



**MEETING MINUTES OF THE BOARD OF REGENTS
LEE COLLEGE DISTRICT
POLICY COMMITTEE
April 22, 2025**

The Board of Regents Policy Committee of the Lee College District met virtually on April 22, 2025, at 4:00 p.m.

PRESENT: Gina Guillory, Committee Chair; Weston Cotten

Leslie Gallagher, Chief of Staff and Vice President, Strategic Initiatives (4:18 p.m.); Annette Ferguson, Chief Operations Officer and Executive Vice President; Dr. Scott Bennett, Associate Vice President, Student Services; Dr. Carolyn Lightfoot, Chief Information Officer and Associate Vice President; Amanda Summers, Executive Director, Human Resources; David Mohlman, Coordinator of Board Relations

ABSENT: Susan Moore-Fontenot; Dr. Lynda Villanueva, President; Dr. Douglas Walcerz, Provost and Vice President, Academic and Student Affairs

POLICY REVISIONS

Ms. Ferguson introduced first Dr. Bennett, then Ms. Summers, to present proposed policy revisions.

FLB (Local) – A thorough review and update of this policy was completed in June 2024 following issues involving student conduct, Dr. Bennett said. This is an additional update involving student conduct administration as related to self-plagiarism, he said. Committee Chair Guillory explained self-plagiarism, noting it is not prohibited but that it does require knowledge and permission from the instructor. Stating that a student should have complete control over how to use her/his own work, Regent Cotten disagreed strongly with the instructor permission requirement. Dr. Bennett noted this requirement was incorporated with the policy update last year, and that the current update involves student conduct administration. It was decided to bring back this policy at a future meeting, after further review and consideration.

DMAA (Local) – Ms. Summers said recommended updates clarify procedures to be followed when the Administration recommends terminating an employee prior to completion of her/his contract. Based on recommendations from legal counsel, the changes better communicate steps involved, make clarifications to good cause reasons for termination, and add an additional item to the good cause reasons list. Q&A and discussion ensued, involving wording clarifications, addition of a section on Administrative Review, procedures related to Notice of Termination, specifics on Requesting a Hearing, and Hearing Procedures.

Ms. Summers contrasted the grievance option that is part of this policy – when the Administration has recommended termination – with the grievance process available to employees for other circumstances. She also contrasted the grievance option that is in this policy with another option that is in this policy – that of a hearing before the Board of Regents – including consequences of each depending on the result. Q&A and discussion ensued.

DMAB (Local) – Ms. Summers said recommended updates clarify procedures to be followed when the Administration recommends terminating an employee at the end of her/his contract term. The appeal option in this policy remains the same; specified in the employee grievance process in DGBA (Local). The grievance option in this policy has been reworked to provide clarification and better language, Ms. Summers said, including the option to appeal a grievance result to the Board of Regents, or the option to request a hearing before the Board of Regents without pursuing the grievance process in this policy.

Ms. Ferguson summarized, saying the Administration will move forward with presenting DMAA (Local) and DMAB (Local) to the full board, and that FLB (Local) will be returned to the Policy Committee on a future meeting agenda.

MATTERS OF CONCERN FOR FUTURE AGENDAS

None.

Adjournment

Meeting adjourned at 4:45 p.m.

Chairman, Board of Regents

Secretary, Board of Regents