

**RANGER COLLEGE**  
**SPECIAL BOARD OF REGENTS MEETING MINUTES**  
**August 7, 2023 – 6:00 p.m.**  
**Goleman Library Board Room**

**Members Present**

Vanna Dains  
Shawn Wells  
Doug Crawley  
Bobby Murry  
Sandi Herod, Secretary  
Ron Butler  
Jo Ann Greenwood, Vice Chairman  
Jackie Stephens, Chairman

**CEO/Staff Present**

Derrick Worrels, President  
Lindy Matthews  
Stan Feaster  
Patti Woolam  
Mike Johnston  
Gaylyn Mendoza  
Dr. Jackie Reynolds  
Scott Norwood

**Agenda Item #1- Call to Order Public Meeting**

Regent Stephens called the meeting to order at 6:00 PM.

**Agenda Item #2- Invocation**

President Worrels voiced the invocation.

**Agenda Item #3- Pledge of Allegiance**

Regent Stephens led the Board in reciting the Pledge of Allegiance.

**Agenda Item #4- Public Comment for Individuals Not on the Agenda**

No comments were made.

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### **Agenda Item #5- Personnel Issue (Johnston)**

Dr. Jackie Reynolds presented a grievance on his behalf.

Dr. Jackie Reynolds discussed how he managed to go from the committee's universal choice to non grata. He recognizes that the Board can non-renew his contract for any reason or no reason at all. However, they do have a fiduciary responsibility. His account was disabled while he was actively sending out emails to students. He stated that he was not given a reason except that the Board and college decided to non-renew his contract.

In November he sent an email to both Deans, Jonathan Roach and Jessica Brown. They both responded and said there was no issue. Jessica pointed out then that her gauge for determining how an instructor was doing was student complaints. No complaints had been made.

At a later date, I sent an email labeled Grievance. Neither of my Deans responded but the next day Mr. Worrels responded. He assured me that it was not an issue. He said we would have a conversation at a later date to discuss it.

Dr. Reynolds was gone 4 days a week and away from his son. He bought a virtual reality headset to play games with his son.

He mentioned that he regrets sending the email. He expressed some concerns about various things such as students not coming to class, and he is putting miles on his car to show up to a class that students were not showing up.

Five days after sending that email Dean Jonathan Roach contacted Dr. Reynolds to set up a meeting. Mr. Roach had written up an Instructor Improvement Plan. There were allegations being made against Dr. Reynolds in the Instructor Improvement Plan. During the meeting, Mr. Roach mentioned outburst, caustic, etc. Dr. Reynolds claims he has not had a single negative interaction with anyone at Ranger College. Dr. Reynolds was quite alarmed and stated that Mr. Roach provided no evidence for him to defend himself. Mr. Roach mentioned that in a meeting months ago Dr. Reynolds got loud. Dr. Reynolds discussed that he is a Veteran and the VA issued him hearing aids many years ago. However, he does not wear them. He may unintentionally be loud. Dr. Reynolds mentioned that he has two people at this campus that are personal references for him are Gabe Lewis who officed across the hall from him and who has no complaints against him.

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Also, Rick Justice who officed down the hall described him as professionally engaging and encouraging in the reference letter for Dr. Reynolds.

Dr. Reynolds then mentioned that all he could come up with is that this scenario was being used as a pretense for not renewing my contract. He was already scheduled for Fall classes. He has no idea how that changed other than the fact that he filed a grievance. The initial response from the VPI (Vice President of Instruction) was that the IIP was not a disciplinary action but a tool to help him reach his full potential.

“However, the purpose of the IIP states that it is used to provide due process.

They took away my job this summer. They disabled my account. Surely that is not how we do it. The HR Director tried to call me after my account had been disabled. He called several times, but it kept coming up as spam. That is why I did not answer. I was bumfuzzled.

I just don’t get it at all. Do you have any idea what I did to get this job? All that sacrifice being away from my son, and it meant nothing to you. I didn’t deserve it. I didn’t get my college degree until I was 42 years old. That is what I bring into the classroom and that is what Ranger College rejected. And you could still use me. You are still looking for a Math instructor and I could have been teaching those classes.”

**Agenda Item #6- Consider and Approve RFP 2022-23-004 Rodeo Arena and Stall Barns  
Construction (Mendoza)**

Ms. Mendoza discussed that last week the Board approved to use Sonny Ainsworth as the contractor for the construction of the rodeo arena and stall barn. She received a call last week that Mr. Ainsworth did not qualify for the bonding, but Cody Jones, another contractor that submitted a proposal for the construction did qualify. These two contractors were planning to work together on this project since one specializes more in building construction and the other in welding construction. Mr. Jones’ proposal did come in higher than Mr. Ainsworth, however, Llew Rust will make a few modifications to the scope of work to bring Mr. Jones’ proposal to less than the \$478,353 that was approved in last week’s board meeting. So, they would like to work together so we will need to approve Cody Jones. Mrs. Mendoza's recommendation is to approve

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RRP 2022-23-004 for the construction of a rodeo arena and stall barns to Cody Jones for up to \$478,000.

Regent Crawley made and Regent Herod seconded a motion to approve to award the contract for RFP 2022-23-004 for the construction of a rodeo arena and stall barns to Cody Jones with a ceiling of \$478,000 due to Sonny Ainsworth not being able to qualify for the bonding required. The motion was carried unanimously.

**Agenda Item #7- Adjourn**

Regent Herod made, and Regent Crawley seconded a motion to adjourn. The motion carried. The meeting ended at 6:21 pm.

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**Chairman, Jackie Stephens**

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**Secretary, Sandi Herod**

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