



BELLEVUE
COLLEGE



Board of Trustees
Community College District VIII

June 17, 2026

Regular Meeting

Meeting Call in Details.....	3
Meeting Agenda: June 17, 2026.....	3
Meeting Minutes: May 27, 2026.....	5
Off-Cycle Tenure	13
2026-2027 College Budget	15
2026-2027 S&A Budget.....	21
2026-2027 S&A Budget Allocations Recommendation Summary	24
Revision of Policy 4760: Exempt Staff Performance Evaluation	28
Proposed Revision Redline Policy 4760: Exempt Staff Performance Reviews.....	29
Proposed Revision Policy 4760: Exempt Staff Performance Reviews	32
Creation of Policy 4460: Consensual Relationships	35
Proposed Creation Policy 4460: Consensual Relationships.....	37
Revision of Policy 6230: Driver Safety	42
Proposed Revision Redline Policy 6230: Driver Safety	43
Proposed Revision Policy 6230: Driver Safety.....	46
Revision of Policy 6380: Security Cameras	48
Proposed Revision Redline Policy 6380: Security Cameras.....	49
Proposed Revision Policy 6380: Security Cameras.....	50
Quarterly Report: Student Success	51



A regular meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, will be held on Wednesday, June 17, 2026. The business session will begin at 2:00 PM. This meeting will be conducted both in-person in B201 and remotely via Zoom. A telephone line will also be available. Pradnya Desh, Chair, will preside.

Meeting Call in Details

[Join Business Session \[Zoom\]](#)

Dial in by telephone: +1 253 215 8782

Webinar ID: 874 9382 2087

Meeting Agenda

Business Session

I. Call to Order Chair Pradnya Desh

Executive Session

The Board will convene in executive session under [RCW 42.30.110\(1\)](#) for the following purpose(s):

(g) To review the performance of a public employee. No final action will be taken during this executive session, but action may be taken upon the Board's return to open session.

Business Session

II. Call to Order Chair Pradnya Desh

- a. Welcome and Introductions
- b. Approval of Agenda and Minutes
 - i. Agenda for June 17, 2026
 - ii. Minutes for May 27, 2026

III. Public Comment

Students, faculty, staff, and community members may provide public comment to the Board during this portion of the meeting. Comments are limited to 2 minutes per individual. There will be a total of 45 minutes scheduled for public comment. Public comments may be provided in one of three ways:

- a. In-person: Sign up on the public comment sheet located at the entrance to the meeting room.
- b. Remote: Use the "Raise Hand" feature in Zoom to indicate your intent to speak. If joining by phone, press *9 to raise your hand.
- c. Written: Submit your comment by emailing boardoftrustees@bellevuecollege.edu.

- IV. Action Items
 - a. Off-Cycle Tenure
Dr. Ben Pryor
 - b. Board Officer Elections
Chair Pradnya Desh

- V. First Read
 - a. 2026-2027 College Budget
Dr. Jorge de la Torre and Ty Bergstrom
 - b. 2026-2027 S&A Budget
Alarick Alfredo-Sorto
 - c. Revision of Policy 4760: Exempt Employee Evaluation
Dr. Lori Keller
 - d. Revision of Policy 4460: Consensual Relationships
Dr. Lori Keller
 - e. Revision of Policy 6230: Driver Safety
Dr. Lori Keller
 - f. Revision of Policy 6380: Security Cameras
Dr. Lori Keller

- VI. Constituent Reports

<ul style="list-style-type: none"> a. Classified b. College Assembly c. Faculty d. Foundation e. Student 	Valencio Socia Michael Broome Dr. Lindsay Haney Chelle Chase Alarick Alfredo-Sorto
---	--

- VII. Quarterly Reports
 - a. Student Success
Dr. Judith Hernandez Chapar, Dr. Ben Pryor, Megan Kaptik, and Shayna Begun

- VIII. Reports

<ul style="list-style-type: none"> a. President's Report b. Board Report 	Dr. David May Pradnya Desh
--	-------------------------------

Executive Session

The Board will convene in executive session under [RCW 42.30.110\(1\)](#) for the following purpose(s):
 (g) To review the performance of a public employee; and (i) To discuss with legal counsel representing the agency litigation or potential litigation. No final action will be taken during this executive session, but action may be taken upon the Board's return to open session.

Adjournment

Please note: Time and order are estimates only and are subject to change.



**Board of Trustees
Community College District VIII
Bellevue, Washington**

Minutes

A regular meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, was held on Wednesday, May 27, 2025. Pradnya Desh, chair, presided. This meeting was held in B201 and on Zoom. A telephone line was also available.

Chair Desh called the business session to order at 2:02 PM.

Roll Call

A quorum of the Board was present.

Present: Chair Pradnya Desh, Vice Chair Rich Fukutaki, Trustee Richard Leigh, Trustee Greg Dietzel, Trustee Michelle Flowers-Taylor, President David May, Assistant Attorney General Tricia Boerger, and Board Secretary Alicia Keating Polson.

Absent: none.

There were 110 guests in attendance.

Approval of Agenda and Minutes

Trustee Fukutaki made a motion to approve the agenda (May 27, 2026) and minutes (April 22, 2026.) Trustee Flowers-Taylor seconded.

The motion passed unanimously.

Recognition of 2026 ACT Faculty Member of the Year Awardee Sara Farag

Chair Pradnya Desh recognized faculty member Sara Farag who was recently awarded the 2026 ACT Faculty Member of the Year recognition.

Constituent Reports

A. Student

The Student report was provided by Alarick Alfredo-Sorto, President of Associated Student Government of Bellevue College (ASGBC.)

- Several events for elections have been held over 3 weeks to increase student engagement including tabling, panels, and food trucks.
- The application for next year's student trustee was released last month. The ASGBC Board of Directors is reviewing applications and will send their selections to Governor's office for appointment.
- Applications have opened for cap and gown loan program and hopefully regalia will be distributed over the next month, prior to commencement.
- Applications opened for the student commencement speaker. Currently applications are being reviewed and interviews begin next month.
- The current Board of Directors has also been conducting interviews for next year's Board of Directors and Student Senate. Next year's team will be announced at the June 5 Gala in U301.
- Student at-large members provided input at College Assembly, Budget Review Advisory Committee (BRAC), Tenure Review Committee, S&A Fee Committee, Sustainability Fee Committee, and the Technology Fee Committee.

B. Classified

The Classified report was provided by Valencio Socia, WPEA co-Chief Shop Steward.

- Classified staff have concerns about the proposed Connection Project including the impact on parking availability, convenient access to parking and transportation routes, safety, and accessibility.
- Regarding the Program Viability Task Force, classified staff appreciate College Assembly discussion and the compromise and understanding from college leadership. Concerns about equitable labor representation remain, however, as faculty representation by BCAHE was permitted but WPEA representation was not.
- The Labor Management Communications Committee discussed workplace compliance, union communication boards, sick leave concerns, supervisory practices, and orientation concerns.
- Excited to meet with the president in June and glad to hear the WFSE union leadership are invited to their own meetings with the president.
- WPEA continues to monitor accreditation related concerns, specifically those that are connected to governance, communication, and representation.
- WPEA is looking into a union steward leadership election process for Bellevue College represented classified employees that are current stewards.

C. College Assembly

The College Assembly report was provided by Judith Paquette, Vice Chair of College Assembly.

- Councils are close to wrapping up their goals for the year.
- Constituent councils have appointed members to serve on functional councils.

- Constituent councils have elected members for the Program Viability Taskforce. The acting provost provided a draft charge, and College Assembly recommended a process for selecting representative members from campus. This was a good example of collaboration that Assembly is looking forward to continuing.
- The Resources and Planning Council has concerns about the accuracy of a line in a recent campus email. The last Budget Town Hall was April 13 and BRAC sent its Budget Recommendation Report to the President's Cabinet on April 23. Since that date, BRAC has not received regarding its recommendations. Additionally, the council is concerned that the time between the budget first read on June 17 and the vote on June 22 is too short.
- Classified Council has approved a proposal, the Staff & Faculty Safety Net Program Proposal, which is making the rounds at other councils for feedback before returning to Assembly for a vote.
- The Student Success Council has approved a proposal to centralize campus communications regarding student job openings to create a one stop way for students to find jobs internal and external to campus. This proposal is also making the rounds at other councils before it returns to Assembly.
- Thank you to Michael Broome for service to Bellevue College as this year's College Assembly Chair.
- Congratulations to Alicia Brender, who was just elected as next year's College Assembly Chair.

D. Faculty

The Faculty report was provided by Lindsay Haney, President of the Bellevue College Association of Higher Education (BCAHE.)

- Faculty continue to be concerned that the administration does not respond in a timely or urgent fashion to changing or emergent pressures.
- BCAHE grieved the approach to program closure as a disregard for the Collective Bargaining Agreement (CBA.) The grievance settlement addressed how the college would execute existing CBA language if contemplating future program cuts. BCAHE is waiting for a clear timeline and communication plan regarding any future changes to be provided.
- The college has not identified, to BCAHE or campus, the specific program cuts that are proposed. This step is necessary to provide feedback. A broad list of potential programs for elimination or consolidation was circulated prior to the last Board of Trustees meeting. Afterwards, a budget town hall provided an update on the improved budget outlook and parameters for a narrower understanding of the kinds of programs which might be eliminated.
- Faculty were told that deans should be the primary source of information on whether a specific program was planned for closure. When deans shared that information,

including programs that did not fit the parameters shared in the town hall, faculty were told this was in error. When BCAHE followed up on the status of some of those programs, the response was that they were still under consideration as they had not received the same defense as others which came to the last board meeting in force or which community partners sent letters about.

- Administration has acknowledged that the program viability process rolled out earlier this year doesn't yield the information necessary to make informed decisions. They have committed to a timeline for creating a more effective process. The Program Viability Task Force will meet at the start of next month and work through summer and into fall to establish metrics by which cuts could be assessed.
- Faculty are not opposed to budget reduction or change but these kinds of changes need to be made right and faculty have the programmatic expertise and historical context to avoid complications and ensure student success. For faculty to give meaningful feedback, the administration needs to provide a specific proposal or set of proposals.
- Program consolidations and cuts do not flex well. It is irresponsible to identify program cuts without meaningful analysis and before implementing administrative furloughs or serious cuts in goods and services.
- BCAHE is looking forward to a productive bargain.

E. Foundation

The Bellevue College Foundation (BCF) report was provided by Sean Marsh, Executive Director of the Bellevue College Foundation.

- The Diamond Jubilee was a success, raising \$420,000. The student showcases were very popular and the online auction increased accessibility.
- Of \$54,000 of requests, \$15,000 were awarded in Lockwood grants.
- During scholarship Read Week there were 137 volunteers and over 2,000 application reviews. Recipients will be announced next month.
- The Year End Employee Celebration, June 3, will honor the Excellence Award recipients and nominees.
- Foundry 10 has expanded their partnership, donating \$420,000 in medical equipment and scholarships. Thanks to Grace Lasker, Dean of HSEWI.

Public Comment

Stacy Woodruff, faculty at Bellevue College, provided public comment on HCML bachelor program.

Jack Towey, student at Bellevue College, provided public comment on department cuts.

Annie Walker, student at Bellevue College, provided public comment on department cuts.

Teresa Descher, staff member at Bellevue College, provided public comment on economic and social impacts on students, faculty, and staff.

Jessie Parhove, student at Bellevue College, provided public comment on department cuts.

Shengtao Xu, student at Bellevue College, provided public comment on department cuts.

Thomas Almli, faculty member at Bellevue College, provided public comment on department cuts.

Amy King, faculty member at Bellevue College, provided public comment on department cuts.

Charlene Freyberg, faculty member at Bellevue College, provided public comment on interdisciplinary studies.

Aldonna Musabekova, student at Bellevue College, provided public comment on department cuts.

Ava Casas, student at Bellevue College, provided public comment on department cuts.

Danielle Kyony, student at Bellevue College, provided public comment on budget cuts.

Yunn Myat Thwe, student at Bellevue College, provided public comment on budget cuts.

Quarterly Reports

Enrollment

Steve Downing, Dean of Enrollment, provided a review of Spring 2026 enrollment results, including year-over-year and multi-year trends, comparisons to projections, and key implications for the closeout of the 2025–2026 academic year and planning for 2026–2027.

As of mid-May 2026, Bellevue College is serving 14,819 students, representing 10,375 full-time equivalent (FTE) students. Spring 2026 enrollment reflects continued and sustained multi-year growth:

- Headcount increased from 14,213 in Spring 2025 to 14,819 in Spring 2026 (+606 students).
- FTE increased from 10,169 to 10,375 (+206 FTE).
- Since Spring 2024, the college has grown by +1,777 students and +1,096 FTE, indicating strong recovery momentum.

Spring 2026 FTE of 10,375 is 2.1% below the projected 10,601 FTE, reflecting modest underperformance relative to forecast despite overall growth. At the annual level, however, enrollment remains closely aligned with projections:

- 2025–2026 projected FTE: 12,047
- 2025–2026 actual FTE: 12,037

This indicates that quarterly variability has not materially affected full-year performance.

Finance & Budget

Ty Bergstrom, Executive Director of Finance and Auxiliary Services, provided an updated end-of-year forecast based on the spring quarter enrollment and current spending trends.

Currently the end of year forecast is higher than previously anticipated due to a higher than forecasted annual Running Start enrollment. It also factors in the COLA and retroactive pay adjustments for the WPEA contract. Another assumption is that lapse salary or unfilled positions is reduced to 4% down from 7%. This is due to the removal of unfilled positions as part of the budget reduction process and to increased hiring of staff for the retained positions.

The forecast for the Fiscal Year 2026 year-end includes a higher than forecasted net margin due to higher than anticipated Running Start enrollment and the effect of the budget reductions conducted in Fall quarter.

First Read

Off-Cycle Tenure

A recommendation from the Tenure Review Committee regarding tenure appointments for full-time faculty members listed below has been submitted to the College President, in accordance with the [“Collective Bargaining Agreement By and Between the Board of Trustees of Bellevue College – Community College District VIII and the Bellevue College Association of Higher Education.”](#) On the basis of this recommendation and in accordance with the provisions of the Agreement, it is the recommendation of the President and the Tenure Review Committee that the faculty candidate listed below be granted tenure:

- Muntaha Alibrahim, Health Science, Education, and Wellness Institute (Nursing)

The reason for tenure, as stated in the Revised Code of Washington, is to protect faculty employment rights. Further, tenure protects academic freedom and promotes collegiality and professionalism among faculty.

The tenure process at Bellevue College involves four levels:

- 1) The Tenure Evaluation Subcommittee (TES) gathers information, mentors the candidate, and prepares the tenure document.
- 2) The Tenure Review Committee (TRC), including six faculty members elected by the faculty at large, reviews the documentation prepared by the TES to ensure that similar standards and expectations are met across the many disciplines. The TRC provides an objective look at each document to make sure that the case supporting the recommendation of the TES is sound.

- 3) The College President, after reviewing the recommendations of the TRC, submits those recommendations and accompanying materials, along with his/her own recommendation, to the Board of Trustees.
- 4) Finally, the Board of Trustees, giving serious consideration to the recommendation of the President and the TRC, decides to grant or not grant tenure or extend the probationary period. During the first two years of candidates' employment, the President uses the recommendation of the TRC to decide whether or not to continue the probationary period.

Required documents have been gathered by the TES and the tenure candidates that provide evidence that the process described above has been strictly followed.

Action

Revision of Policy 6720: Bookstore

Motion 14.26

Trustee Dietzel moved that the Board of Trustees of Community College District VIII approves the revision of Policy 6720: Bookstore. Trustee Leigh seconded.

The motion passed unanimously.

Revision of Policy 3655: Use of Human Participants in Research Activities

Motion 15.26

Trustee Leigh moved that the Board of Trustees of Community College District VIII approves the revision of Policy 3655: Use of Human Participants in Research Activities. Trustee Flowers-Taylor seconded.

The motion passed unanimously.

Reports

President's Report

David May, President, provided the President's report:

- The budget process is a lot of hard work and conversations. The timeline has changed in part due to personal health issues and to allow time to hold a Budget Town Hall to talk in more detail about the plan currently intended to propose to the Board of Trustees.
- The end of the academic year is approaching. This is a very busy time and also there are many celebratory events. Examples include the Tenure Reception, Year End Employee Celebration, and Commencement.

Board Report

Chair Desh echoed Dr. May's recommendation to participate in the end of year celebrations.

Unscheduled Business

There was no unscheduled business.

Executive Session

At 3:52 PM, Chair Desh announced the Board would convene for 75 minutes in executive session under [RCW 42.30.110\(1\)](#) for the following purpose: (g) To review the performance of a public employee; and (i) To discuss with legal counsel representing the agency litigation or potential litigation. Assistant Attorney General Tricia Boerger was present for the litigation-related discussion. Chair Desh announced that no final action would be taken during the executive session.

At 5:04 PM, Chair Desh extended the executive session by 10 minutes (for a total of 85 minutes in executive session).

The executive session ended at 5:18 PM

Adjournment

There being no further business, Chair Desh adjourned the Board of Trustees meeting at 5:20 PM

Pradnya Desh
Chair, Board of Trustees
Community College District VIII

Attest:

Alicia Keating Polson
Secretary, Board of Trustees
Community College District VIII



Off-Cycle Tenure

Regular Meeting Agenda Item: Action

Description

A recommendation from the Tenure Review Committee regarding tenure appointments for full-time faculty members listed below has been submitted to the College President, in accordance with the [“Collective Bargaining Agreement By and Between the Board of Trustees of Bellevue College – Community College District VIII and the Bellevue College Association of Higher Education.”](#) On the basis of this recommendation and in accordance with the provisions of the Agreement, it is the recommendation of the President and the Tenure Review Committee that the faculty candidates listed below be granted tenure.

Candidates Recommended for Tenure

Muntaha Alibrahim Health Science, Education, and Wellness Institute (Nursing)

Analysis

The reason for tenure, as stated in the Revised Code of Washington, is to protect faculty employment rights. Further, tenure protects academic freedom and promotes collegiality and professionalism among faculty.

The tenure process at Bellevue College involves four levels:

- 5) The Tenure Evaluation Subcommittee (TES) gathers information, mentors the candidate, and prepares the tenure document.
- 6) The Tenure Review Committee (TRC), including six faculty members elected by the faculty at large, reviews the documentation prepared by the TES to ensure that similar standards and expectations are met across the many disciplines. The TRC provides an objective look at each document to make sure that the case supporting the recommendation of the TES is sound.
- 7) The College President, after reviewing the recommendations of the TRC, submits those recommendations and accompanying materials, along with his/her own recommendation, to the Board of Trustees.

- 8) Finally, the Board of Trustees, giving serious consideration to the recommendation of the President and the TRC, decides to grant or not grant tenure or extend the probationary period. During the first two years of candidates' employment, the President uses the recommendation of the TRC to decide whether or not to continue the probationary period.

Required documents have been gathered by the TES and the tenure candidates that provide evidence that the process described above has been strictly followed.

Background/Supplemental information

An electronic notebook in .pdf format has been assembled regarding the tenure candidate, and all pertinent documents for the case have been included for review by members of the Board of Trustees. Each member of the Board will be able to access the tenure documents via a secure SharePoint site.

Recommended Motion

That the Board of Trustees of Community College District VIII hereby [grants/denies] tenure beginning in the 2026-27 Academic Year to Muntaha Alibrahim, Health Science, Education, and Wellness Institute (Nursing).

Prepared by: Meg Blyler, meg.blyler@bellevuecollege.edu



2026-2027 College Budget

Regular Meeting Agenda Item: First Read

Description

The Bellevue College Operating Budget for fiscal year 2026-27 is presented to the Board of Trustees for consideration. To assist the Board in considering the proposed budget, a comparison of the 2025-26 and the permanent 2026-27 budget is provided.

Attachment 1: Proposed 2026-27 College Budget and Reserve Report

Attachment 2: Operating Projection Model

Analysis

The fiscal year 2026-27 budget highlights

Revenue

Tuition Rate Increase

- +3.3% State Tuition
- +2.5% Running Start

Projected Enrollment Changes

- +0.00% State Enrollment (Including BAS programs)
- -10.00% International Enrollment (including ELI)
- -5.00% Running Start Enrollment

Expenses

Wages and Benefits

- COLA: Faculty 2.7%, Exempt 2% and WFSE/WPEA Classified 2%
- WPEA Classified Retro 3%
- 4% Lapsed Salaries Classified

- 4% Lapsed Salaries Exempt
- .3% Increase in medical insurance employer share
- Continued adjustment of Adjunct Salaries and Expense Lines

Limitations

- Includes \$900K of Carry over funds.
- Includes estimated 4% unspent goods and services
- \$4.8 Million commitment to Capital to Refurbish old buildings.

Proposed Budget

(Motion language is in the next section.)

It is recommended that the Board of Trustees of Community College District VIII approve the following budget plan for the fiscal year July 1, 2026, through June 30, 2027.

Annual Budget

Operating Funds	\$153,969,418
Proprietary Funds	\$18,929,580
Financial Aid Funds	\$18,285,017
Total 2025-26 Annual Budget	\$191,184,015

Reserve Funds

Operating Reserve	\$35,053,494
Proprietary Reserve	\$739,377
Debt Reserve	\$10,689,394
Student Housing Reserve	\$1,570
Total Reserves	\$46,483,835

Recommended Motion

That the Board of Trustees of Community College District VIII approves the college budget plan, as proposed, for the fiscal period 2025-2026. This approval of this budget includes the Board of Trustees authorizing:

- the College President to proceed with the **execution of the planned program;**

- the College President to **transfer funds** within the General Fund, or from local and other funds, to eliminate any cash deficit as required by RCW 43.88.2601, to **provide working capital, and to support approved projects** and activities;
- a one-year suspension of the policy 7110 requirement to fund a 25% operating reserve.
- the **tuition and fee schedule** as established by law, by the State Board for Community and Technical Colleges, as implemented by the College President, and as listed in the College catalog;
- the College President to **accept allocation amendments** from the State Board for Community and Technical Colleges, to accept such grants and contracts as may be acquired during the budget period, and to report on such changes, at least quarterly, to the Board of Trustees;
- the **adjustment of staff and faculty positions** if necessary to carry out the College’s programs; and
- the College President to determine **the fee schedule for contract courses** and programs.

Background/Supplemental Information

<i>Operating Funds</i>				
Operating Fund	2025-26 Budgeted Revenue	Increase or (Decrease)	2026-27 Budgeted Revenue	2026-2027 Budgeted Expense
<i>State Allocation</i>	\$ 65,694,196	\$ 2,704,467	\$ 68,398,663	\$ 68,398,663
<i>Local Operating</i>	27,639,741	62,769	\$27,702,510	\$27,702,510
<i>Dedicated Local Funds</i>	6,825,415	349,825	\$7,175,240	\$7,175,240
<i>Grants & Contracts</i>	50,085,092	607,913	\$50,693,005	\$50,693,005
Total Operating Funds:	\$ 150,335,745	\$ 3,724,974	\$ 153,969,418	\$ 153,969,418

<i>Proprietary Funds</i>				
Proprietary Funds	2025-26 Budgeted Revenue	Increase or (Decrease)	2026-27 Budgeted Revenue	2026-2027 Budgeted Expense
<i>Computer Service Fund</i>	\$10,001	\$-	\$10,001	\$10,001
<i>Associated Students (Non S&A)</i>	417,400	43,662	\$461,062	\$461,062

<i>Parking</i>	1,425,000	2,138,948	\$3,563,948	\$3,563,948
<i>Food Services</i>	2,620,474	283,781	\$2,904,255	\$2,904,255
<i>Other Auxiliary Enterprises</i>	5,921,340	576,619	\$6,497,959	\$6,497,959
<i>Housing</i>	5,482,043	233,198	5,715,241	5,492,355
Total Proprietary Funds	\$ 15,876,258	\$ 3,276,208	\$ 19,152,466	\$ 18,929,580

Financial Aid Funds

Financial Aid Funds	2025-26 Budgeted Revenue	Increase or (Decrease)	2026-27 Budgeted Revenue	2026-2027 Budgeted Expense
<i>Grants in Aid</i>	\$ 13,500,000	\$ -	\$ 13,500,000	\$ 13,500,000
<i>Student Loan</i>	3,750,000	-	3,750,000	3,750,000
<i>State Work Study</i>	285,017	-	285,017	285,017
<i>Financial Aid Fund</i>	750,000	-	750,000	750,000
Total Financial Aid	\$ 18,285,017	\$ -	\$ 18,285,017	\$ 18,285,017

Total Annual Revenue

2025-26 Budgeted Revenue	Increase or (Decrease)	2026-27 Budgeted Revenue	2026-2027 Budgeted Expense
\$184,497,020	\$7,001,182	\$191,406,901	\$191,184,015

2026-27 College Reserve Report

Reserve Fund	Balance
Contingency Fund	\$4,486,246
Operating Reserve 25% (Reflects suspension for FY 2025-26)	\$35,053,494
Proprietary Reserve 25% (\$2.6M underfunded)	\$739,377
Debt Reserve	\$10,689,394
Student Housing Reserve	\$1,570
Total Reserves	\$50,970,081
Total Reserves	\$97,453,916

BC Projection Model

Revenue	FY 25-26 Budget	FY 25-26 Projected	FY 26-27 Budget
Total Tuition Revenue	68,297,788	68,435,691	67,901,166
State Tuition	22,874,737	22,535,141	23,376,935

-	-	-	-
Bachelor Programs	4,856,305	5,167,369	5,436,027
Running Start	29,667,950	29,341,011	28,565,360
International(With ELI)	10,898,796	11,392,170	10,522,844
Other Student Fees & Grant Revenue	13,307,880	12,899,500	13,568,084
State Operating Appropriation	61,325,478	61,420,481	64,029,945
Additional State Appropriation	3,778,418	3,778,418	3,778,418
Capital Approp- for Operating	590,300	590,300	590,300
Reimbursements other agencies\carryover	3,035,881	2,565,474	3,212,499
Total Operating Revenue Sources	150,335,745	149,689,864	153,080,412
-	-	-	-
Expenses	FY 25-26 Budget	FY 25-26 Projected	FY 26-27 Budget
Total Wages & Benefits	119,589,801	118,209,625	122,573,855
Full-Time Faculty Salaries	25,405,931	25,523,711	26,923,412
Adjunct Faculty Salaries	23,091,674	22,831,960	21,955,600
Cost of Stipends	2,741,764	2,916,029	2,712,567
Exempt Salaries	19,739,348	20,188,821	20,491,512
Classified Salaries	19,798,847	19,792,506	21,255,190
Unfilled Positions Budget	(1,753,561)	(1,676,632)	(1,676,286)
Other Salaries	1,450,665	1,155,391	2,047,484
Benefits	30,093,709	28,456,416	29,847,919
Salary/Benefit Transfers	(978,576)	(978,576)	(983,543)
Goods & Services/ Personal Svcs	20,119,563	18,995,518	21,497,439
Student Services	3,993,382	3,377,093	3,031,034
Equipment, Furniture	90,599	826,156	330,599
Travel	564,115	477,823	449,617

Non Salary Transfers	(207,402)	(190,644)	(191,848)
Old Building Renovation Fund	4,696,300	4,610,392	4,791,113
Other Adjustments	350,000	350,000	(509,898)
Student Success COP and other	1,108,500	1,108,500	1,108,500
Total Expenses	150,304,857	147,764,464	153,080,412
-	-	-	-
Operating Margin (No Depreciation)	30,888	1,925,401	0

Prepared by: Tyrell Bergstrom, Executive Director of Finance and Auxiliary Services

Tyrell.Bergstrom@BellevueCollege.edu



2026-2027 Services & Activities Fee Budget

Regular Meeting Agenda Item: First Read

Description

RCW 28B.15.044 for the State of Washington grants authority to the Board of Trustees to approve the campus Services and Activities (S & A) Budget. Further, it requires students to advance a budgetary recommendation for consideration by the Board of Trustees.

The S & A Budget recommendation is developed by the S & A committee. The committee was comprised of six students, one exempt staff member, one classified staff member, and one faculty member. This year's committee members are (asterisks denote voting members):

- * Alarick Alfredo-Sorto (ASG President)
- * Merviel Kalala (ASG Director of Finance)
- * Plamedi Tshilanda (Student at Large)
- * Hae Sol Park (Student at Large)
- * Yize Liu (Student at Large)
- * Tyler Mak (Student at Large)
- * Jiemyjoyce Reduque (Classified staff member)
- * Rhymel Dacquel (Exempt staff member)
- * Ethan Anderson (Faculty)

Committee Advisor(s):

Brad Huggins and Ty Bergstrom

Analysis

The committee completed deliberations and has prepared a recommendation for the 2026-2027 year. The budget recommendation was approved by the committee members. The ASGBC approved the committee budget recommendation on May 15, 2026.

This year, there were 79 applications requesting **\$6,398,758** but there is only approximately **\$3,446,500** in the 26-27 S & A budget. **The S & A committee was tasked with reducing the total asks by approximately 46% to meet budget targets.**

This year's S & A Committee used the following priorities to guide their discussions as they looked to develop the 26-27 budget recommendation.

Priorities (not in any particular order):

- Operations and areas that have campus-wide impact
- Events occurring on-campus
- Academic success (co-curricular)
- Funds for food to support programming
- Maximize impact of funds on maximum number of students
- Equity across allocations areas and types

Review Process:

The S & A Committee reviewed each application thoroughly. Through the review process, the committee reduced asks in multiple ways:

1. Each application was reviewed by line item and reductions were made to items such as travel, equipment, purchased services, and food.
2. 2025-26 S & A Fund usage was reviewed to determine what funding was being utilized to impact campus and what funds were left unused so far this year
3. The amount necessary to support different types of programs was discussed and the committee sought to provide equitable funding to similar type and size of organizations
4. A pre-final review was made, and some organizations were decreased by up to 5% to meet the initial allocation recommendation total.
5. A final review was made after appeals, and some funds were added to the initial recommendations.

The full list of recommended allocations is attached. Funds allocated are in the column titled "2026-27 Allocation Recommendation".

Additional Committee Recommendations:

- If additional funds are found in end of year review (i.e., more leftover funds than expected or funds collected exceed projections), those funds will be placed in the ASGBC General Fund.

- If there are less funds than projected, funds will come from the available ASGBC General Fund.

Background/Supplemental Information

2026-27 Services and Activities Fee Budget Allocations Recommendation Summary

Recommended Motion

That the Board of Trustees of Community College District VIII consider the 26-27 Services and Activities budget allocation recommendation of \$3,446,500.00. A vote will occur at the Board meeting on June 24, 2026.

Prepared by: Judy Hernandez Chapar, Associate Vice President of Student Affairs

j.hernandezchapar@bellevuecollege.edu

2026-27 Services and Activities Fee Budget Allocations Recommendation Summary

#	Organization name	Budget	2026-27 Request	2025-26 Allocation	2026-27 Allocation Recommendation
1	Associated Student Government Operations	23000	321,319	300,569	252,000
2	Campus Activities Board	23002	177,900	130,140	115,000
3	Student Engagement Operations	23004	926,829	912,580	885,000
4	Student Business Center	23005	249,241	249,241	237,000
5	Student Life Web & Social Media	23006	22,705	22,357	21,000
6	ASG General Fund	23031	618,450	409,000	250,000
7	United Nations Association	23104	7,552	3,300	1,000
8	Brazilian Club	23106	14,930	0	1,000
9	Phi Theta Kappa Honor Society (PTK)	23109	21,818	2,680	1,000
10	Infosec Club	23110	6,000	2,500	1,000
11	Chinese Student Association	23112	28,000	12,356	5,000
12	International Students Affinity Coordinator	23113	97,517	37,578	25,000
13	Japanese Culture Exchange Club	23114	13,431	10,975	5,000
14	Queer & Trans Resource Center	23115	65,189	33,258	27,000
15	Black Students Affinity Coordinator	23117	89,564	33,334	25,000
16	Latino Students Affinity Coordinator	23119	85,153	26,138	25,000
17	Business Leadership Community (BLC)	23120	35,208	15,532	8,000
18	Multi-Cultural Services	23121	40,250	14,808	8,000
19	Rise Learning Institute (Makerspace)	23122	59,043	26,230	25,500
20	Veteran Students Affinity Coordinator	23127	38,190	27,680	25,000
21	Art Gallery	23128	8,000	0	2,500
22	Speech & Debate	23129	186,750	85,590	50,000

23	Muslim Student Association	23133	38,640	15,294	5,000
24	Taiwanese Student Association	23134	10,000	5,560	5,000
25	Bellevue College Music Activities	23137	98,800	65,724	55,000
26	Digital Media Association	23138	235,795	10,200	2,000
27	Academic Success Center	23139	655,700	393,020	380,000
28	Watchdog Student Newspaper	23140	69,500	71,420	65,000
29	Drama Activities	23143	25,280	13,774	12,000
30	BC Dance Productions and Activities	23145	16,900	4,590	4,000
31	Center for Career Connections	23147	47,448	40,140	36,000
32	Stagefright Drama Club	23148	15,000	9,784	5,000
33	Asian Pacific Islander Students Affinity Coordinator	23153	64,346	37,709	25,000
34	Deca	23155	145,910	63,670	38,000
35	Umoja Scholars Programs	23159	167,534	18,488	10,000
36	Athletics	23162	475,000	275,200	290,000
37	Collimators Club	23168	8,880	3,680	1,000
38	Wellness Center	23176	57,973	111,759	53,000
39	Leadership Institute	23181	28,500	42,440	23,000
40	Early Learning Center (Childcare Center)	23182	376,723	248,450	236,000
41	Latino Students of BC	23184	15,500	6,960	5,000
42	Bulldog Food Pantry / Benefits Hub	23186	15,000	17,680	14,500
43	Student Engagement Signature Events	23187	58,600	25,424	25,000
44	Nursing Student Association	23193	20,000	8,552	5,000
45	Black Student Union	23195	57,750	55,216	5,000
46	International Student Association	23196	24,915	13,950	5,000
47	Guitar Club	23201	37,618	22,320	18,000
48	Psi Beta Honors Association	23203	36,403	0	500

49	Biology Club	23209	1,500	1,317	1,000
50	Sewing & Textile Arts Club	23210	6,090	1,500	1,000
51	ASG Events & Community Relations	23211	143,886	75,446	75,000
52	Christian Student Association	23213	5,600	5,360	1,000
53	Congolese Student Support Association	23215	25,000	0	1,000
54	Eta Omega Nursing Honor Society	23218	6,050	0	1,000
55	Gender-Based Violence Prevention	23219	6,550	4,561	1,000
56	Health Promotion & Education	23220	21,201	0	19,000
57	Indonesian Club	23222	2,000	0	1,000
58	Robotics Club	23228	5,249	2,565	1,000
59	Vietnamese Student Association	23232	12,731	0	1,000
60	South Asian Student Association	23235	24,340	24,340	5,000
61	Students For Justice	23236	52,250	15,200	1,000
62	Future Nurses of America	23237	4,500	2,432	1,000
63	Girls Who Code	23239	9,450	2,000	1,000
64	Sky Happiness Club	23243	3,588	233	0
65	BC Association of Veterans	23244	6,960	6,960	5,000
66	Business Transfer Mentors	23245	57,239	0	0
67	Neuroscience Club	23xxx	21,250	0	1,000
68	Techbiz Club	23xxx	15,000	0	1,000
69	Biotech Club	23xxx	9,720	0	1,000
70	WISTEM	23xxx	7,950	0	1,000
71	Women's Wellness Association	23xxx	6,650	0	1,000
72	Chi Alpha Christian Association	23xxx	6,500	0	1,000
73	Accounting Student Association	23xxx	6,250	0	1,000
74	Trio Student Services	23xxx	5,950	0	1,000
75	Joy of Boardgames	23xxx	5,000	0	1,000

76	Soccer Club	23xxx	2,800	0	1,000
77	Cambodian Club	23xxx	2,250	0	1,000
78	Bloodworks	23xxx	1,080	0	1,000
79	Sustainable Creations	23xxx	779	0	500
-	Total Allocations/Requests	-	-	-	3,446,500



Revision of Policy 4760: Exempt Staff Performance Evaluation

Regular Meeting Agenda Item: First Read

Description

Bellevue's exempt staff performance review policy and procedures were last updated over ten years ago. Since then, significant changes in practice and process have occurred at the college. Updates to policy include alignment with 2025 strategic plan and incorporation of plain language principles.

Analysis

To further growth and development of exempt staff, and to promote open communication and support for supervisors, the 2015 policy and procedures have been updated to remove an outdated "360-review" process and replace it with an ongoing, interactive format that promotes continuous improvement and reflection.

Proposed changes include:

- Updated language aligned with strategic plan
- Updated review timeline
- Focus on continuous improvement and reflection

45-Day Comment

A 45-day review period was held from April 15 – June 1, 2026, so the campus community could exercise its advisory role. Three comments were received and adopted where appropriate.

Recommended Motion

That the Board of Trustees of Community College District VIII approves the revision of Policy 4760: Exempt Staff Performance Evaluation at their meeting on June 24, 2026.

Prepared by: Dr. Lori McRea Keller, Director of Policies & Government Relations

Proposed Revision Redline | Policy 4760: Exempt Staff Performance Reviews

4760 Exempt ~~Employee~~Staff Performance ~~Evaluation~~Reviews

Original Date: 8/31/2010 | Last Revision Effective:~~4/21/2015~~
[end delete]

Policy Contact: Vice President, Human Resources

Policy

~~It is the policy of Bellevue College to encourage growth and development of exempt staff by periodical reviews of their progress through performance-based evaluations. Ideally, the performance appraisal cycle will include goal setting, performance evaluation, professional development and performance discussion.~~ Bellevue College is committed to fostering a culture of continuous learning, open communication, and performance excellence. Bellevue College believes that meaningful feedback, mutual respect, and shared accountability create the conditions for innovation, engagement, and student success. Performance conversations are an opportunity to reflect, learn, and grow together.

Performance reviews are intended to create a supportive and feedback-rich environment where employees and supervisors engage in meaningful dialogue about accomplishments, challenges, priorities, and future growth.

The performance review cycle should include:

- Goal setting aligned with departmental and institutional priorities
- Ongoing feedback and coaching throughout the review period
- Reflection on accomplishments and contributions
- Identification of development opportunities and resources
- Discussion of future goals and work priorities

Performance conversations are designed to promote psychological safety, engagement, accountability, and continuous improvement, enabling employees to perform at their best while advancing the mission and objectives of Bellevue College.

Responsibilities

[insert]Responsibilities of Supervisors[end insert]

~~It is the responsibility of supervisors to:~~Supervisors play a key role in creating a supportive and transparent performance environment. Supervisors are expected to:

- ~~consistently guide, counsel, and evaluate their employees in a manner that will result in increased effectiveness and great job satisfaction to the employee.~~
- Provide regular guidance, coaching, and feedback to support employee growth, engagement, and effectiveness.
- ~~explain the employee's responsibility for successfully performing assigned job duties and responsibilities;~~
- Communicate clear expectations regarding job responsibilities, performance standards, and priorities.
- ~~assess how well the employee has contributed to efficiency and effectiveness in fulfilling the objectives of Bellevue College and the position; and~~
- Create an environment where employees feel safe to share ideas, challenges, and feedback.
- ~~recognize an employee's successful job performance and identify any necessary changes in job performance.~~
- Recognize and acknowledge accomplishments and contributions that support team and institutional goals.
- Partner with employees to identify professional development opportunities and support continuous learning.
- Discuss performance concerns constructively and promptly, working collaboratively with employees to identify solutions and improvements.
- Evaluate performance fairly and consistently, considering how employees contribute to the effectiveness, mission, and values of Bellevue College.

[insert]Responsibilities of Employees[end insert]

~~It is the responsibility of the employee to:~~Employees are active participants in the performance review process and share responsibility for their development and success. Employees are expected to:

- ~~request clarification of any job duty, standard, or expectation that is unclear;~~
- Seek clarification when job duties, expectations, or priorities are unclear.
- ~~perform work as assigned and meet job standards and expectations;~~

- [insert]Perform assigned responsibilities and strive to meet established performance standards.[end insert]
- ~~participate in the performance evaluation process; and~~
- [insert]Actively participate in performance conversations, including goal setting and reflection on accomplishments and challenges.[end insert]
- ~~communicate with supervisor and share successes and problems so the supervisor can better measure progress and provide assistance~~
- [insert]Communicate openly with their supervisor about progress, barriers, ideas, and support needed to succeed.[end insert]
- [insert]Engage in professional development and learning opportunities to strengthen skills and effectiveness.[end insert]

[insert]Contribute to a culture of respectful communication, collaboration, and continuous improvement.[end insert]

Definitions

Exempt Staff

- Exempt staff will include~~both administrative staff and exempt staff~~administrative exempt employees who are both overtime eligible and overtime exempt.

Supervisor

- Individual responsible for the ~~day-to-day performance~~oversight, guidance and evaluation of a work unit, department, or division.

~~Relevant Laws and Other Resources~~

~~WAC 357-37~~

Revision History

Original 8/31/2010

Revisions 9/11/2012; 4/21/2015

Approved By

~~President's Cabinet~~

Board of Trustees

Proposed Revision | Policy 4760: Exempt Staff Performance Reviews

Policy 4760: Exempt Staff Performance Reviews

Original Date: 8/31/2010 | Last Revision Effective:

Policy Contact: Vice President, Human Resources

Policy

Bellevue College is committed to fostering a culture of continuous learning, open communication, and performance excellence. Bellevue College believes that meaningful feedback, mutual respect, and shared accountability create the conditions for innovation, engagement, and student success. Performance conversations are an opportunity to reflect, learn, and grow together.

Performance reviews are intended to create a supportive and feedback-rich environment where employees and supervisors engage in meaningful dialogue about accomplishments, challenges, priorities, and future growth.

The performance review cycle should include:

- Goal setting aligned with departmental and institutional priorities
- Ongoing feedback and coaching throughout the review period
- Reflection on accomplishments and contributions
- Identification of development opportunities and resources
- Discussion of future goals and work priorities

Performance conversations are designed to promote psychological safety, engagement, accountability, and continuous improvement, enabling employees to perform at their best while advancing the mission and objectives of Bellevue College.

Responsibilities

Responsibilities of Supervisors

Supervisors play a key role in creating a supportive and transparent performance environment. Supervisors are expected to:

- Provide regular guidance, coaching, and feedback to support employee growth, engagement, and effectiveness.

- Communicate clear expectations regarding job responsibilities, performance standards, and priorities.
- Create an environment where employees feel safe to share ideas, challenges, and feedback.
- Recognize and acknowledge accomplishments and contributions that support team and institutional goals.
- Partner with employees to identify professional development opportunities and support continuous learning.
- Discuss performance concerns constructively and promptly, working collaboratively with employees to identify solutions and improvements.
- Evaluate performance fairly and consistently, considering how employees contribute to the effectiveness, mission, and values of Bellevue College.

Responsibilities of Employees

Employees are active participants in the performance review process and share responsibility for their development and success. Employees are expected to:

- Seek clarification when job duties, expectations, or priorities are unclear.
- Perform assigned responsibilities and strive to meet established performance standards.
- Actively participate in performance conversations, including goal setting and reflection on accomplishments and challenges.
- Communicate openly with their supervisor about progress, barriers, ideas, and support needed to succeed.
- Engage in professional development and learning opportunities to strengthen skills and effectiveness.
- Contribute to a culture of respectful communication, collaboration, and continuous improvement.

Definitions

Exempt Staff

- Exempt staff will include administrative exempt employees who are both overtime eligible and overtime exempt.

Supervisor

- Individual responsible for the oversight, guidance and evaluation of a work unit, department, or division.

Revision History

Original 8/31/2010

Revisions 9/11/2012; 4/21/2015

Approved By

Board of Trustees



Creation of Policy 4460: Consensual Romantic or Sexual Relationships Between Faculty, Staff, and/or Students

Regular Meeting Agenda Item: First Read

Description

The proposed policy supports the mission of Bellevue College by establishing an environment free from bias, conflict, or inequitable treatment and the pursuit of academic freedom and student success. Additionally, this policy serves to uphold the college's high standards of professional and ethical conduct, specifically with respect to interpersonal relationships among students and employees, or among employees.

Analysis

Existing college policy 4250 Standards of Ethical Conduct outlines overall expectations for college employees to “protect the integrity of the college by being independent and impartial in the exercise of their duties, avoiding the use of their positions for personal gain or private benefit; promote an environment free from fraud, abuse of authority, and misuse of public property; create a work environment that is free from all forms of unlawful discrimination and harassment; treat members of the campus community and of the community at large with respect, concern, courtesy, and responsiveness; and protect confidential information to which employees have access in the course of their duties.”

The proposed policy further specifies prohibitions around consensual relationships within the college community.

45-Day Comment

A 45-day comment period was held from March 12 to April 27, 2026, so the campus community could exercise its advisory role. Three comments were received and were incorporated where appropriate. One comment led to the addition of procedures, rather than a single all-in-one-policy. The new procedures are taken directly from the proposed policy draft.

Recommended Motion

That the Board of Trustees of Community College District VIII approves the creation of Policy 4460: Consensual Romantic or Sexual Relationships Between Faculty, Staff, and/or Students at their meeting on June 24, 2026.

Prepared by: Dr. Lori McRea Keller, Director of Policies & Government Relations

Proposed Creation | Policy 4460: Consensual Romantic or Sexual Relationships Between Faculty, Staff, and/or Students

4460 Consensual Romantic or Sexual Relationships Between Faculty, Staff, and/or Students

Original Date:

Policy Contact: Vice President, Human Resources

Policy

To maintain a healthy and respectful educational and work environment, Bellevue College prohibits romantic or sexual relationships between an employee and an individual over whom the employee has a position of academic or professional authority. In some cases, a written management plan may be entered when the relationship is promptly disclosed, and management is feasible. This policy does not restrict employees' legal rights as citizens, including those of association and expression and protection from discrimination based on marital status. However, when the exercise of those rights conflicts with the institutional necessity of impartiality in academic and employment decisions, and a relationship creates a conflict of interest that cannot be effectively managed through an acceptable management plan, the college may take corrective action in accordance with the terms and conditions of employment governing the employee's employment relationship with the college.

Violations of this policy, including failure to report, comply with directives, or retaliation of any kind will be subject to relevant disciplinary procedures under collective bargaining agreements, the student conduct code, and other college policies.

Principles

Romantic relationships between and among Bellevue College employees and/or students can lead to a conflict of interest that is detrimental to the functioning of the college because, if present, the professional authority under which employees' decisions are made may be called into question. Romantic relationships where one person holds authority over another can create conflicts that interfere with the college's responsibilities and obligations. Examples include the following:

- Risk of sexual harassment concerns. Concerns may arise when an employee in a position of authority has a romantic relationship with, or makes romantic advances toward, another employee or a student. When the employee has the power to influence the individual's

access to education, employment, or professional opportunities, it may call into question the individual's ability to freely consent to the relationship.

- Risk of a hostile or offensive environment. A romantic relationship or advance may create a hostile or offensive academic or work environment if it is, or becomes, unwelcome and the employee fails to separate personal interests from professional responsibilities.
- Limits on access to educational or work opportunities. When an employee has, or may later have, decision-making authority over another employee or a student, the employee must step away from related decisions. This required recusal can limit the other individual's access to educational programs, employment opportunities, or professional assessment, guidance, or decision-making.
- Impact on others. Romantic relationships between employees, or between employees and students, may also impact other students or colleagues by creating actual or perceived bias, favoritism, or unfair influence.

The college recognizes the importance of personal, consensual relationships but emphasizes the need to prevent negative consequences that may arise from romantic or sexual relationships within the college community, including but not limited to:

- Conflicts of interest.
- Power imbalances.
- Abuse of power.
- Coercion.
- Deterioration of morale.
- Exploitation.
- Favoritism; and
- Unfair treatment of others.

Definitions

Consensual romantic or sexual relationship

A consensual relationship is when individuals mutually consent to a romantic, physically intimate, and/or sexual relationship, whether casual or serious, short- or long-term. For purposes of consent to sexual activity, the definition of consent is provided in procedure [1445P Title IX Sexual Harassment Complaint \(Procedures\)](#).

Hostile or offensive environment

A hostile work environment occurs when unwelcome conduct based on a protected characteristic is severe or pervasive enough to create a work environment that a reasonable person would consider an intimidating, abusive, or offensive workplace.

Position of academic or professional authority

An employee has a position of academic or professional authority over another person when the employee has or may reasonably anticipate a future responsibility for the following actions involving another individual:

- Supervise.
- Direct.
- Oversight.
- Recommend.
- Instruct.
- Coach.
- Mentor.
- Compensate.
- Evaluate.
- Grade.
- Advise.
- Discipline.
- Provide benefits to, or have some other control or influence on:
 - Employment
 - Educational status
 - College-owned housing; or
 - Professional future.

This definition applies to off-campus, curricular, co-curricular, and extracurricular activities.

Responsibilities

This policy applies to all Bellevue College employees, full-time and part-time, including:

- Classified and Exempt Administrative employees.
- Faculty (all ranks, including emerita).
- Officers.
- Student employees
- Residence hall staff.
- Contingent workers.
- College employees assigned to BC-affiliated entities; and
- Volunteers.

This policy applies to consensual relationships. When there is a concern regarding sexual harassment, sexual misconduct, or discrimination, policy 1445 Title IX Sexual Harassment or other policies may also apply.

Prohibited Relationships

Unless an approved management plan is in place, romantic or sexual relationships between an employee and an individual over whom the employee has a position of academic or professional authority are prohibited. For example:

Faculty, other employees, and volunteers are prohibited from engaging in romantic or sexual relationships with students they currently or in the foreseeable future will:

- Teach.
- Advise.
- Supervise.
- Evaluate; or
- Have some other form of influence or control over.

Faculty, other employees, and volunteers are prohibited from engaging in romantic or sexual relationships with employees or other faculty whom they:

- Oversee.
- Supervise.
- Direct.
- Evaluate; or
- Have some other form of influence or control over.

All faculty, classified and exempt administrative employees, and all other types of employees, including student and temporary hourly categories, are strongly discouraged from entering romantic and/or sexual relationships with students.

Student – student relationships are subject to the Student Code of Conduct policy 2050, WAC 132H-126.

Retaliation

Retaliation against any individual because that person has made a report or assisted with a report or investigation under this policy is prohibited and may constitute an independent basis for corrective or disciplinary action. Reporters are protected from retaliation under [policy 1440](#).

Retaliation includes:

- Threats.
- Coercion
- Interference; or
- Any adverse action that negatively affects the individual's employment, reputation, or other interest and is intended to dissuade a person from engaging in a protected activity.

First amendment protected activities are not considered retaliation. (See [policy 6120 Expressive Activities WAC 132H-142](#)).

Relevant Laws and Other Resources

- 1440 Discrimination, Harassment and Retaliation
- 1445 Title IX Sexual Harassment
- 1450 General Complaints
- 2050 Student Conduct Code (WAC 132H-126)

Revision History

Original

Approved By

Board of Trustees



Revision of Policy 6230: Driver Safety

Regular Meeting Agenda Item: First Read

Description

Bellevue's driver safety policy was last updated over ten years ago. Vehicles owned and operated by the college have changed, and responsibilities for drivers, managers, and public safety have been clarified. An emphasis on student and employee safety is paramount in this update.

Analysis

To protect students, staff, faculty, and community members, driver safety training is required, and the previously described "driver safety briefing" will be enhanced to a full program.

Proposed changes include:

- Title changes, clarity of authority
- Reporting and approval protocols
- Requirements for drivers
- RCW updates, links

45-Day Comment

Cabinet approved a 45-day comment period from March 11, – April 27, 2026, so the campus community could exercise its advisory role. One response was received and incorporated where appropriate.

Recommended Motion

That the Board of Trustees of Community College District VIII approves the revision of revision of Policy 6230: Driver Safety at their meeting on June 24, 2026.

Prepared by: Dr. Lori McRea Keller, Director of Policies & Government Relations

Proposed Revision Redline | Policy 6230: Driver Safety

6230 Driver Safety~~[delete]Program[end delete]~~

Original Date:10/21/2008 | Last Revision Effective: ~~[delete]5/13/2015[end delete]~~

Policy Contact: Vice President, Administrative Services

Policy

~~[insert]Bellevue College ensures that college vehicles used for business purposes are operated safely and within Washington State Department of Enterprise Services, federal, state, and college rules and regulations. The driver safety program is administered by Public Safety.[end insert]~~

~~[insert]All college drivers must hold a valid drivers license, complete required releases and forms, and successfully complete the driver safety program before operating college vehicles used for college business, as outlined in 6230P Driver Safety Program. Additional training and other requirements for use of specialty vehicles and multi-passenger vehicles are also addressed in 6230P Driver Safety Program. Driving authorization may be denied or revoked at the discretion of the Vice President of Administrative Services, the Director of Public Safety, or designee, for any reason, including but not limited to current or prior violations of applicable Washington State Department of Enterprise Services, federal, state, or college rules and regulations.[end insert]~~

~~[delete]As a public agency whose responsibility is to serve the educational needs of students and potential students, it is the policy of Bellevue College to ensure that college-owned, rented or leased motor vehicles are operated safely and within the requirements set forth by the Washington state office of financial management. As an example of Bellevue College's commitment to the safety and wellbeing of all drivers the college goes beyond the minimum requirement and requires all drivers to provide proof of a valid Washington state drivers license every two years, proof of valid insurance if using a privately owned vehicle every two years and attend a drivers safety briefing within sixty (60) days of employment.[end delete]~~

~~[delete]College drivers who transport others on college business in 15 passenger or minivans/SUVs must also attend the 15 passenger and minivan driver's safety briefing and provide an abstract of their driving record at the assigning department's expense every two years.[end delete]~~

Responsibilities

~~[delete]Bellevue College Campus Public Safety Director[end delete]~~

~~[delete]The[end delete]~~ Bellevue College public safety director, or ~~[insert]their[end insert]~~ designee will:

- ~~[insert]provide driver safety training, including required training for 15-passenger vans and multi-passenger minivans or SUVs.[end insert]~~

- [insert]maintain records confirming completion of training, required forms, and valid driver's licenses. [end insert]
- ~~provide regularly scheduled training opportunities for both the basic drivers safety program and the 15 passenger and minivan drivers safety briefing.~~[end delete]
- ~~The Bellevue College department of public safety will provide record keeping ensuring that all training requirements are met and that valid forms and copies of licenses and insurance information are kept on file~~[end delete]
- [insert]deny or revoke driving authorization, in communication with the Vice President of Administrative Services[end insert].

Bellevue College Department Managers

- [insert]Department managers are responsible for ensuring that all employees who are authorized to operate college vehicles used for college business, or serve as designated drivers with passengers have completed the driver safety program and any required additional training.[end insert]~~The department manager is responsible for ensuring that all employees expected to operate state vehicles, or be the designated driver with passengers while on official business, receive the basic driver safety program within sixty (60) days of adoption of this policy or sixty (60) days of employment for all new employees.~~[end delete]

~~Definitions~~[end delete]

~~College Driver~~[end delete]

- ~~A college employee, volunteer, or registered student designated as the official driver to and from an official college event or business activity and who has successfully completed the driver safety program. May also include public safety officers or employees from campus operations or other college administrators during official college business.~~[end delete]

~~Passenger~~[end delete]

- ~~Any person authorized to ride with a driver while engaged in official college business.~~[end delete]

~~College Vehicle~~[end delete]

- ~~Any college owned, rented, leased vehicle or any personally owned vehicle being used for official college business under the direction of the department manager.~~[end delete]

Relevant Laws and Other Resources

Bellevue College Procedure #6230P Driver Safety (procedures)

[insert]6200 Parking and Traffic[end insert]

[insert]RCW 43.19.560-43.19.648 DES Motor Vehicle Transportation[end insert]

[insert]RCW 43.01.250 – Electric Vehicles[end insert]

Revision History

Original 10/21/2008

Revision 5/21/2009; 9/17/2012; 5/13/2015;

Approved By

[delete]President's Cabinet[end delete]

[insert]Board of Trustees[end insert]

Proposed Revision | Policy 6230: Driver Safety

6230 Driver Safety

Original Date:10/21/2008 | Last Revision Effective:

Policy Contact: Vice President, Administrative Services

Policy

Bellevue College ensures that college vehicles used for business purposes are operated safely and within Washington State Department of Enterprise Services, federal, state, and college rules and regulations. The driver safety program is administered by Public Safety.

All college drivers must hold a valid drivers license, complete required releases and forms, and successfully complete the driver safety program before operating college vehicles used for college business, as outlined in 6230P Driver Safety Program. Additional training and other requirements for use of specialty vehicles and multi-passenger vehicles are also addressed in 6230P Driver Safety Program. Driving authorization may be denied or revoked at the discretion of the Vice President of Administrative Services, the Director of Public Safety, or designee, for any reason, including but not limited to current or prior violations of applicable Washington State Department of Enterprise Services, federal, state, or college rules and regulations.

Responsibilities

Bellevue College Public Safety Director, or their designee will:

- provide driver safety training, including required training for 15-passenger vans and multi-passenger minivans or SUVs.
- maintain records confirming completion of training, required forms, and valid driver's licenses.
- deny or revoke driving authorization, in communication with the Vice President of Administrative Services.

Bellevue College Department Managers

Department managers are responsible for ensuring that all employees who are authorized to operate college vehicles used for college business, or serve as designated drivers with passengers have completed the driver safety program and any required additional training.

Relevant Laws and Other Resources

Bellevue College Procedure #6230P Driver Safety (procedures)

[6200 Parking and Traffic](#)

[RCW 43.19.560-43.19.648](#) DES Motor Vehicle Transportation

[RCW 43.01.250](#) – Electric Vehicles

Revision History

Original 10/21/2008

Revision 5/21/2009; 9/17/2012; 5/13/2015

Approved By

Board of Trustees



Revision of Policy 6380: Security Cameras

Regular Meeting Agenda Item: First Read

Description

Bellevue's security camera policy is recommended for housekeeping edits based on a minor title change to the policy. However, more extensive recent updates have occurred in procedures across campus. Security camera placement, access, and retention have been updated and clarified with an emphasis on safety, privacy, and responsiveness.

Analysis

To protect students, staff, faculty, and community members, security cameras are installed in various locations around campus. Procedures to install, access, and retain information from camera footage was last updated in 2015.

Proposed changes include:

- Title changes, clarity of authority
- Reporting protocols
- Offices potentially engaged with review of camera footage
- RCW updates, links

45-Day Comment

Cabinet approved a 45-day comment period from March 11 – April 27, 2026, so the campus community could exercise its advisory role. Three comments were received regarding the procedures for security cameras which were incorporated where appropriate.

Recommended Motion

That the Board of Trustees of Community College District VIII approves the revision of Policy 6380: Security Cameras at their meeting on June 24, 2026.

Proposed Revision Redline | Policy 6380: Security Cameras

6380 Security ~~Camera Use~~Cameras

Original Date: 5/10/2005 | Last Revision Effective: ~~10/7/2020~~

Policy Contact: Vice President, Administrative Services

Policy

Bellevue College uses closed-circuit video camera systems (security cameras) to increase campus safety and security. They are intended to deter crime, assist in the investigation of crimes and recovery of property, and enforce college policy.

The college protects individual privacy rights by following state and federal laws for the installation of security cameras and the handling, viewing, retention, dissemination, and destruction of recordings. BC security cameras are not actively monitored. Authorized and unauthorized uses of BC security cameras are described in this policy's associated procedures.

Relevant Laws and Other Resources

[BC Policy #6380P Security Camera Use \(Procedures\)](#)

Revision History

Original 5/10/2005

Revisions 5/21/2009; 10/15/2015; 10/7/2020;

Approved By

Board of Trustees

Proposed Revision | Policy 6380: Security Cameras

6380 Security Cameras

Original Date: 5/10/2005 | Last Revision Effective:

Policy Contact: Vice President, Administrative Services

Policy

Bellevue College uses closed-circuit video camera systems (security cameras) to increase campus safety and security. They are intended to deter crime, assist in the investigation of crimes and recovery of property, and enforce college policy.

The college protects individual privacy rights by following state and federal laws for the installation of security cameras and the handling, viewing, retention, dissemination, and destruction of recordings. BC security cameras are not actively monitored. Authorized and unauthorized uses of BC security cameras are described in this policy's associated procedures.

Relevant Laws and Other Resources

[BC Policy #6380P Security Camera Use \(Procedures\)](#)

Revision History

Original 5/10/2005

Revisions 5/21/2009; 10/15/2015; 10/7/2020;

Approved By

Board of Trustees



Quarterly Report: Student Success

Regular Meeting Agenda Item: Information

Description

A Student Success update for Spring Quarter 2026, reporting on Bellevue College's current state and progress towards the student success outcomes adopted in the Be Bold: Built for Students, Connected to Community strategic plan.

Analysis

The Be Bold strategic plan, adopted in January 2026, sets several target outcomes for student success:

- 75% completion and transfer
- 85% fall-to-winter retention
- Eliminate equity gaps in persistence and completion
- 65% bachelor's completion within six years post-transfer

This presentation provides an update on key student success indicators and Bellevue College's ongoing efforts to strengthen the connection between student achievement and workforce outcomes. Building on prior reports focused on retention, completion, and equity, this quarter's update focuses on how students start on the right path at Bellevue College and how they engage with career exploration and high-impact practices to prepare for long-term success.

Bellevue College has noted encouraging momentum in indicators such as pathway selection, career certainty, and participation in college success requirements. For the last three years, 85% of students have consistently begun class registration two weeks before the quarter starts, and completion of the College Success Requirement has grown from 37% to 57% this fall. We have also observed higher rates of pathway and career certainty, with each increasing by about 10% since Fall of 2023. Bellevue College has also expanded how students engage with career readiness and exploration, with over 1,500 career service touchpoints as well as Career Center class visits and Exploring Pathways events.

These career exploration opportunities, including internships, are one example of high-impact practices, which can also include experiential learning, capstone projects, portfolios, and service learning, among others. The report details how Bellevue College continues to expand the

implementation of high-impact practices across disciplines, though we see the highest rates in Science the Health Sciences. These experiences help students build professional networks, develop career-ready skills, and strengthen their transition into employment; this in turn supports the strong outcomes in economic mobility for Bellevue College students after completion, with 92% of graduates earning above 150% of the poverty rate, and 94% employed 3 years after graduation.

At the same time, the report identifies opportunities for continuous improvement. Equity gaps remain in participation in work-based learning experiences, with significantly lower participation among Black and Latine students. Additional work is also underway to strengthen employer partnerships, further elevate Bellevue College's professional and technical programs within the region, and improve the college's ability to track and assess participation in experiential learning opportunities.

Continued investment in advising and student support capacity remains essential to ensuring all students can access the early momentum experiences that contribute to long-term success. Services such as educational planning, college success courses, career exploration, and pathway advising help students establish a strong foundation for persistence, completion, and workforce readiness.

Overall, the report demonstrates growing momentum as more students engage in the practices, supports, and experiences that contribute to academic achievement and meaningful workforce outcomes. Future quarterly reports will continue to provide updates on early momentum indicators within Achieving the Dream first-year cohorts, workforce-connected learning opportunities, and the college's progress toward closing equity gaps in student success outcomes.

Prepared by: Meg Blyler, Director of the Office of the Provost and Academic Affairs