B.1: Tobacco Free Environment

There was no discussion.

Upon motion by Trustee Merrill, seconded by Trustee McNair, the Board of Trustees voted unanimously to approve the amendment to Board Policies VII.A.2: Acceptable Behavior and VII.B.1: Tobacco Free Environment via voice vote.

Motion 5	Resolution to Establish a Temporary "EC3 East Side Expansion Advisory Group" [Board Report #26-33] (pg. 10-11)

This motion came through the Executive Committee for discussion. Dr. Gray confirmed this charge was broad in scope and will not be recommending specific locations. He confirmed the advisory group would bring recommendations forward for the Trustees to deliberate. Trustee McNair shared her interest in being appointed to the advisory group. Dr. Gray confirmed that the appointments would come through the Chairperson.

Trustee	Motion 5	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		1/Y
Robert Merrill		Y
Joel Natalie		Y
Msg. David Rubino		2/Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Not Present

Resolution to Establish a Temporary "EC3 East Side Expansion Advisory Group" was unanimously approved via roll call vote.

8. Executive Session for the Purpose of Personnel Matters-Presidential Employment Contract

Upon motion by Trustee Msg. Rubino, seconded by Trustee Groce, the Board of Trustees voted unanimously to enter into Executive Session at 5:43pm via voice vote.

Motion to Return from Executive Session Back into Regular Session

Upon motion by Trustee Msg. Rubino, seconded by Trustee Groce, the Board of Trustees voted unanimously to return to the Regular Session at 6:23pm via voice vote.

Motion to Amend the Agenda

Upon motion by Trustee McNair, seconded by Trustee Fyke, the Board of Trustees voted unanimously to amend the agenda unanimously via voice vote.

Motion to Approve a Salary Adjustment for President Gray for the 2026-2027 Fiscal Year

Trustee	President's 2026-2027 Salary	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Y
Robert Merrill		Y
Joel Natalie		2/Y
Msg. David Rubino		1/Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Not Present

Resolution to approve a salary adjustment for President Gray for the 2026-2027 fiscal year was unanimously approved via roll call vote.

9. **Motion 6** to Adjourn

Upon motion by Trustee McNair, seconded by Trustee Rush Dix, the Board of Trustees voted unanimously to adjourn the meeting at 6:34pm via voice vote.

Exhibit A

Title IV Funding at EC3

Federal Financial Aid

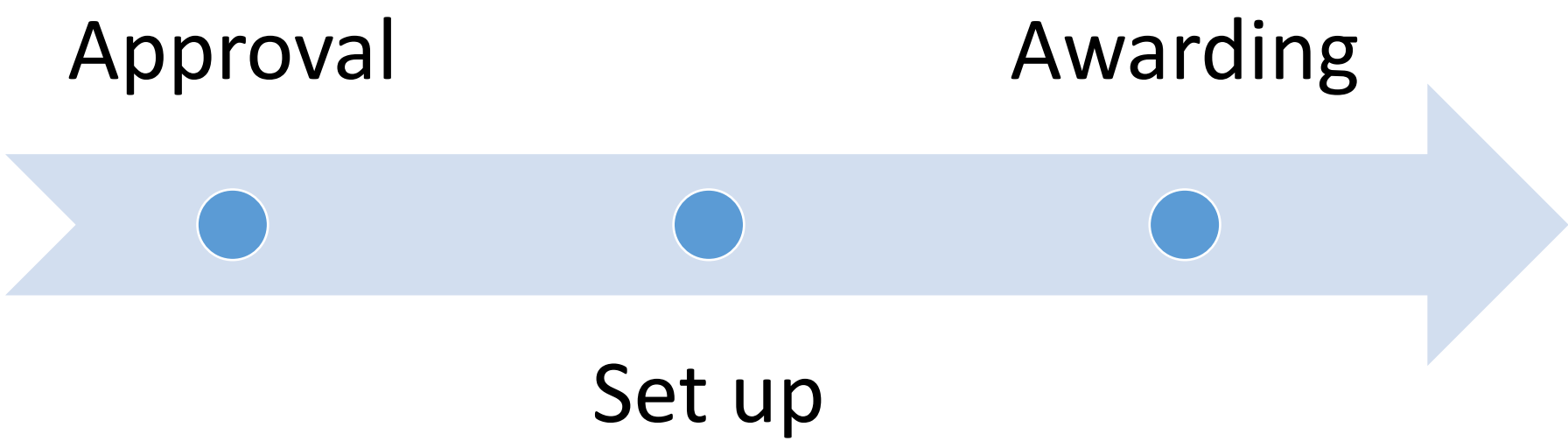
- Pell Grant
- Federal Supplemental Education Opportunity Grant
- Federal Work Study

- PA State Grant (PHEAA)

How it will help our students

CHARGE	AMOUNT
Course Fee Non-Refundable: HSC 101-WA1 - Intro to Allied Health	10
Technology Fee	60
Course Fee: HSC 101-WA1 - Intro to Allied Health	20
College Fee	90
Tuition 15 credits - Erie County Residents	2400
TOTAL	2580

Timeline



Bridging the gap

- Pioneer requirements laid the groundwork
- Varying levels of student supports
- Messaging about tuition and financial aid

ERIE COUNTY

COMMUNITY COLLEGE

Board of Trustees

Regular Meeting Book

July 22, 2026

EC3 Erie West

2403 West 8th Street

Founders' Room 307A

Erie, Pennsylvania 16505

Meeting ID: 864 7949 2792 | Passcode: 113651

Board of Trustees Meeting Agenda
Regular Monthly Meeting
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1. Call to Order
2. Roll Call
3. Approval of May 27, 2026, Regular Meeting Minutes (pg. 12-27)

Motion 1	Resolution to Approve the May 27, 2026, Regular Meeting Minutes.

4. Public Participation
5. Communication
   A. **President's Report**
   Chris Gray, Ph.D.
   B. **Ad Hoc Committees and Advisory Groups**
      1. Foundation-President's Advisory Group
      Trustee Ejay Fyke, Board Representative
         a. Report
         b. New Business

Motion 2	Resolution to Ratify EC3 Foundation Board Nominees- Alicia Aldridge and Breyton Graves [Board Report #26-30] (pg. 4)

   C. **Chairperson of the Board**
   Chairperson Michael Victor, J.D., LL.D.
   D. **Other**
6. Presentation- Implementation and Implications of Title IV Funding
   Dr. Keri Bowman, Assistant Vice President of Student Affairs
7. Standing Committee Reports and New Business
   A. **Academic Committee**
   Vice Chairperson Cheryl Rush Dix
      1. Report
      2. New Business

Motion 3	Resolution to Amend Board Policy V.A.6: Transfer of Credits [Board Report #26-31] (pg. 5)

***Continued**

B. **Personnel Committee**
Trustee Robert Merrill

1. Report
2. New Business-No Action Items

C. **Finance Committee Report**
Trustee Kurt Hersch

1. Report
   a. June YTD Budget Summary 2025-2026 (pg. 6)
   b. June 2026 Bank Reconciliation (pg. 7)
2. New Business-No Action Items

D. **Other**

1. New Business

Motion 4	Resolution to Amend Board Policies to Reflect Current Practice [Board Report #26-32] (pg. 8-9) • Policy VII.A.2: Acceptable Behavior • Policy VII.B.1: Tobacco Free Environment

Motion 5	Resolution to Establish a Temporary "EC3 East Side Expansion Advisory Group" [Board Report #26-33] (pg. 10-11)

8. Executive Session for the Purpose of Personnel Matters-Presidential Employment Contract
9. **Motion 6** to Adjourn

Division and Department Information (pg. i1-i16)

A. Academic Affairs (pg. i1-3)
B. Student Affairs (pg. i4)
C. Enrollment (pg. i5-i9)
D. Finance, Operations, and Human Resources (pg. i10-i13)
E. Marketing (pg. i14-i15)
F. EC3 Foundation (pg. i16)

Next Regular and Annual Meetings are September 23, 2026 starting at 5:00PM

Resolution to Ratify EC3 Foundation Board Nominees as Presented

Information

The EC3 Foundation has approved the following nominees for ratification by the EC3 Board of Trustees.

Alicia Aldridge
Breyton Graves

The current members include:

Kevin Arrington-Chair
Timothy D. McNair-Vice Chair
Judith Roth-Secretary
Trustee Ejay Fyke-EC3 Board of Trustee Representative
Carl J. Anderson, III
Ron DiNicola
Erin Kerner
David Mitchell
Karen Thomas
Dr. Ben Wilson

Recommendation

It is recommended by the EC3 Foundation that the Board of Trustees moves to approve the ratification of the nominees of the EC3 Foundation Board members as presented.

Resolution to Amend Board Policy V.A.6: Transfer of Credits

Information

This proposal aims to clarify the intent that EC3 will accept any course in transfer that is successfully completed from another college or university.

See the redline and final versions below for review.

Recommendation

It is recommended by the Academic Committee that the Board of Trustees moves to approve the amendment to Board Policy V.A.6: Transfer of Credits as presented.

Policy V.A.6: Transfer of Credits *(Redline)*

Erie County Community College shall evaluate and accept credits earned at another college or university upon consideration of course equivalencies, including expected learning outcomes of the institution's curricula and standards. Credit may be awarded for courses whether or not similar courses are offered at Erie County Community College.

No more than one-half of the credit requirements for a degree, certificate or diploma shall be completed at another institution. Courses with a grade value of ~~2.0 (C)~~ 1.0 (D) or higher will be considered for transfer. Courses with a grade value of "pass" or "satisfactory" will be accepted as transfer credits ~~when the transcript states that a "pass" or "satisfactory" is equivalent to a C or above~~. Transfer courses will be awarded credit with no grade value (quality points) assigned. Developmental coursework is not accepted for transfer credit ~~but will be transcribed for prerequisite purposes~~.

Specific degree programs may establish additional guidelines for assignment of transfer credits ~~based~~. Transfer credit will not be granted if granting such credit is contrary to the requirements of any recognized local, state, or federal accrediting or certifying agencies.

To be used for transfer purposes, ~~F~~foreign educational credentials must be translated/evaluated initially by a recognized evaluation and/or translation service such as National Association of Credential Evaluation Services (NACES).

Policy V.A.6: Transfer of Credits *(Final)*

Erie County Community College shall evaluate and accept credits earned at another college or university upon consideration of course equivalencies, including expected learning outcomes of the institution's curricula and standards. Credit may be awarded for courses whether or not similar courses are offered at Erie County Community College.

No more than one-half of the credit requirements for a degree, certificate or diploma shall be completed at another institution. Courses with a grade value of 1.0 (D) or higher will be considered for transfer. Courses with a grade value of "pass" or "satisfactory" will be accepted as transfer credits. Transfer courses will be awarded credit with no grade value (quality points) assigned. Developmental coursework is not accepted for transfer credit.

Specific degree programs may establish additional guidelines for assignment of transfer credits. Transfer credit will not be granted if granting such credit is contrary to the requirements of any recognized local, state, or federal accrediting or certifying agencies.

To be used for transfer purposes, foreign educational credentials must be translated/evaluated initially by a recognized evaluation and/or translation service such as National Association of Credential Evaluation Services (NACES).

Erie County Community College

YEAR-TO-DATE OPERATING & CAPITAL CASH BASIS BUDGET REPORT

Fiscal Year 2025-26 as of June 30, 2026

	YTD Actual	YTD Budget	Actual vs. Budget	% Variance	Anticipated	Comments
OPERATING & CAPITAL REVENUES						
Student Tuition & Fees	$ 452,099	$ 360,660	$ 91,439	25.4%		
Tuition from Noncredit Programs	20,950	56,200	(35,250)	-62.7%		
County of Erie - Operating	2,981,690	2,981,690	-	0.0%		
County of Erie - Recurring Capital	701,948	701,948	-	0.0%		
County of Erie - One-Time Capital	316,362	316,362	-	0.0%		
Commonwealth of PA - Operating	3,267,262	3,267,262	0	0.0%		
Commonwealth of PA - Recurring Capital	768,278	701,948	66,330	9.4%		
Commonwealth of PA - One-Time Capital	309,003	316,362	(7,359)	-2.3%		
Commonwealth of PA - SS Reimbursement	135,315	140,000	(4,685)	-3.3%		
Grants	2,368,050	791,000	1,577,050	199.4%		
Investment Income	178,472	180,000	(1,528)	-0.8%		
Donation Passthrough	183,001	201,448	(18,447)	-9.2%		
Miscellaneous Income	803	3,250	(2,447)	-75.3%		
Total Operating & Capital Revenues	***$ 11,683,232***	***$ 10,018,129***	***$ 1,665,103***	***16.6%***		
APPLICATION OF FUNDS						
Salaries	$ 3,541,704	$ 3,707,447	$ 165,743	4.5%		
Staff Benefits	913,768	937,305	23,536	2.5%		
Other Expenses	368,086	608,999	240,913	39.6%		
Contracted	137,448	235,271	97,824	41.6%		
Insurance	73,426	76,000	2,574	3.4%		
Travel	30,763	25,000	(5,763)	-23.1%		
Maintenance & Repairs	57,479	75,775	18,296	24.1%		
Marketing	432,966	445,500	12,534	2.8%		
Contingency	-	25,000	25,000	100.0%		
Non-Lease Equipment & Non-Leased Softw	915,919	914,820	(1,098)	-0.1%		
Facility Operations	220,290	221,700	1,410	0.6%		
Leased Facilities, Equipment, & Software	980,048	1,102,166	122,118	11.1%		
Capital Equipment Additions	3,686,237	1,643,146	(2,043,091)	-124.3%		
TOTAL EXPENSES	***$ 11,358,134***	***$ 10,018,129***	***$ (1,340,005)***	***-13.4%***		
Surplus/(Deficit)	***$ 325,098***	***$ (0)***	***$ 325,098***			

Erie County Community College
Confirmation of Bank Statement Reconciliations

	Community College of Erie County
Currency	USD
All EC3 Statements - Beginning Date	6/1/2026
All EC3 Statement - End Date	6/30/2026
Bank Statements Status - Reviewed & Reconciled	**Reconciled**

Operating Account Balances

FNB	June 2026 Current Balances
Operating	$ 361,547.34
Investment Account	$ 475,337.11
Total Operating Account Balances	**$ 836,884.45**

Designated Purpose Account Balances

FNB

Designated Purpose Account		$ 1,679,478.28
- Tranformational Philanthropy Fund	$ 1,561,742.74	
- Interest Earned - Tranformational Philanthropy Fund	$ 117,735.54	
- Window Replacement Fund	$ -	
- Interest Earned - Window Replacement Fund	$ -	
- Allied Health Fund	$ -	
- Interest Earned - Allied Health Fund	$ -	
Advancement Fund Account		$ 184,870.97
Board Designated Reserves		$ 718,450.79
Board Designated Reserves Acct. #2670		$ 506,298.96
6 Month CD		$ 25,250.25
Total Designated Account Balances		**$ 3,114,349.25**
Total Operating and Designated Account Balances		**$ 3,951,233.70**

Other Designated Purpose Account Balances

Foundation Agency Fund *(not included in College account balances)*	**$ 2,038,537.68**	**as of 5/31/2026**

Receivable - Funds State and County

State PDE - Social Security Reimbursment	$ 36,130.44
County of Erie - Operating Funds	$ 1,000,000.00
	$ 1,036,130.44

Resolution to Amend Board Policies to Reflect Current Practice

Information

As the tobacco industry continues to expand its creation of nicotine products that have found to be addictive yet are "tobacco-free", it is important for policy language to generally reflect these shifts to protect the health of EC3 students. The additional language to the current policies that restricts the usage on campus, addresses the use of products that contain either tobacco or nicotine additives.

Two Board policies affected by this amendment are:

- VII.A.2: Acceptable Behavior
- VII.B.1: Tobacco Free Environment

The redline and final policies follow.

Recommendation

It is recommended that the Board of Trustees moves to approve the amendments to Board Policy VII.A.2: Acceptable Behavior and VII.B.1: Tobacco Free Environment as presented.

Policy VII.A.2: Acceptable Behavior *(Redline)*

Erie County Community College seeks to create a caring and inclusive environment which is academically and culturally dynamic and encourages all students to achieve. The College has the authority to maintain good order and discipline in the furtherance of its mission. As such, the College expects all individuals to conduct themselves in an appropriate manner while on College property. Behavior becomes unacceptable when it impinges on the rights of others, or when it could result in damage to College facilities, equipment, or materials. Those behaving in an unacceptable manner will be asked to modify their behavior or to leave the premises. College security staff will be contacted if necessary.

Unacceptable behavior includes, but is not limited to, the following:

- Harassing language or language of a discriminatory nature
- Messages that harass or threaten others
- Excessive or disruptive noise
- Consumption of tobacco, nicotine, alcohol, or illegal substances inside college buildings or directly outside building entrances
- Disorderly, disruptive, or threatening behavior, such as engaging in unwanted or inappropriate interactions
- Making threats to the personal safety of employees, or committing violent acts • Engaging in sexual offenses, including indecent exposure, inappropriate sexual advances (physical or verbal), or contributing to a sexually harassing environment
- Violations of local, state, or federal law
- Destroying or damaging College property

Note:

- Children under 18 must be supervised by a responsible adult at all times.
- Inappropriate behavior by enrolled students or employees is subject to disciplinary sanctions.

Policy VII.A.2: Acceptable Behavior *(Final)*

Erie County Community College seeks to create a caring and inclusive environment which is academically and culturally dynamic and encourages all students to achieve. The College has the authority to maintain good order and discipline in the furtherance of its mission. As such, the College expects all individuals to conduct themselves in an appropriate manner while on College property. Behavior becomes unacceptable when it impinges on the rights of others, or when it could result in damage to College facilities, equipment, or materials. Those behaving in an unacceptable manner will be asked to modify their behavior or to leave the premises. College security staff will be contacted if necessary.

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- Making threats to the personal safety of employees, or committing violent acts • Engaging in sexual offenses, including indecent exposure, inappropriate sexual advances (physical or verbal), or contributing to a sexually harassing environment
- Violations of local, state, or federal law
- Destroying or damaging College property

Note:

- Children under 18 must be supervised by a responsible adult at all times.
- Inappropriate behavior by enrolled students or employees is subject to disciplinary sanctions.

Policy VII.B.1: Tobacco/Nicotine Free Environment *(Redline)*

To promote a healthier environment, the use of tobacco or nicotine products, including smoking, vaping, and other forms of tobacco or nicotine consumption, is prohibited in all indoor areas, company-owned vehicles, and outdoor spaces on our premises.

Policy VII.B.1: Tobacco Free Environment *(Final)*

To promote a healthier environment, the use of tobacco products, including smoking, vaping, and other forms of tobacco consumption, is prohibited in all indoor areas, company-owned vehicles, and outdoor spaces on our premises.

Resolution to Establish a Temporary EC3 East Side Expansion Advisory Group

Information

The President requests that the Board of Trustees establish the "EC3 East Side Expansion Advisory Group" to temporarily assist the President and Board of Trustees in evaluating potential opportunities for future expansion in the eastern portion of EC3's service area.

The Advisory Group shall provide information, analysis, and recommendations to inform future Board deliberations and shall have no authority to recommend a specific site, facility, building, or final expansion model, nor to take action on behalf of the College.

Membership

The Advisory Group shall consist of:

- Two (2) EC3 Trustees, appointed by the Board Chairperson
- One (1) representative appointed by the City of Erie
- One (1) representative appointed by the Erie County Executive
- One (1) representative appointed by Erie County Council

The President and designated EC3 staff shall support the work of the Advisory Group. The Advisory Group may be assisted by an independent consultant with expertise in community engagement, market analysis, and strategic planning.

Charge and Deliverables

The Advisory Group shall:

1. Review and validate existing data related to potential east-side expansion, including enrollment, demographic, population, workforce, traffic, educational attainment, and high school enrollment trends, and identify any additional information needed to support future decision-making.
2. Review customary growth and expansion models available to Pennsylvania community colleges, including campus-based, location-based, distributed, and hybrid approaches, and provide an assessment of the advantages, challenges, and financial implications associated with each.
3. Review findings from community engagement activities conducted by an independent consultant, including listening sessions and outreach efforts involving residents, students, employers, civic leaders, educational institutions, community organizations, and other stakeholders throughout the service area.
4. Provide a comparative analysis of expansion strategies, including but not limited to:
    - A major campus model
    - Multiple locations model
    - Hybrid campus and location model

The analysis shall identify the principal advantages, disadvantages, opportunities, risks, and strategic considerations associated with each approach.

The Advisory Group shall submit a written report and recommendations to the Board of Trustees within 180 days of its formation, unless otherwise extended by the Board Chair in consultation with the President.

The Advisory Group, per EC3 Bylaws, shall not be authorized to take official action or render advice on matters of College business for purposes of the Sunshine Act, with the ultimate responsibility for future expansion decisions remaining with the Board of Trustees.

Recommendation

It is recommended that the Board of Trustees moves to establish the “EC3 East Side Expansion Advisory Group” to temporarily assist the President and Board of Trustees in evaluating potential opportunities for future expansion in the eastern portion of EC3's service area.

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Regular Monthly Meeting
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2. **Roll Call**

Trustee	Roll Call
Secretary Ejay Fyke	Y
Geoffrey Groce	Y
Kurt Hersch	Not Present
Angela McNair	Y @ 5:54pm
Robert Merrill	Y
Msg. David Rubino	Y
Vice Chairperson Cheryl Rush Dix	Y
Chairperson Dr. Michael Victor	Y

With a quorum confirmed, the Trustees proceeded with the agenda.

College Employees/Other Attendees (6)
Founding President Chris Gray Ph.D.; Executive Assistant Renée Triana; Executive Vice President Guy Goodman; CFO Frank Moore via Zoom; Executive Director of External Relations & Strategy Shawn Waskiewicz; and Solicitor Tim Wachter.

3. **Approval of March 25, 2026, Regular Meeting Minutes (pg. 25-30)**

Motion 1	Resolution to Approve the March 25, 2026, Regular Meeting Minutes.

There was no discussion

***Continued**

DRAFT

Trustee	Motion 1	Vote
Secretary Ejay Fyke	1	Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Not Present
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix	2	Y
Chairperson Dr. Michael Victor		Y

Resolution to approve the March 25, 2026 regular meeting minutes was approved unanimously via voice vote.

4. **Public Participation**-None

5. **Communication**

A. **President's Report**

Chris Gray, Ph.D.

Dr. Gray noted a letter from a student thanking EC3 for the workforce preparation our faculty and staff provided within the Allied Health Care programs. He also reported that the College was expecting a letter from the Department of Education tomorrow approving our Title IV application. Finally, Dr. Gray thanked EVP Goodman and CFO Moore and team for their pivot and repositioning of analytics for tonight's Plan Let's Go presentation and presented tentative budget due to the pending approval. Dr. Gray shared this will be the full implementation of Plan Let's Go and it will be implemented.

B. **Ad Hoc Committees and Advisory Groups**

1. Foundation-President's Advisory Group

Trustee Ejay Fyke, Board Representative

Trustee Fyke reported that the Foundation was looking to add new members to their advisory board. He also said that planning has begun for EC3's Second Annual Golf outing in September. Finally, he reported that the Foundation has raised $190,000+ for 2026.

C. **Chairperson of the Board**

Chairperson Michael Victor, J.D., LL.D.

Chairperson Dr. Victor gave the trustees commencement logistic reminders and later introduced new trustee, Angela McNair.

D. **Other**-There were no other reports.

***Continued**

6. Presentation- Plan Let's Go Update (Exhibit A)

Guy Goodman, Executive Vice President of Academics and Student Affairs and Frank Moore, CFO

EVP Goodman reported that the Plan Let's Go information being shared incorporates EC3 participating in the Federal Financial Aid program. The College is participating in the PELL Grant, the Federal Work Study (FWS), and the Federal Supplemental Educational Opportunity Grant (FSEOG). The College has chosen not to participate in Federal Student Loans including Direct Subsidized, Unsubsidized, and PLUS Loans which could put our students and the College at financial risk. The College implemented tuition for Spring 2026 and provided a Pioneer Scholarship for students who completed the 25/26 FAFSA, enrolled in 6 or more credit hours, and kept in good standing. The graphs, based on FTE, show a small decline in enrollment as the College transitions into a pay model with the anticipation that it will be short lived. Pioneer students will continue to receive last-dollar tuition support; current students who are non-Pioneers can utilize the federal aid program with 80% of our students being PELL eligible; and new students can utilize financial aid and other funding sources such as outside scholarships and private loans. There will be a heavy marketing and communications plan to inform students what these changes mean to them once our Title IIV application is approved. The College will also bolster the opportunities for students to participate in financial literacy programs.

7. Standing Committee Reports and New Business

A. Academic Committee

Vice Chairperson Cheryl Rush Dix

1. Report-Vice Chairperson Rush Dix reported that there was not a committee meeting this month and therefore no report.
2. New Business-No Action Items

B. Personnel Committee

Trustee Robert Merrill

1. Report-Trustee Merrill reported that there was not a committee meeting this month and therefore no report.
2. New Business-No Action Items

C. Finance Committee Report

Trustee Kurt Hersch

1. Report-In Trustee Hersch's absence CFO, Frank Moore reported that the committee met on Monday May 18th and reviewed April YTD financials, the tentative budget, tuition rates for the 26/27 academic year, and went through capital items that are in the resolutions that follow.
    a. April YTD Budget Summary 2025-2026 (pg. 5)
    b. April 2026 Bank Reconciliation (pg. 6)

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1. New Business

Motion 2	Resolution to Approve the Tentative 2027 Fiscal Year Budget As Presented [Board Report #26-17] (pg. 7-11)

CFO, Frank Moore, reported that the finance committee is presenting a conservative tentative $11,763,360 balanced budget. Federal Financial Aid is built in, Pioneer Scholarships are reduced with the implementation of Federal Financial Aid, and the College's reserves are increased.

Trustee	Motion 2	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce	1	Y
Kurt Hersch		Not Present
Angela McNair		Not Present
Robert Merrill		Y
Msg. David Rubino	2	Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve the tentative 2027 fiscal year budget as presented was unanimously approved via voice vote.

Motion 3	Resolution to Approve Tuition and Enrollment/Course Fees for the 2026-2027 Academic Year as Presented [Board Report #26-18] (pg. 12)

CFO, Frank Moore noted that there will be several changes for our students with the acceptance of the College's Title IV application, transitioning from free tuition through Plan Let's Go. Tuition rates being maintained will help the students through this transition.

Trustee	Motion 3	Vote
Secretary Ejay Fyke	1	Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Not Present
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix	2	Y
Chairperson Dr. Michael Victor		Y

Resolution to approve Tuition and Enrollment/Course Fees for the 2026-2027 Academic Year as presented was unanimously approved via voice vote.

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Motion 4	Resolution to Approve a Contract with Alchemy in the Amount of $81,565 for the Deployment of Basic Workday Financial Aid Functionality and Portico Integrations [Board Report #26-19] (pg. 13)

There was no discussion

Trustee	Motion 4	Vote
Secretary Ejay Fyke	1	Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Not Present
Robert Merrill	2	Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to Approve a Contract with Alchemy in the Amount of $81,565 for the Deployment of Basic Workday Financial Aid Functionality and Portico Integrations was unanimously approved via voice vote.

a. **Motion 5**-Approval of Items 1-3: Erie West's Front Lobby Renovation. Item 4: Electrical Lighting Upgrade at Summit. And Item 5: Installation of Erie West Monument Sign Including Electric. All projects are supported by 50% PDE funds.

Item 1	Resolution to Approve a Contract with Tip Construction Inc. in the Amount of $59,000 For Carpentry Work Related to the West Campus North Stair Renovation [Board Report #26-20] (pg. 14)

Item 2	Resolution to Approve a Contract with Corporate Glass in the Amount of $118,805 for Glazing Work Related to the West Campus North Stair Renovation [Board Report #26-21] (pg. 15)

Item 3	Resolution to Approve a Contract with Erie Contract Interiors, Inc. in the Amount of $66,593 for Flooring Demolition and Installation Related to the West Campus North Stair Renovation [Board Report #26-22] (pg. 16)

Item 4	Resolution to Approve a Contract with Keystone Electric Construction Co. in the Amount of $37,032 to Provide Electrical Lighting Upgrades at EC3 Summit [Board Report #26-23] (pg. 17)

Item 5	Resolution to Approve the Purchase of a Monument Sign Including Installation, Electrical Upgrades, and Software for the West Campus from FASTSIGNS of Erie, PA in the Amount of $58,820 [Board Report #26-24] (pg. 18)

These items are covered in majority by RACP funds that must be spent by June 30, 2026.

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Trustee	Motion 5	Vote
Secretary Ejay Fyke	2	Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Not Present
Robert Merrill		Y
Msg. David Rubino	1	Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve **Item 1**- Contract with Tip Construction Inc. in the amount of $59,000; **Item 2**- Contract with Corporate Glass in the amount of $118,805; **Item 3**- Contract with Erie Contract Interiors, Inc. in the amount of $66,593; **Item 4**- Contract with Keystone Electric Construction Co. in the amount of $37,032; **Item 5**- the purchase of a monument sign including installation, electrical upgrades, and software for the West Campus from FASTSIGNS of Erie, PA in the amount of $58,820 were unanimously approved via voice vote.

D. **Other**

1. New Business

Motion 6	Resolution to Ratify the President's Approval of Construction Change Orders with Consult and Board Chairperson Approval in the Amount Not to Exceed $35,000 on April 13, 2026 [Board Report #26-25] (pg. 19-20)

Dr. Gray commented that the CFO and Solicitor will be creating and proposing policy language to cover time sensitive facilities situations that would be outside a construction project.

Trustee	Motion 6	Vote
Secretary Ejay Fyke	1	Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Not Present
Robert Merrill	2	Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to ratify the President's approval of Construction Change Orders with Consult and Board Chairperson Approval in the Amount Not to Exceed $35,000 on April 13, 2026 was unanimously approved via voice vote.

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Motion 7	Resolution to Authorize the Submission of EC3's Self Study Report to the Middle States Commission on Higher Education for Initial Accreditation [Board Report #26-26] (pg. 21)

Dr. Gray noted that Standard 7 is being rewritten and the edits will be shared with the Trustees. Dr. Gray reported that the self-study report was due in late June prior to the September visit. (Dr. Gray later reported in a June 5th email to trustees that the timeline was incorrect and the final submission is due in mid-July).

Trustee	Motion 7	Vote
Secretary Ejay Fyke	2	Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Y
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix	1	Y
Chairperson Dr. Michael Victor		Y

Resolution to authorize the submission of EC3's Self Study Report to the Middle States Commission on Higher Education for initial accreditation was unanimously approved via voice vote.

Motion 8	Resolution to Implement the "Plan Let's Go!" Version 2027 as Presented [Board Report #26-29] (pg. 22)

There was no additional discussion from the previous presentation.

Trustee	Motion 8	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Y
Robert Merrill	2	Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix	1	Y
Chairperson Dr. Michael Victor		Y

Resolution to implement the "Plan Let's Go!" Version 2027 as presented was unanimously approved via voice vote.

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Motion 9	Resolution to Renew Sublease with Northwest Tri-County Intermediate Unit (IU5) for a Portion of Erie County Community College's Leased Premise from July 1, 2026 to June 30, 2027 for $1.00 [Board Report #26-28] (pg. 23)

The solicitor noted that the lease terms were updated to add automatic renewal for one-year periods until either party gives 60 days' written notice and will follow all board policies.

Trustee	Motion 9	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Y
Robert Merrill		Y
Msg. David Rubino	2	Y
Vice Chairperson Cheryl Rush Dix	1	Y
Chairperson Dr. Michael Victor		Y

Resolution to Renew Sublease with Northwest Tri-County Intermediate Unit (IU5) for a Portion of Erie County Community College's Leased Premise from July 1, 2026 to June 30, 2027 for $1.00 was unanimously approved via voice vote.

Motion 10	Resolution to Approve the Lease Agreement on File in the President's Office [Board Report #26-29] (pg. 24)

The lease with Youth Leadership Institute has been renewed for one year at $40,000, with an additional one-year renewable option. The Board has authorized the President to sign the lease pending legal review by the Solicitor.

Trustee	Motion 10	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Y
Robert Merrill		Y
Msg. David Rubino	1	Y
Vice Chairperson Cheryl Rush Dix	2	Y
Chairperson Dr. Michael Victor		Y

Resolution to approve and give the President authorization to sign a one-year lease agreement with Youth Leadership Institute for $40,000, with an additional one-year renewable option pending legal review by the solicitor was unanimously approved via voice vote.

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8. Executive Session for the Purpose of Personnel Matters

Time In: 6:11pm **Time Out:** 7:00pm

Trustee	Exe Session	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Not Present
Angela McNair		Y
Robert Merrill		Y
Msg. David Rubino	1	Y
Vice Chairperson Cheryl Rush Dix	2	Y
Chairperson Dr. Michael Victor		Y

Motion to enter into Executive Session at 6:11pm was approved unanimously via voice vote.

9. **Motion 11 to Adjourn at 7:00pm**

Trustee	Motion 11	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce	1	Y
Kurt Hersch		Not Present
Angela McNair	2	Y
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Motion to adjourn the meeting at 7:00pm was approved unanimously via voice vote.

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