

Notice of Public Meeting

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Navajo County Community College District Governing Board (Board) and to the general public that the Board will hold a regular District Governing Board Meeting open to the public on October 19, 2010, beginning at 11:00 a.m. Further notice is given that the Board will hold a Study Session open to the public beginning at 10:00 a.m. All sessions will be held at the Northland Pioneer College Painted Desert Campus, Tiponi Community Center meeting room, located at 2251 E. Navajo Blvd., Holbrook, Arizona.

The public is invited to check on addenda that may be posted up to 24 hours prior to the meetings. Copies of the meeting agenda may be obtained through the Office of the President, Northland Pioneer College, Painted Desert Campus, 2251 E. Navajo Blvd., Holbrook, AZ, telephone (928) 524-7418 or (800) 266-7845 Ext. 7418, at least 24 hours in advance of the meeting. If any disabled person needs any type of accommodation, please notify Russell Dickerson at the above address or telephone number at least 24 hours prior to the scheduled time.

The Board may vote to hold an executive session for the purpose of obtaining legal advice from the District's attorney on any matter listed on the agenda pursuant to A.R.S. §38-431.03 (A)(3). Should the District's attorney not be present in person, notice is further given that the attorney may appear by speakerphone.

I, Russell Dickerson, certify that this notice of public meeting, prepared pursuant to A.R.S. § 38-431.02, was posted on the 18th day of October at 9:00 a.m.

Russell Dickerson, Recording Secretary to the Board

Notice
Distribution

1. WHITE MOUNTAIN INDEPENDENT NEWSPAPER
2. HOLBROOK TRIBUNE-NEWS & SNOWFLAKE HERALD NEWSPAPERS
3. NAVAJO TIMES
4. NAVAJO-HOPI OBSERVER
5. KINO RADIO
6. KNNB RADIO
7. KQAZ/KTHQ RADIO
8. KRVZ RADIO
9. KTNN RADIO
10. KUYI RADIO
11. KWKM RADIO
12. WHITE MOUNTAIN RADIO
13. NPC WEB SITE
14. NPC ADMINISTRATORS AND STAFF
15. NPC FACULTY ASSOCIATION PRESIDENT
16. NPC CLASSIFIED AND ADMINISTRATIVE SUPPORT ORGANIZATION PRESIDENT
17. NPC STUDENT GOVERNMENT ASSOCIATION PRESIDENT



Northland Pioneer College

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Governing Board Study Session Agenda¹

Painted Desert Campus Tiponi Community Center
2251 East Navajo Boulevard, Holbrook, Arizona

Date: October 19, 2010

Time: 10:00 a.m.

<u>Item</u>	<u>Description</u>	<u>Resource</u>
1.	Request to Approve New Legal Representation (T3) ----- (Action)	President Swarthout
2.	Board Resolution Regarding Four Year College Movement (T4) ----- (Action)	Chairman Jeffers
3.	ADOSH Update (Informational) (T5) -----	Vice President Hatch
4.	First Things First Lab School (Informational) (T6) -----	Vice President Vest
5.	Equalization Discussion (Informational) -----	President Swarthout
6.	Statewide Issues (Informational) (T7) -----	President Swarthout

¹ The District Governing Board may consider any item on this agenda in any order and at any time during the meeting.



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Governing Board Meeting Agenda¹

Painted Desert Campus Tisoni Community Center
2251 East Navajo Boulevard, Holbrook, Arizona

Date: October 19, 2010

Time: 11:00 a.m.

<u>Item</u>	<u>Description</u>	<u>Resource</u>
1.	Call to Order and Pledge of Allegiance -----	Chairman Jeffers
2.	Adoption of the Agenda (T1) ----- (Action)	Chairman Jeffers
3.	Call for Public Comment -----	Chairman Jeffers
4.	Reports	
A.	Financial Position (T8) -----	Vice President Hatch
B.	NPC CASO -----	Ina Sommers
C.	NPC Faculty Association -----	Gary Mack
D.	NPC Student Government Association -----	Jake Hinton
E.	NPC Foundation -----	Lance Chugg
5.	Consent Agenda ----- (Action)	Chairman Jeffers
A.	August 17, 2010 Study Session Minutes (T2)	
B.	August 17, 2010 Regular Board Meeting Minutes (T2)	
C.	2010-2011 Dual Enrollment Intergovernmental Agreement Between the Navajo County Community College District and Joseph City USD No.2 and Heber-Overgaard USD No. 6	
6.	Old Business	
A.	Administration of Oath of Office ----- (Action)	Chairman Jeffers
7.	New Business	
A.	Request to Approve New Legal Representation (T3) ----- (Action)	President Swarthout
B.	Board Resolution Regarding Four Year College Movement (T4) --- (Action)	Chairman Jeffers
8.	Standing Business	
A.	Strategic Planning and Accreditation Steering Committee Update -----	Director Bishop
B.	Human Resources Update (T9) -----	Peggy Belknap
C.	Alumnus of the Month Award -----	Julie Holtan
9.	President's Report -----	President Swarthout
10.	Board Report/Summary of Current Events -----	Board Members
11.	Announcement of Next Regular Meeting ----- November 16, 2010	Chairman Jeffers
12.	Adjournment ----- (Action)	Chairman Jeffers

¹ The District Governing Board may consider any item on this agenda in any order and at any time during the meeting. The District Governing Board may take action to approve, or may take other action, regarding all items of New Business, Old Business, Standing Business, or the President's Report.



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Navajo County Community College District Governing Board Study Session Minutes

September 21, 2010

2251 East Navajo Boulevard, Holbrook, Arizona, 86025

Governing Board Members Present: Bill Jeffers, Ginny Handorf, E.L. Parsons, Daniel Peaches and A.T. Siquah.

Staff Present: President, Dr. Jeanne Swarhout; Vice President, Blaine Hatch; Vice President, Mark Vest; Director, Eric Bishop; Recording Secretary to the Board, Russell Dickerson.

Reports:

1. Agenda Item 7.A.: Request to Approve Intergovernmental Agreement with the Governor's Office of Economic Recovery – Vice President Hatch

Mr. Hatch reported that the proposed intergovernmental agreement (IGA) is the third such agreement with the Governor's Office of Economic Recovery under which the college would receive state fiscal stabilization funds and are a result of having to expend funds previously set aside for administrative costs. Mr. Hatch anticipates that the third and final disbursement to the college will total \$14,596.93 for a grand total of \$1,737,540 from this funding source. Responding to a question from Chairman Jeffers, Mr. Hatch explained that this disbursement, like all previously received disbursements, will be applied to faculty salaries as allowed under funding regulations.

2. Agenda Item 7.B.: Request to Approve Navajo Nation First Things First Grantee Agreement – Vice President Vest

Mr. Vest reported that approval of the proposed grantee agreement will allow the college to expand early childhood development services in the Ft. Defiance and Chinle areas of the Navajo Nation by helping child care providers move through the CDA licensing process. Mr. Vest added that continued funding will depend on the ballot initiative to be decided in November. Responding to a Board question, Mr. Vest explained that the Ft. Defiance and Chinle cohorts will each consist of 15 students and the programs will be overseen by Claude Endfield. Mr. Vest added that necessary additional adjunct faculty will be made fully aware of the grant contingent natures of the positions during the interview process.

3. Agenda Item 7.C: Request to Approve Vocational Skills Training Services Contract with the White Mountain Apache Tribe – Vice President Vest

Mr. Vest reported that the proposed contract is an ongoing annual arrangement between NPC and the White Mountain Apache Tribe to provide construction trades technology training at the Whiteriver Center, as well as at other sites within the Whiteriver community. Mr. Vest reported that the contract is no different from previous agreements, totals \$89,732.60, and involves the training of 18 students. Responding to a Board question, Mr. Vest confirmed that Workforce Investment Act funds are used by the White Mountain Apache Tribe. Dr. Swarhout added that the program completion rate is approximately 80% and that the community benefits from the construction of tribal housing by students.

4. Agenda Item 7.D: Request to Approve Intergovernmental Agreement with the Maricopa County Community College District – Vice President Vest

Mr. Vest explained that agreements exist between all Arizona community college districts that allow high schools to contact a community college in another service area to provide dual enrollment program offerings provided the high school's local community college district does not offer the desired program and grants permission to the outside area community college district to offer the educational services. Mr. Vest reported that Scottsdale Community College, operated by Maricopa County Community College District, has been contacted to offer Culinary Arts courses through dual enrollment within NPC's service district. Mr. Vest added that NPC does not offer a Culinary Arts program and that staff recommends approval of the IGA allowing Scottsdale Community College to offer dual enrollment Culinary Arts courses at Blue Ridge High School.



5. Agenda Item 7.E: Request to Approve Renewal of Networking Equipment Maintenance Agreement – Director Bishop

Mr. Bishop provided Board members with three price quotes for Cisco Smartnet network infrastructure maintenance and recommended the college renew the existing maintenance agreement through World Wide Technologies in the amount of \$53,765.08. Additionally, Mr. Bishop recommended that staff be authorized to renew future annual maintenance agreements without bringing them to the Board provided the cost of renewal does not exceed 110% of the current bid brought forth for consideration. Responding to Board questions, Mr. Bishop explained that seeking the ability to renew maintenance agreements with costs up to 110% of the amount proposed allows his department to budget adequately to cover future costs of maintaining and replacing aging equipment. Mr. Bishop added that future maintenance renewal agreements will continue to go through the bidding process to ensure that the college receives competitive quotes. With regard to the secondary recommendation, Board members expressed concern over allowing agreement renewals, with unlimited annual increases of up to 10%, to be entered into without Board review.

6. Agenda Item 7.F: Request to Consider Possible Amendments to Lease of Fitness Center Equipment by the NPC Foundation – Vice President Hatch

Mr. Hatch reported that the college has been contacted by Lance Chugg, NPC Foundation Executive Director, and that the Foundation has requested changes to the previously approved fitness center equipment lease. Mr. Hatch explained that the Foundation would like an extension, beyond the already past August deadline, of the timeline to reopen the fitness center, as well as a decrease from the agreed upon 40 operating hours per week, for 44 weeks per year, operating schedule. Mr. Chugg explained that the Foundation attorney has indicated that a statement from the college, stating that it would not find the Foundation in default with regard to the newly proposed reopening date and decrease in operating hours, would, in lieu of formal contract amendments, suffice and allow the Foundation to proceed with reopening the fitness center. Mr. Chugg explained that he had originally requested that the new reopening date be October 1, 2010 but, due to the time past since that initial request, the Foundation now requests that the reopening date be November 1, 2010. Mr. Chugg added that he anticipates the actual reopening to occur closer to October 1, 2010 but that a November reopening date would allow for all necessary approvals and logistics to occur. With regard to the requested decrease in operating hours, Mr. Chugg explained that the identified sub lessee, the City of Holbrook, is concerned that there may not be the demand necessary to justify operating the fitness center for 40 hours per week, thereby placing an undue financial burden upon the City. Mr. Chugg added that the City has proposed that the fitness center initially, and until actual demand can be assessed, operate 30 hours per week utilizing a split schedule similar to how the College operated. Mr. Chugg explained that moving ahead with the plans in place would allow the Foundation to meet its project goals of continuing to make fitness center equipment available to the residents of Holbrook as well as providing a funding source to benefit NPC students through scholarship opportunities.

Chairman Jeffers stated that he was very disappointed that the Foundation did not get the fitness center reopened according to the terms of the fitness center equipment lease agreement. Mr. Chugg explained that the Foundation encountered delays while attempting to locate a physical therapist to establish a practice and oversee operation of the fitness center in Holbrook. Responding to a Board question, Mr. Chugg confirmed that the City would use its own facility and utilize the former Holbrook Library building. Chairman Jeffers asked why the Board should extend special consideration to the Foundation, which is in default of the original agreement, instead of transferring the equipment directly to the City, with no expectation of payment from a partner that is able to quickly reopen the fitness center. Mr. Chugg suggested that should the college simply give the equipment to the City, it would effectively forego the opportunity to raise money for student scholarships and added that he hopes the college will give the Foundation the opportunity to implement the plan it has worked out with the City. Chairman Jeffers countered that the Foundation, through its failure to reopen the fitness center in accordance with the terms of the lease agreement, despite having a facility that could easily accommodate the fitness center, would effectively forego the opportunity to raise scholarship funds. Chairman Jeffers added that the Foundation's exploration of various operating options should have been secondary to the Foundation's commitment to have the fitness center reopened, as agreed upon. Ms. Handorf stated that when the matter originally came before the Board, she viewed the potential generation of scholarship funds as paramount and regarded the availability of fitness center equipment to Holbrook area users as an opportune ancillary benefit. Responding to a Board question, Mr. Chugg explained that the City plans to operate the fitness center in the former Holbrook Library building, supplementing the lease equipment with



equipment used by first responders, implement a split schedule with morning and afternoon/evening hours that may utilize volunteer staff to defray costs and charge membership fees in much the same manner as the college did.

7. Agenda Item 7.G: Request to Approve Audit Engagement – Vice President Hatch

Mr. Hatch presented the audit engagement letter for the year ending June 2010 and reported that Heinfield, Meech & Co. has performed financial audits of the college for the last four audit cycles. Mr. Hatch reported that due to staffing issues, he anticipates the audit will be completed by the March 31, 2011 deadline, instead of early as has been the case in recent audit cycles. Responding to a Board question, Mr. Hatch stated that he expects that this will be the final year that Heinfield, Meech & Co. prepares the audit for the college in accordance with accepted accounting practices. Mr. Hatch explained that the true auditor of the college is the Auditor General's Office of the State of Arizona which contracts out many of its audits, particularly those for community colleges, to private auditing firms. Mr. Hatch added that from a timing perspective, the private audit firm has been able to work closely with the college to complete the audit process. Mr. Hatch anticipates that auditing contract services will go out for bid soon and should provide the college an opportunity to change accounting firms. Responding to a Board question, Mr. Hatch explained that because the Office of the Auditor General is ultimately responsible for the audit, it covers the cost of the primary audit cost of approximately \$40,000 and the college is only responsible for costs related to the audit of the annual expenditure limitation report that total approximately \$14,000.

8. Study Session Agenda Item 8.: Procedure-Weapons on Campus (Informational) –President Swarthout

Dr. Swarthout informed the Board that the college has revised Procedure 2560, Weapons on Campus, and it is now consistent with state statute changes that went into effect July 1, 2010. Dr. Swarthout reported that the procedure was reviewed by college legal counsel and the Office of the Attorney General to ensure that community colleges were still in the position to take a particular stance regarding weapons on campus. Dr. Swarthout reported that NPC will continue to have a no weapons on campus procedure in force.

9. Study Session Agenda Item 9.: Four Year College Update (Informational) –President Swarthout

Dr. Swarthout reported that the four year college movement based in Show Low, Arizona continues to be problematic from her perspective. Dr. Swarthout reported that the College Community Advisory Board, formed by Show Low realtors, is apparently no longer meeting and that she no longer receives information or meeting invitations. Dr. Swarthout reported that the realtors continue to make presentations to city councils and are making commitments to the public that she is uncomfortable with. Mr. Parsons suggested that the Board consider crafting a resolution stating the position of the college with regard to the four year college movement. Dr. Swarthout agreed that a Board resolution is a good idea and added that the universities have been reluctant to have these discussions without NPC involvement and have essentially acknowledged that a four year institution will not be possible without NPC and two plus two, or similar articulation arrangements. Dr. Swarthout volunteered to assist with a resolution and reported that the four year college movement is on the upcoming Board retreat agenda. Dr. Swarthout suggested that a press release go out should the Board approve a resolution at the November meeting.

Study session ended at 10:38 a.m.



Respectfully submitted,

Russell Dickerson
Recording Secretary to the Board

Bill Jeffers
Chairman

Ginny Handorf
Secretary to the Board



Navajo County Community College District Governing Board Meeting Minutes

September 21, 2010 – 11:00 a.m.

2251 East Navajo Boulevard, Holbrook, Arizona, 86025

Governing Board Member Present: Bill Jeffers, Ginny Handorf, E.L. Parsons, Daniel Peaches and A.T. Siquah

Staff Present: President, Dr. Jeanne Swarouth; Vice President, Blaine Hatch; Vice President, Mark Vest; Information Services Director, Eric Bishop; Recording Secretary to the Board, Russell Dickerson.

Others Present: Everett Robinson, Linda Kor, Gary Mack, Eric Henderson, Peggy Belknap, Claude Endfield, Jennifer Lewis, Courtland Hopkins, Ronnie Bishop, Kathi Bishop, Karalea Kowren, Preston Romero, Ina Sommers, Beulah Bob-Pennypacker, Kate Dobler-Allen, MiAnna Tyler, Kathy McPherson, Lorraine Benally and Myrtle Dayzie-Grey.

Agenda Item 1: Call to Order and Pledge of Allegiance

Chairman Jeffers called the meeting to order at 11:00 a.m. Mr. Siquah led the Pledge of Allegiance.

Agenda Item 2: Adoption of Agenda

Mr. Peaches moved to adopt the agenda as presented. Mr. Parsons seconded the motion. *The vote was unanimous in the affirmative.*

Agenda Item 3: Call for Public Comment

NPC Foundation Executive Director, Lance Chugg rescinded his request to speak as he was able to address the Board in the study session.

Agenda Item 4: Reports

4.A. – Financial Position – Vice President Hatch

Mr. Hatch reported that the first month, or 8% of the 2010-11 fiscal year has expired. Mr. Hatch reported that the primary tax levy has, to date, brought in approximately \$116,000, or 1%, and reflects expectations for this point in the year. Mr. Hatch reported that the first quarter allocation of State aid has been received, tuition and fees are at 8% and on target for the month of July, and investment earnings are at 13% and much closer to target amounts following significant reductions from last year's budget amounts. Mr. Hatch reported that total revenues in the general fund are at 12% and total just over \$2.8 million and expenditures are at just under \$1 million, or 5% and are on target. Mr. Hatch reported that unrestricted plant fund expenditures total about \$8,500 and that fund revenues, consisting primarily of a transfer from the general fund and a small amount of investment earnings, are used to fund capital expenditures. Mr. Hatch reported that restricted fund revenues total just over \$77,000 and expenditures total just under \$31,000 for a net gain in revenues through July. Mr. Hatch noted that adjustments have been made to the auxiliary fund following an elimination of a college operated bookstore and the addition of Business and Industry Training and Community Education revenues and expenditures into the auxiliary fund. Mr. Hatch reported that auxiliary fund revenues total just under \$52,000, with almost \$6,000 in transfers and expenditures total \$51,975. Mr. Hatch concluded by reporting that net cash for all activities totals \$2.1 million.

Responding to a Board question, Mr. Hatch explained that the majority of tuition and fee revenue does not appear until the beginning of the semester and added that in July, the college does not require tuition payments for the



fall semester and at that time, has not issued financial aid awards. Mr. Hatch offered to submit a chart for Board review that shows when tuition and fees are received over the course of the academic year.

4.B. – NPC CASO – Ina Sommers

Ina Sommers, CASO President, presented two fliers the organization is distributing in order to seek donations that will fund student scholarships. Ms. Sommers reported that last semester, CASO members contributed \$61 per pay period as compared to \$4 per pay period this semester. Ms. Sommers commented that this reduction in contributions may reflect the current economic downturn and reported that the fund raising drive for this year will be open to all NPC employees and not be limited to only CASO members. Ms. Sommers reported that last semester, approximately \$1,500 in textbook reimbursement scholarships were awarded to CASO members. Ms. Sommers reported that CASO will hold the annual professional development retreat on October 22, 2010. Ms. Sommers reported that the first draft of the revised CASO bylaws have been forwarded to Mr. Hatch for review.

4.C. – NPC Faculty Association – Gary Mack

Gary Mack, NPC Mathematics Department Chair and NPC Faculty Association President, reported that the association met and discussed recent enrollment trends and the primary focus so far has been to populate the NPC college committees for the 2010-11 academic year. Mr. Mack reported that the Faculty Association is working to form a salary negotiation committee that will address recent salary freezes and cuts with the goal of realizing some positive movement on the salary scale. Mr. Mack stated that this will be his third time serving as Faculty Association president and that he looks forward to the upcoming year.

4.D. – NPC Student Government Association – Jake Hinton

Mr. Hinton introduced the Student Government Association (SGA) officers for 2010-11: Preston Romero, President, Cortland Hopkins, Vice President and Jennifer Lewis, Secretary/Treasurer. Mr. Hinton reported that about 75% of the student government positions have been filled, applications are still being received and that he hopes to have a full roster within the next two weeks. President Romero addressed the Board and reported SGA will continue to work hard this year and focus on increasing student participation through activities that enrich the NPC student experience. Ms. Handorf commended the SGA officers on the fine job they did last year and Chairman Jeffers added that NPC students are fortunate to have such good representatives.

4.E. – NPC Foundation – Lance Chugg

Lance Chugg, NPC Foundation Executive Director, reported that the Foundation will hold its annual meeting on October 21, 2010, at the Heritage Social Hall in Snowflake, Arizona and will include a scholarship dinner to which scholarship recipients, donors and Foundation members will be invited. Mr. Chugg reported that last year, the Foundation awarded scholarships to 50 students in 17 communities in Navajo and Apache counties. Mr. Chugg reported that the Foundation financial audit process is underway.

Agenda Item 5: Consent Agenda

Mr. Siquah moved to approve the consent agenda as presented. Ms. Handorf seconded the motion. *The vote was unanimous in the affirmative*

Consent Agenda (Action):

- A. August 17, 2010 Study Session Minutes
- B. August 17, 2010 Regular Board Meeting Minutes

Agenda Item 6: Old Business

None.



Agenda Item 7: New Business

7.A. – Request to Approve Intergovernmental Agreement with the Governor’s Office of Economic Recovery (GOER) – Vice President Hatch

Mr. Hatch presented the staff recommendation to approve the intergovernmental agreement with GOER allowing the college to receive \$14,596.93 in state fiscal stabilization funding, as discussed in study session. Ms. Handorf moved to approve the intergovernmental agreement as presented. Mr. Parsons seconded the motion. *The vote was unanimous in the affirmative.*

7.B. – Request to Approve Navajo Nation First Things First Grantee Agreement – Vice President Vest

Mr. Vest presented the staff recommendation to approve the Navajo Nation First Things First grantee agreement as discussed in study session. Mr. Vest explained that the agreement allows the college, through the Arts and Sciences division with Early Childhood Development Program Coordinator Claude Endfield as the principle investigator, to provide CDA credentialing services to two groups of students at Ft. Defiance and Chinle, Arizona. Mr. Vest explained that the grant is for approximately \$120,000 with an equal split between the cost associated with two grant contingent faculty positions and payment for CDA assessment for program students. Kate Dobler-Allen, referring to the November ballot initiative, explained that a no vote will retain First Things First funding and a yes vote will eliminate the First Things First fund balance and retain the tax. Ms. Dobler-Allen reported that First Things First councils are planning for fiscal years 2012 and 2013 and are looking to move forward. Mr. Peaches moved to approve the grantee as presented. Mr. Siquah seconded the motion. *The vote was unanimous in the affirmative.*

7.C. – Request to Approve Vocational Skills Training Contract with the White Mountain Apache Tribe – Vice President Vest

Mr. Vest explained that this is an annual request to approve a partnership between the college and the White Mountain Apache Tribe using WIA funds to operate a construction trades program at the Whiteriver Center with a hands-on component at various locations that consists of building tribal housing. Mr. Vest explained that the maximum contract amount is \$89,733.60 and allows for up to 18 students to be trained. Mr. Siquah moved to approve the contract as presented. Ms. Handorf seconded the motion. *The vote was unanimous in the affirmative.*

7.D. – Request to Approve Intergovernmental Agreement with the Maricopa County Community College District (MCCCD) – Vice President Vest

Mr. Vest presented the staff recommendation to approve the IGA with MCCCD as discussed in study session. Mr. Vest explained that a standard process exists across the state for community colleges to cross district boundaries and offer courses or programs for dual enrollment within the boundaries of another district and added that this typically occurs when the home district does not have the desired program or set of courses. Mr. Vest explained that Scottsdale Community College, part of the Maricopa system, offers a culinary arts program while NPC does not. Mr. Vest reported that at least one school within the NPC service area wants to articulate an agreement for dual enrollment for the culinary arts program. Ms. Handorf moved to approve the intergovernmental agreement as presented. Mr. Parsons seconded the motion. *The vote was unanimous in the affirmative.*

7.E. – Request to Approve Renewal of Networking Equipment Maintenance Agreement – Director Bishop

Mr. Bishop presented the staff recommendation to approve renewal of the existing networking equipment maintenance agreement for a period of one year not to exceed \$60,000 as discussed in study session. Mr. Bishop explained that three quotes were received and the winning bid was from World Wide Technologies in the amount of \$53,765.08. Mr. Bishop explained that a secondary request seeking authority to renew future maintenance agreements, without bringing them to the Board for approval, provided the renewal cost does not exceed 110% of the prior year, was presented as a convenience for the Board and Mr. Bishop added that it does not place an



additional burden upon his department to present renewal request to the Board annually. Mr. Parsons moved to approve annual maintenance agreement with World Wide Technologies, who provided the lowest bid in the amount of \$53,765.08. Ms. Handorf seconded the motion. *The vote was unanimous in the affirmative.* With regard to the secondary recommendation, Ms. Handorf stated that it is her belief that returning future maintenance agreements to the Board for approval will help ensure the competitiveness future pricing and that it is no burden for the Board to review the agreements. The secondary recommendation died for lack of a motion.

7.F. – Request to Consider Possible Amendments to Lease of Fitness Center Equipment to the NPC Foundation – Vice President Hatch

Mr. Hatch presented the Foundation request for changes in the requirements of the agreement for fitness center equipment as discussed in study session. Mr. Hatch explained that the Foundation is not seeking amendments to the agreement, rather Board approval to bypass requirements of the agreement with regard to opening date and weekly hours of operation. Mr. Chugg requested that the Board issue a statement stating that the college would not find the Foundation in default of the existing agreement and approve a new opening date of November 1, 2010 as well as an operating schedule of only 30 hours per week. Responding to a Board question, Mr. Hatch stated that any agreement changes need to be outlined in writing. Mr. Parsons moved that the Board approve the request of the Foundation to change the fitness center lease agreement as outlined. Ms. Handorf seconded the motion. *The vote was unanimous in the affirmative.*

7.G. – Request to Approve Audit Engagement – Vice President Hatch

Mr. Hatch presented the staff recommendation to approve the engagement of Heinfield, Meech & Co. for auditing services for the fiscal year ending June 30, 2010, as discussed in study session. Mr. Hatch added that this will be the fifth year that the firm has prepared the audit for the college and that he anticipates it will be the last year the college will engage the firm. Mr. Parsons moved to approve the engagement of Heinfield, Meech and Co. as presented. Mr. Siquah seconded the motion. Mr. Siquah suggested that future audits by the same firm be limited to three years. In response, Mr. Hatch stated that he will recommend to the Auditor General's Office that auditing firms are cycled through more often. Mr. Hatch stated that he has been pleased with the willingness of Heinfield, Meech & Co. to assist the college in getting audits done in a timely manner. Mr. Hatch added that he has also been pleased with efforts of the Office of the Auditor General. *The vote was unanimous in the affirmative.*

Agenda Item 8: Standing Business

8.A. – Strategic Planning and Accreditation Steering Committee (SPASC) Report – Director Bishop
Eric Bishop, SPASC Co-Chair, reported that SPASC met, for the first time this semester and academic year, on September 17, 2010. Mr. Bishop reported that the group focused on information distribution and held planning discussions regarding the upcoming changes to Higher Learning Commission accreditation options. Mr. Bishop reported that SPASC is scheduled to make an accreditation pathway recommendation to Dr. Swarthout in December. Mr. Bishop reported that SPASC will meet next on October 1, 2010. Dr. Swarthout noted that she is looking to move quickly to identify a new accreditation pathway for the college and added that the college will incur costs related to bringing a HLC representative to the college to talk about the different pathway options. Mr. Bishop reported that one-page pathway summaries will be distributed to the college and to the Board, if desired. Dr. Swarthout reported that the eight non-AQIP Arizona community colleges faced with making a pathway decision may meet to discuss accreditation options. Responding to a Board question, Dr. Swarthout speculated that there will be additional costs related to accreditation.



8.B. – Human Resources Update – Peggy Belknap

Peggy Belknap, Human Resources Director, announced the following new hires: Patrick Natseway, ABE Special Sites Coordinator; Marletha Baloo, Financial Aid Specialist; Sue Ann Montejano, Human Resources Specialist II; Deena Gillespie, Records Evaluator; Brandy Bryant, Dual Enrollment Specialist; and Dawn Palen, LCC Academic Advisor. Ms. Belknap briefly reviewed open positions and positions that are in process.

8.C. – Employee of the Month Award – Peggy Belknap

Human Resources Director Peggy Belknap announced that Candy Howard, White Mountain Campus Manager, has been selected as the July 2010 employee of the month. Ms. Howard was unable to attend the meeting to receive her award. Ms. Belknap announced that Ms. Howard has selected Mr. Hatch to be her administrative victim and his assigned task will be to answer the college toll-free telephone line on September 30, 2010.

8.D. – Alumnus of the Month Award – Mary Lou Schroeder

Mary Lou Schroeder, White Mountain Campus Academic Advisor, presented the Alumnus of the Month Award to Ron Bishop, Jr. Ms Schroeder reported that Mr. Bishop attended NPC as a dual enrollment student, became a President's Scholar and Phi Theta Kappa member and graduated with an Associates of Business degree. Ms. Schroeder reported that Mr. Bishop then went on to Arizona State to complete a business degree and currently puts his education to good use in the family business. Mr. Bishop thanked Ms. Schroeder for her guidance, credited her for playing a crucial role in his education and thanked the Board for the recognition.

Lorraine Benally, Kayenta Center Manager, was named the August 2010 Alumnus of the Month. Ms. Benally was unable to attend the meeting to receive her award due to ongoing fall 2010 student registration at the Kayenta Center but was able to be recognized at the September meeting. Ms. Benally began working for the college as a work study student, then as Kayenta Center Advisor, and finally as Kayenta Center Manager. Her nominator, Myrtle Dayzie-Gray, Kayenta Center Advisor, credits Ms. Benally with being extremely student service focused and added that Ms. Benally and is known as "The NPC Lady" in Kayenta. Ms. Benally earned Associate of Arts and Associate of Applied Science degrees at NPC.

Agenda Item 9: President's Report – President Swarthout

Dr. Swarthout reported that the Arizona Community College Presidents Council met and also conducted a joint meeting with the Arizona Association of District Governing Boards in Prescott, Arizona. Dr. Swarthout stated that the joint meeting was good experience with the highlight being a discussion led by Regent DuVal, of the Arizona Board of Regents, regarding the position of the regents in working more collaboratively with the community colleges. Dr. Swarthout reported that ACCPC has taken the position that it cannot support a movement to provisional status until the Gila Community College board approves a motion to go independent. Responding to a question from Chairman Jeffers, Mr. Hatch reported that 8 of 9 modular buildings on the former Hermosa Campus have been removed and the last modular is being assessed for minor damage that occurred during the removal process prior to transport. Mr. Hatch reported that the contractor tasked by Apache County for removal services has shored up the structure and Apache County must now decide if it still wants the building and added that there is no immediate need to move the building. Mr. Hatch reported that the building sites have been cleaned up and that the City of Holbrook will haul off concrete and use it as clean fill.

Agenda Item 10: Board Report/Summary of Current Events

Dr. Swarthout announced that a Board retreat will take place tomorrow on the Painted Desert Campus, Nizhoni Learning Center room 142 and will begin at noon. Board members will attend a Joint DGB meeting at Coconino Community College on Monday, September 27, 2010.



Agenda Item 11: Announcement of Next Regular Meeting: Tuesday, October 19, 2010.

Agenda Item 12: Adjournment

The meeting was adjourned upon a motion by Mr. Siquah, a second by Ms. Handorf, and a unanimous affirmative vote.

Respectfully submitted,

Russell Dickerson
Recording Secretary to the Board

Bill Jeffers
Chairman

Ginny Handorf
Secretary to the Board



Request to Approve New Legal Representation

Recommendation:

Staff recommends the firm of LaSota & Peters as the legal counsel for Northland Pioneer College through the Arizona Trust. Don Peters of LaSota & Peters comes highly recommended; additionally Vice President Hatch and President Swarthout have met with Mr. Peters and an associate, Susan Cannata, and we are confident of the legal services they will provide to the college.

Summary:

On October 27, 2010, the college was notified that our legal representative at MWSW was no longer employed by the firm. NPC administrative staff reviewed the college's position in regard to legal representation and began to investigate possible new representation. Because NPC has a few ongoing cases open (employee termination, ADOSH complaints and ongoing chemistry lab claims), the president decided to begin the transition of legal files quickly.



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Board Resolution Regarding Four Year College Movement

Summary:

At the recent District Governing Board Retreat (September 27, 2010), members of the District Governing Board expressed a strong desire to issue a statement regarding recent activities undertaken regarding a four-year university in the Show Low/Lakeside/Pinetop area. At the request of the board, the executive staff proposes a resolution.



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Resolution Regarding Four-Degrees In Navajo and Apache Counties Northland Pioneer College District Governing Board

Given the recent meetings and public coverage of the concept of a four-year college facility in the Show Low area, the District Governing Board of Northland Pioneer College (NPC) wishes to make its position clear. The Governing Board and the entire staff of NPC support the availability and accessibility of Bachelor degree options in Navajo and Apache counties. However, there are economical and productive ways to make this happen; there are also ways in which the tax payers of both counties would incur additional tax burdens. We believe that we must continue to work on ways to bring Bachelor degree options to the region in ways that do not incur additional loss of financial resources to our population while bringing the economic benefits of Bachelor degree availability. Given the present and future economic challenges facing our region, the District Governing Board and the staff of NPC believe that the first of the following three options make the most sense in furthering Bachelor degree options at this time.

The first option is to continue to forge joint degree program partnerships with the three public state universities that allow community college students to acquire upper division credits at local two-year facilities. This method minimizes the costs to students and tax payers, builds on existing NPC infrastructure and staffing and places a high value on using the network infrastructure of NPC to bring courses/teaching for the Bachelor degree directly into NPC facilities. This option offers the following benefits and challenges:

- Willingness of the three state universities to expand degree program partnerships
- Efficient use of resources already funded and constructed
- Bachelor degree accessibility via distance education throughout the entire service area rather than in one location
- Over time, will likely provide a larger variety of Bachelor degree options for students
- Does not require statutory, funding or accreditation changes for institutions in partnerships
- Initial limited local Bachelor degree availability
- Partnerships take time to develop

The second option is to work toward a limited number of four-year degrees to be delivered at the local community college. This option includes the following benefits and challenges:

- Bachelor degree accessibility via distance education throughout the service area rather than in one location



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- Limited local Bachelor degree options
- Requires statutory changes at the Arizona legislature to allow a community college to deliver any Bachelor degree program
- Requires statutory changes at the Arizona legislature regarding community college funding as the costs of upper division courses are higher than lower division ones
- Requires a lengthy and expensive processes of changing the community college accreditation status

The third and last option, to fund and build a four year college in the White Mountains area, requires a substantial investment on the part of the communities to be served. , This investment will require additional property taxes and bonding to build, furnish and staff new facilities, which in large part will replicate those of NPC. This option includes the following benefits and challenges:

- More face-to-face class time, less reliance on distance education
- Limited local, highly specific Bachelor degree options
- Extensive new tax revenues for land purchase, building construction, capital equipment and staffing
- Extensive ongoing new tax revenue needed for regular operation, staffing and maintenance
- Relatively large student population needed for upper division classes to provide a degree of support to the operation of the facility
- Additional statutory changes required
- New accreditation required
- Introduces competition with the existing three public state universities

Northland Pioneer College fully supports ongoing efforts to enhance the availability of Bachelor degree programs in Navajo and Apache Counties. The present economic and statutory realities in Arizona, coupled with the willingness of the three state universities to expand degree program partnerships, make a community college+university distance education partnership the best option for our students and the communities we serve.

Approved by the Navajo County Community College District Governing Board on the _____ day of October, 2010.

Bill Jeffers, Board President



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THE INDUSTRIAL COMMISSION OF ARIZONA

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH

P. O. BOX 19070
PHOENIX, AZ 85005-9070BRIAN C. DELFS, CHAIRMAN
MARCIA WEEKS, VICE CHAIRMAN
JOHN A. McCARTHY., MEMBER
DAVID PARKER, MEMBER
KATHLEEN OSTER, MEMBERLAURA L. McGRORY, ICA DIRECTOR
TERESA HILTON, SECRETARYDARIN PERKINS, ADOSH DIRECTOR
PHONE (602)542-5795
FAX (602) 542-1614

September 28, 2010

Northland Pioneer College
PO Box 610
Holbrook, AZ 86025

RE: ADOSH I. H. Complaint #207819285

Dear Ms. Swarhout:

On 09/27/2010, the Arizona Division of Occupational Safety and Health (ADOSH) received a complaint concerning safety and/or health hazards at your worksite at:

2251 N. Navajo Blvd
Holbrook, AZ 86025

The specific nature of the alleged hazards is as follows:

Item: Employees and students are experiencing adverse health effects due to the quality of the indoor air at the chemistry lab in Show Low's White Mountain Campus. Health symptoms being experienced are eye, nose and throat irritation.

We have not determined whether the hazards, as alleged, exist at your workplace; and we do not intend to conduct an inspection at this time. However, since allegations of violations and/or hazards have been made, we request that you immediately investigate the alleged conditions and make any necessary corrections or modifications. Please advise me in writing, no later than 5 working days, of the results of your investigation. You must provide supporting documentation of your findings, including a description of any corrective action you have taken or are in the process of taking. You may include photographs of the corrected condition. You should also include any applicable measurements, monitoring results, video tape or other information which would be helpful in evaluating the alleged conditions. Please fax your response, if possible, addressed to **JESUS MAEDA, Compliance Supervisor** at (602) 542-1614 (Phoenix) or (520) 322-8008 (Tucson). You may also e-mail your response to Maeda.Jesus@dol.gov.

This letter is not a citation or a notification of proposed penalty which, according to the Arizona Occupational Safety & Health Act may be issued only after an inspection or investigation of the workplace. It is our goal to assure that hazards are promptly identified and eliminated. Please take immediate corrective action where needed. We encourage employee participation in investigating and responding to any alleged hazard. **If we do not receive a response from you within 5 working days indicating what appropriate action has been taken or that no hazard exists and why, an inspection may be conducted.** An inspection may include a review of injury and illness records, personal protective equipment, safety and health programs and any other related occupational safety and health issues, as well as a physical inspection of the establishment.

The State of Arizona offers consultation services, without charge, to assist in resolving all occupational safety and health issues. The variety of services available or the scheduling of those services may be limited by the consultation project's requirement to give priority to small businesses in high hazard industries. However, you may be able to obtain similar services from your insurance carrier or private consultant. To discuss or request these services, call or write your consultation project at the following address:

ADOSH Phoenix Office
Consultation Section
800 W. Washington St., Room 207
Phoenix AZ 85007
Phone: (602) 542-1769

ADOSH Tucson Office
Consultation Section
2675 E. Broadway Rd., Ste. 239
Tucson AZ 85716
Phone: (520) 628-5478

You are requested to post a copy of this letter where it will be readily accessible for review by all of your employees and return a copy of the signed Certificate of Posting (Attachment A) to this office. In addition, you are requested to provide a copy of this letter and your response to it to a representative of any recognized employee union or safety committee if these are at your facility. Failure to do this may result in an on-site inspection. The complainant has been furnished a copy of this letter and will be advised of your response. Section 23-425 of the Arizona Occupational Safety and Health Act provides protection for employees against discrimination because of their involvement in protected safety and health related activity.

If you have any questions concerning this matter, please contact the Arizona Division of Occupational Safety and Health at one of the above addresses. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,



Jesus Maeda
Compliance Supervisor

JM/nm

Attachment A



29 September 2010

Jesus Maeda, Compliance Supervisor
Division of Occupational Safety and Health
The Industrial Commission of Arizona
P.O. Box 19070
Phoenix, AZ 85005-9070

*** SENT BY EMAIL ON 9/29/2010 TO: Maeda.Jesus@dol.gov ***

RE: ADOSH I.H. Complaint #207819285

Dear Mr. Maeda:

Northland Pioneer College is in receipt of the complaint referenced above and provide the following information as documentation of our ongoing efforts to correct the concerns about the quality of indoor air in the chemistry lab at the White Mountain Campus (WMC) in Show Low, Arizona.

October 2009

Concerns expressed by a chemistry instructor regarding certain chemicals stored at the WMC chemistry lab resulted in removal of chemicals from the storage area, preparation area and classroom areas. This work was completed by Red-J Environmental.

December 2009

Based on need to correct the exhaust system as identified by the chemistry instructor, the College reworked an exhaust system based on SSPW Architects review and redesign of the system. Fume hoods were cleaned and inspected both inside and out. Air balance was performed on these units. Rework was performed by Rim Country Mechanical. System was air balanced by Rim Country Mechanical based upon engineering performed by SSPW Architects.

December 2009

Based on concerns expressed by the chemistry instructor about bad odors in the WMC chemistry lab, McCullough Cleaning Services came in and cleaned every surface in the

lab, prep area, and storage room. All items removed from the cabinet shelves, cleaned and replaced in cabinets. The cabinets were cleaned inside and out. All floors, walls, baseboards, chemistry classroom items were cleaned. All loose items were removed from the walls before they were cleaned. Overhead light fixtures were cleaned. In addition, College maintenance staff removed the grates on the floor drainage system. All trenches were scraped, vacuumed, wiped down. The pipes in the trenches were scraped and cleaned. The trench covers were taken and cleaned. Maintenance staff removed and cleaned all acid neutralization boxes connected to the lab sinks. Maintenance staff removed all access panel from the student tables, checked all drainage piping for leaks or for any open sewer pipes. Cabinets were cleaned and vacuumed and panels replaced. Floors were stripped, cleaned, and re-waxed. Maintenance staff reinstalled all items needed for classroom activities.

March 2010

Based on complaints from a chemistry instructor and students about the odor in the chemistry lab and on reported allergic responses from the instructor and students. Dominion Environmental Consultants performed a visual inspection of the Ponderosa Center classrooms and conducted air monitoring tests. On receipt of the report (attached and titled NPC Report Air Quality Ponderosa March 2010) remediation recommendations identified by Dominion were implemented, including a negative pressure containment of the areas identified with visible fungal growth and venting roof mounted exhaust unit above the parapet wall and away from the fresh air intake. During this investigative and remediation work period the College cancelled and/or relocated all classes using labs in the Ponderosa Center.

March 2010

Additional work was completed as identified in the Dominion report. The air handling system was cleaned by a qualified contractor following NDACA guideline, both supply and return. The exhaust vent system was cleaned. Both systems were cleaned by East Valley Disaster Services. After the first phase of remediation recommended by Dominion was completed, the College allowed classes to resume as normal, however when the chemistry instructor returned to the classroom, the instructor and several of this instructor's students continued to report symptoms. The instructor was allowed to conduct classes in another location. This instructor did not return to the classrooms in question until August 2010. Seven additional instructors were impacted by the relocation and 305 students were enrolled in courses using these classrooms. No other instructors or occupants of the building have reported ongoing odor concerns or symptoms.

May 2010

The drywall was removed as recommended in the Dominion report and other remediation activities associated with the mold were completed. The remediation activities were completed by East Valley Disaster Services.

June 2010

Post remediation investigation was completed by Dominion, with no additional work recommended. (See report attached and titled NPC Report Air Quality Ponderosa June 2010.)

June 2010

Restoration work completed.

August 2010

Based on the anticipated need to establish baseline information and on continued complaint from the chemistry faculty member (at the end of the semester in May 2010 the chemistry instructor described the rooms as having a "chemical residue problem" and having felt the mold issue had been resolved, the College hoped to identify a substance that might be causing the specific reaction reported by the chemistry faculty member) a 400 VOC panel air quality test completed by Dominion, with no additional work recommended. (This report is attached and titled NPC Report Air Quality VOC Report August 2010.)

August 2010

The College was unable to identify additional remediation that might address the chemistry instructor's symptoms. Based on continued complaint from the chemistry faculty member a Health Hazard Evaluation request was submitted to NIOSH. The College has been involved in preliminary discussions with NIOSH staff. A file has been opened - HETA: 20100161 Northland Pioneer College.

Throughout the entire period of concern, a number of individuals have spent significant time in the chemistry lab without experiencing symptoms. This includes current use of the classrooms. We have not received any complaints since August 24, 2010, when the chemistry instructor brought a group of students to the campus office to file complaints. Classes are currently being held in each of these rooms and we have not received any additional reports of odors or symptoms since the August 24, 2010 reports.

I have attached a diagram of the campus. The chemistry lab (room 107) that is the subject of this complaint is in the Ponderosa Center (PC) of the White Mountain Campus in Show Low, Arizona.

Please contact Blaine Hatch, Vice President for Administrative Services, if you have any questions or if you require additional information. His direct phone number is (928) 524-7440 and his e-mail is blaine.hatch@npc.edu.

Thank you.

A handwritten signature in blue ink that reads "Jeanne Swarthout, Ph.D." The signature is written in a cursive style.

Jeanne Swarthout, Ph.D.

President

First Things First Lab School

Background:

The Navajo/Apache Regional Partnership Council of First Things First is currently soliciting proposals to open and administer an early childhood development laboratory school in its service area. NPC has been involved in the development of an implementation manual for the lab school. First Things First is offering a \$300,000 initial grant, phasing down by 20% per year over five years, to assist with development of the lab school. The implementation plan calls for as many as three partnering entities in the development of the school. NPC administration and early childhood development faculty currently see the college's role as identical to the role NPC plays in dual enrollment ECD programs at area high schools. Should other partnering entities choose to take on the fiscal and management responsibility of running a laboratory school, NPC will work with those partnering entities to provide college curriculum and educational program oversight for the instructor/lab school director and the students working at the facility. This process will incur little direct cost for the college and will maintain NPC's traditional role of education services provider.

First Things First would like a proposal in its hands by the end of October. NPC staff will continue to attend the partnering meetings, making clear NPC's role in the process and working with potential fiscal/management agents.



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Statewide Issues

- Progress on Common Numbering
- Gates Foundation Completion By Design
- Complete to Compete Data/Metrics and Vision 2020 Summit
- ACCPC positioning on community college board issue
- Joint Council of Presidents
- APASC Strategic Re-invention



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NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
Statement of Financial Position
For the period

July 1, 2009 to August 31, 2010

Budget Period Expired

17%

Tax Supported Funds

	General Unrestricted		Unrestricted Plant		Retirement of Indebtedness	
	Budget	Current Month Actual	Budget	Y-T-D Actual	Budget	Current Month Actual
REVENUES						
Primary Tax Levy	11,975,227	60,462				
Secondary Tax Levy		176,690				
State Aid:						
Maintenance and Operations	3,590,000	897,500				
Capital						
Equalization	6,624,000	1,656,000				
Tuition and Fees	4,635,000	692,229				
Investment earnings	100,000	9,340	10,000	934		
Grants and Contracts	750,000	307,104	2,550,000	425,000		
Other Miscellaneous	63,380	25,735				
Transfers:	(3,300,000)	(448,430)				
TOTAL REVENUES	\$24,437,607	\$3,199,940	\$2,560,000	\$427,228	\$0	\$0
EXPENDITURES						
Salaries and Wages	15,328,773	963,013				
Operating Expenditures	5,773,460	298,453	2,560,000	141,273	0	0
Capital Expenditures	530,200	0				
TOTAL EXPENDITURES	\$21,632,433	\$1,261,466	\$2,560,000	\$141,273	\$0	\$0

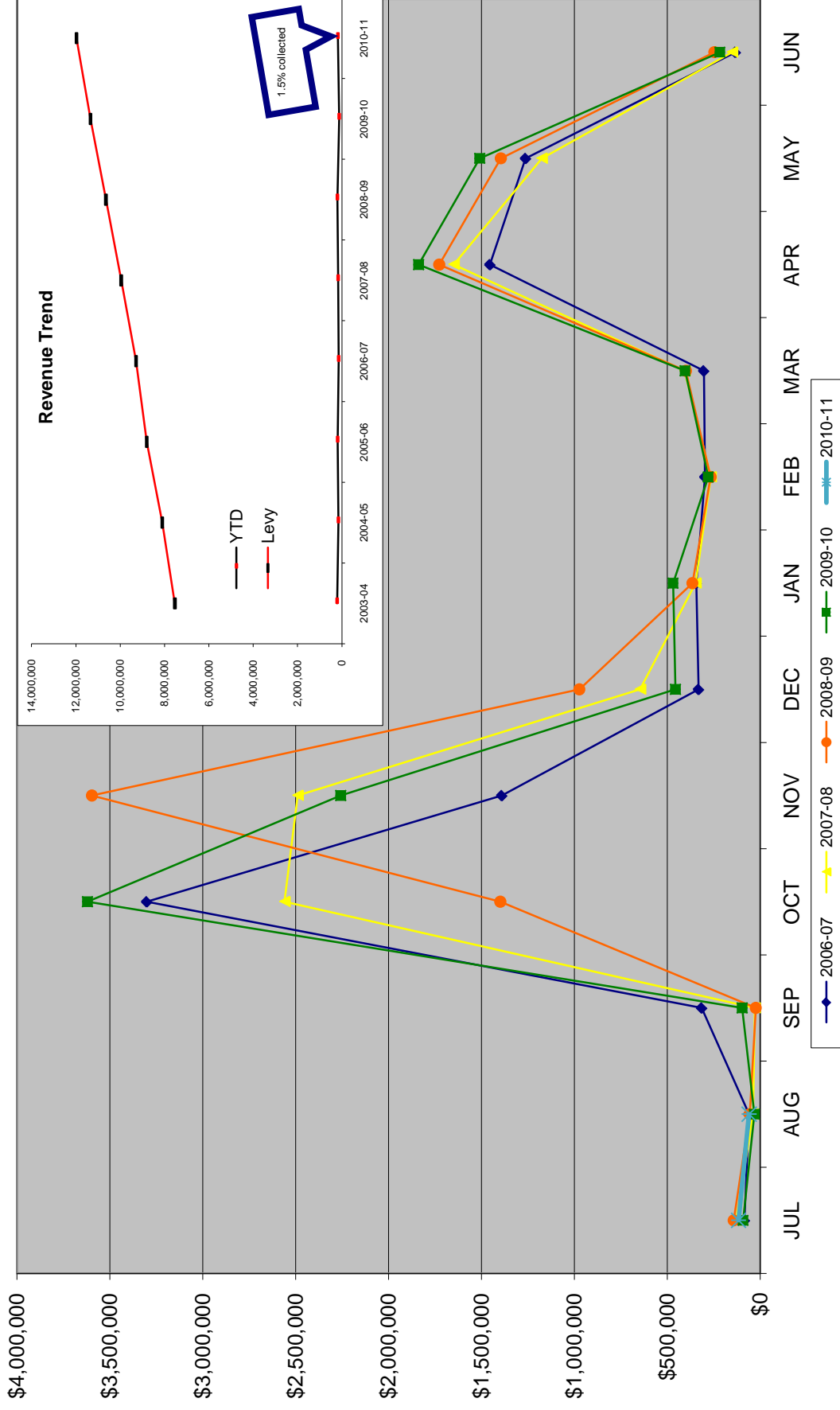
Restricted, Auxiliary and Agency Funds

	Restricted		Auxiliary		Agency	
	Budget	Current Month Actual	Budget	Y-T-D Actual	Budget	Current Month Actual
REVENUES						
Grants and Contracts	5,150,000	943,540	150,000	108,540		
Sales and Services		1,020,997	70,000	16,273		
Bookstore						
Other						
Investment Earnings						
Donations						
Board Designated Donation	400,000	235,930	350,000	0		
Transfers:						
TOTAL REVENUES	\$5,550,000	\$1,179,470	\$570,000	\$124,813	\$0	\$114
EXPENDITURES						
Salaries and Wages	899,442	27,829	377,340	12,766		
Operating Expenditures	4,200,558	1,138,451	192,660	8,633		
Capital Expenditures	450,000	59,864				
TOTAL EXPENDITURES	\$5,550,000	\$1,226,144	\$570,000	\$73,374	\$0	\$133

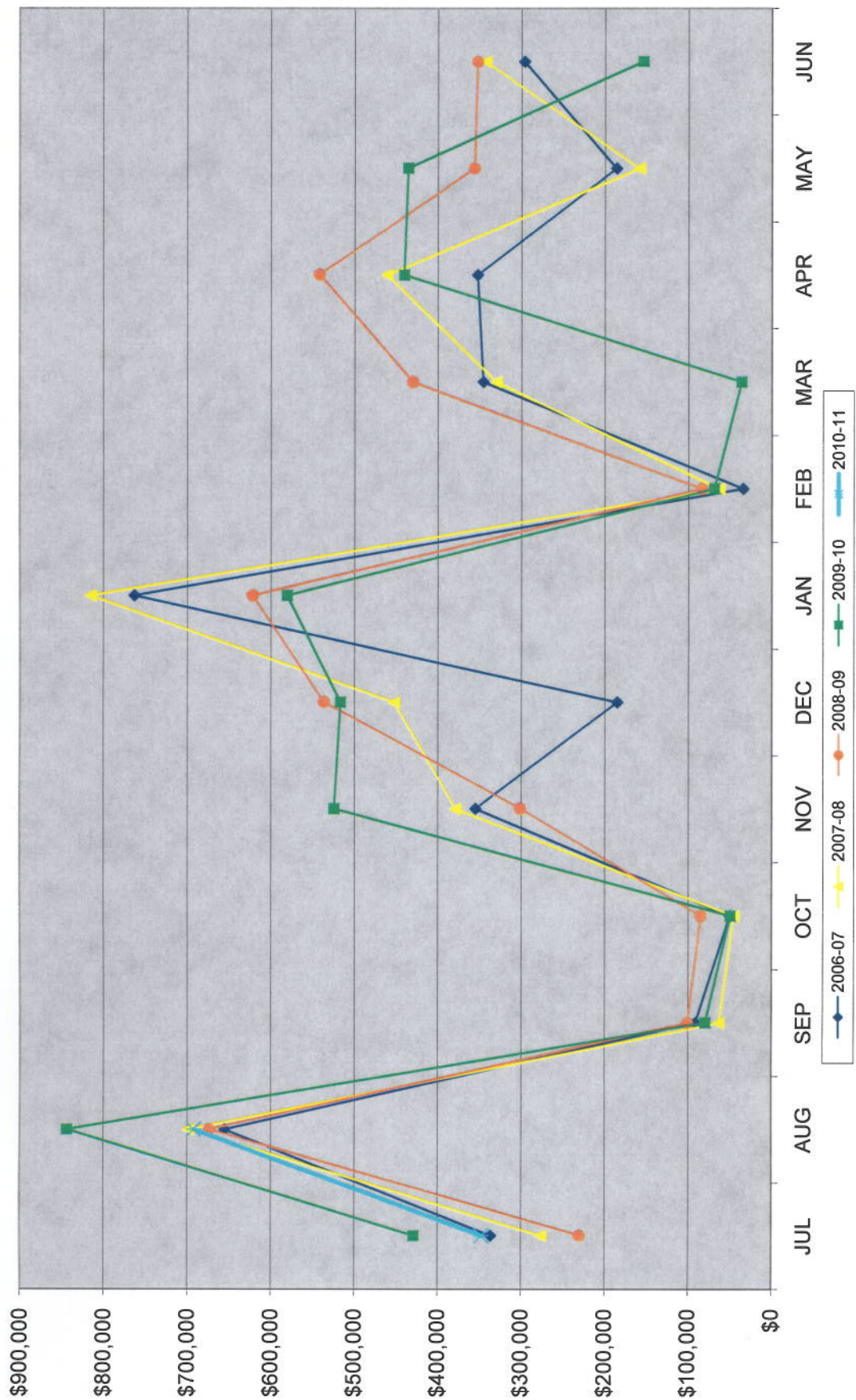
Cash flows from all activities (YTD) 5,339,103
Cash used for all activities (YTD) 3,716,254

Net Cash for all activities (YTD) \$ 1,622,849

Monthly Primary Property Tax Receipts



Monthly Tuition Receipts



Human Resources Update October 19, 2010

1. Recruitment Advisor-Don Call/MA-University of Phoenix, BS-NAU & AA-NPC.
2. Information Services Technician I – Anna Calhoun/AAS-NPC.
3. LCC Campus Monitor – Bill (William) O’Laughlin.
4. Maintenance II – Closed 8-31-2010. 42 Applicants. Committee in Process.
5. Course Schedule & Records Specialist – Closed 9-14-2010. 2 Applicants. Committee in Process.
6. Coordinator of High School Programs – Closed 9-15-2010. 31 Applicants. Committee in Process.
7. Biology Lab Manager – Closed 10-7-2010. 8 Applicants. Committee in Process.
8. General Ledger Account - Closed 10-11-2010. 6 Applicants. Committee in Process.
9. Faculty in Cosmetology – Extended-Closes 10-15-2010. 9 Applicants.
10. DOC Faculty in AIS – Extended-Closes 10-15-2010. 4 Applicants.
11. Faculty in Chemistry/Temp. 4.5 Months – Closes 10-25-2010. 5 Applicants.
12. Faculty in Chemistry - Closes 10-25-2010/1st Review. 17 Applicants.
13. Controller – Closes 10-25-2010. 1 Applicant.
14. Business & Industry Training Coordinator – Reclassified. Closes 10-29-2010. 7 Applicants.
15. Faculty in Biology – Closes 12-1-2010/1st Review. 12 Applicants.
16. Faculty in Art – Closes 12-2010/1st Review. 1 Applicant.
17. Faculty in English – Closes 12-10-2010. 7 Applicants.
18. Faculty in Early Child Development/Education – Closes 12-15-2010. 3 Applicants.



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