

Navajo County Community College District Governing Board Meeting Minutes

June 18, 2024 – 10:00a.m.

Painted Desert Campus, Tiponi Community Center Board Room
2251 East Navajo Boulevard, Holbrook, AZ 86025

Governing Board Member Present: Chair. Everett Robinson, Ms. Kristine Laughter; Mr. Frank Lucero; Mr. Derrick Leslie; Ms. Rosie Sekayumtewa

Governing Board Member Absent:

Others Present: Interim President Michael Solomonson; CIO Michael Jacobs; Betsy Wilson; Patrick Day; Marlena Day; Rich Chanick; Russell Kupfer; Justin White; Nicole Ulibarri; Norvita Charleston; Melody Niesen; Jeremy Raisor; Ruth Zimmerman; Lance Heister; Karen Zimmerman; Amanda Sutter; Colleen Marsh; Judy Yip-Reyes; VPAS Maderia Ellison; Talaina Fisher; Wei Ma; Janalda Nash; Karen Baker; Tabitha Stickel; Natalie Kee; Lia Keenan; Erin Pugh

Agenda Item 1: Call to Order and Pledge of Allegiance

Chair Robinson called the meeting to order at 10:00 a.m. and led the Pledge of Allegiance.

Agenda Item 2: Adoption of Agenda

Chair Robinson asked if there was a motion to adopt the agenda. Mr. Leslie made a motion to adopt the agenda. Mr. Lucero seconded the motion.

The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

Agenda Item 3: Administrator Emeritus Award

VPLSS Mike Solomonson presented the Administrator Emeritus Award to Patrick Day.

Agenda Item 4: Call for Public Comment

None.

Agenda Item 5: Discussion Items

5.A.1. Financial Position

Director Russell Kupfer expanded on the report provided in the packet.

Mr. Lucero asked about an abnormality on the chart from the 2019-2020 fiscal year. Director Kupfer said he did not have an answer for the abnormality.

5.A.2. NPC Student Government Association (SGA)

Navajo County Community College District Governing Board Meeting – 06/18/2024 – Page 1 of 8



Northland Pioneer College

Post Office Box 610 • Holbrook, AZ 86025 • (928) 524-7311 • Fax (928) 524-7312 • www.npc.edu

No report.

5.A.3. NPC Faculty Association

No report.

5.A.4. Classified and Administrative Staff Organization (CASO)

A written report was provided in the document.

No questions.

5.A.5. Northland Pioneer College (NPC) Friends and Family

Betsy Wilson, Director of NPC Friends and Family gave an update on scholarships and NPC Friends and Family. Director Wilson also introduced Karen Zimmerman, the new Development Coordinator.

No questions.

5.A.6. Northland Pioneer College (NPC) Friends and Family

Director Betsy Wilson gave an update to the 2025-2030 Strategic Plan.

No questions.

5.A.7. Human Resources

A report was provided in the packet.

No questions.

5.A.8. Construction Report

Director Justine White gave the Board an update on construction projects.

Ms. Laughter asked if preference would be given to a Navajo architect for the Kayenta project. Director White responded that an architect had already been contracted for this project. Ms. Laughter asked if that was also the case for the design work. Director White responded that, yes, a designer had already been contracted.

Ms. Laughter expressed that there was cultural consideration and she would like to see some Navajo representation on the Kayenta construction project. Director White responded that there were construction companies working on Tribal Lands and he believed that this project would employ local individuals. VPAS Ellison expanded on Director White's response adding that Stakeholders and community members would have an opportunity for input on this project once a construction firm was selected.

5.A.9. Enterprise Resource Planning (ERP) Implementation Update

Project Manager Colleen Marsh addressed the Board with an update.



No questions.

5.A.10. Arizona Association of Community College Trustees (AACCT)

Chair Robinson gave an update to upcoming events and legislative approval of the State budget.

No questions.

Agenda Item 6: Higher Learning Commission Financial Ratios

Director Russell Kupfer expanded upon the HLC financial ratios.

No questions.

Agenda Item 7: President's Summary of Current Events

Interim President Michael Solomonson gave an update on the VPLSS position and events since the May DGB meeting.

Ms. Sekayumtewa asked for a written report on the VPLSS responsibilities. Interim President Solomonson said he would provide one in the DGB weekly report.

Agenda Item 8: Consent Agenda

- A. May 21, 2024 Board Meeting Minutes** (Farah Bughio)
- B. May 21, 2024 Special Meeting Minutes** (Farah Bughio)
- C. May 21, 2024 Truth in Taxation Meeting Minutes** (Farah Bughio)
- D. May 21, 2024 Proposed Budget Hearing Meeting Minutes** (Farah Bughio)
- E. 2025 CFO Resolution**
- F. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Blue Ridge Unified School District NO. 32.
- G. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Blue Ridge Unified School District NO. 32.
- H. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Joseph City Unified School District No. 2.
- I. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Joseph City Unified School District No. 2.
- J. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Edkey, Inc – Sequoia Village School.
- K. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Ganado Unified School District NO. 20.
- L. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Chinle Unified School District NO. 24.

Mr. Leslie made a motion to approve items A-L. Mr. Lucero seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

The Board took a break at 10:55am and resumed at 10:58

Navajo County Community College District Governing Board Meeting – 06/18/2024 – Page 3 of 8



Northland Pioneer College

Post Office Box 610 • Holbrook, AZ 86025 • (928) 524-7311 • Fax (928) 524-7312 • www.npc.edu

Agenda Item 9: For Discussion and Possible Action

9.A. Old Business

Presidential Compensation.

The Board voted to move this item off the table and open for discussion.

*Ms. Laughter made a motion to remove Presidential Compensation from the table and into discussion. Ms. Sekayumptewa seconded the motion. **The motion carried upon a roll-call vote with Ms. Laughter, Ms. Sekayumptewa and Chair Robinson voting in favor. Mr. Lucero and Mr. Leslie voted against.***

Director Lance Heister led the Board in a discussion of whether or not the Presidential compensation range should be increased for the incoming President.

Mr. Lucero expressed that he didn't feel NPC was being compared to similar community colleges when considering the compensation ranges at other institutions. Director Heister responded by saying that it is very difficult to find an institution like NPC and that using a Carnegie comparison was the best way to attempt a comparison.

Ms. Laughter reiterated the uniqueness of NPC and stated that a higher compensation should be given based on the area that NPC's President is expected to cover. Ms. Laughter also suggested more Vice Presidents to cover the various areas so that the President would not have to.

Mr. Leslie expressed that the President represents everyone and it sounds like an issue of the President being able to be present in all locations. Mr. Leslie further expressed that there were multiple issues that needed to be addressed before an honest and fair conversation could be had.

Ms. Sekayumptewa commented that a higher compensation would lead to a more quality President.

Mr. Leslie expressed that Ms. Laughter has the same concerns at every meeting and that they are not being addressed which makes it difficult for the Board to be effective in their role.

Chair Robinson agreed with Mr. Leslie and stated that this issue could not be addressed in this moment, but perhaps a work session could be scheduled to address these issues.

Chair Robinson continued with the current estimated salary and how that compared to a neighboring community colleges. Chair Robinson proposed a range and asked the Board what they wanted to do. Mr. Lucero responded that no matter the range the candidate would want the maximum.

Mr. Lucero continued that NPC was the highest paying employer in the county. Chair Robinson responded that Summit was most likely the highest paying employer. Mr. Lucero continued that



the tax payers needed to be considered in this decision. Ms. Laughter expressed that the NPC President was far from the highest paid employee in the county.

Ms. Laughter expressed that the minimum qualification should be a Ph.D. and the compensation range should be raised in order to not lose future Presidents. Mr. Lucero responded that the past Presidents have left due to retirement.

Chair Robinson reiterated that range needed to be decided upon. Mr. Lucero asked what the range was when President Hazelbaker was hired. Chair Robinson said he did not know the exact numbers and did not have access to those files.

Ms. Laughter suggested tabling the agenda item once more, requesting the previous range and scheduling a meeting the following week to continue the discussion. Mr. Robinson responded that there was already a request for a special meeting on June 27 and stated that there was motion to table this agenda item and asked for a second.

*Ms. Laughter made a motion to table the Presidential Compensation. Ms. Sekayumptewa seconded the motion. **The motion carried upon a roll-call vote with Ms. Laughter, Ms. Sekayumptewa, Mr. Lucero, Mr. Leslie and Chair Robinson voting in favor. There were no votes against.***

9.B. New Business

9.B.1. Request to Accept Economic Transition Resources Grant

Workforce and Economic Development Officer Rich Chanick requested the Board accept funds from the ETR Grant.

Mr. Lucero asked what matching funds NPC was expected to pay and what the cost of personnel would be. WEDO Chanick responded that there would not be any matching funds or cost to NPC during construction.

Mr. Lucero asked about the cost once the construction was complete. WEDO Chanick responded that there was a lot of time and consideration regarding the sustainability of this new center and that through tuition and other grants it should offset costs to NPC.

Mr. Lucero asked if there were current grants to fund personnel. WEDO Chanick responded that grant opportunities in three years is currently unknown. Interim President Solomonson added that President Hazelbaker had spent time speaking with faculty about commuting to the Kayenta Center and working out cost and that it was something that could be reasonably budgeted. Ms. Laughter added that the Kayenta Center operating cost will come out of the NPC budget and that the grant was awarded specifically for this building project.

*Mr. Leslie made a motion to accept funds for the ETR Grant in the amount of \$8,895,684. Ms. Laughter seconded the motion. **The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumptewa and Chair Robinson voting in favor. There were no votes against.***



Ms. Laughter expressed her gratitude for those involved in the grant process.

9.B.2. Request to Approve Annual Jenzabar Support and Maintenance

CIO Michael Jacob requested the Board approve annual Jenzabar support and maintenance.

*Mr. Leslie made a motion to approve annual Jenzabar support and maintenance for 2024-25 in the amount of \$383,629.86. Mr. Lucero seconded the motion. **The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.***

9.B.3. Request to Approve Annual Microsoft Volume Licensing for 2024-25

CIO Jacob requested the Board approve the annual Microsoft Volume Licensing for 2024-25

Mr. Lucero asked for clarification on whether this was a one-year contract. CIO Jacob responded that, yes, the contract is for one year.

Chair Robinson asked if this gave students access to Office 365. CIO Jacob responded, yes.

*Mr. Leslie made a motion to approve annual Microsoft Volume Licensing for 2024-25 in the amount of \$79,579.66. Mr. Lucero seconded the motion. **The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.***

9.B.4. Request to Approve Microwave Tower Equipment Replacement and Upgrade Contract

CIO Jacob requested the Board approve microwave tower equipment replacement and upgrade contract.

Mr. Lucero asked what the life expectancy was. CIO Jacob responded at least five years.

Mr. Lucero asked how many towers. CIO Jacob responded 12 and that the contract included all licensing.

Chair Robinson asked if the contract also included inspection costs. CIO Jacob responded, yes.

Mr. Lucero stated that was about \$320,000 a tower. CIO Jacob responded, sure.

Mr. Lucero asked when broadband was expected to arrive in the region. CIO Jacob responded that was one of the reasons this agenda item wasn't presented sooner as they were expanding broadband in the area. CIO Jacob continued that the current projections are about ten years out from the region receiving broadband.

*Mr. Lucero made a motion to approve microwave tower equipment replacement and upgrade contract in the amount of \$1,225,044.27. Mr. Leslie seconded the motion. **The motion carried***



upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

Chair Robinson asked how soon this process would start, as to not interfere with students. CIO Jacob stated that the company was ready to start, so hopefully by July and before monsoon season. CIO Jacob added that there was enough redundancy with towers that it shouldn't lead to any interruption for students or employees.

9.B.5. Presidential Profile

The Board discussed the Presidential profile. Chair Robinson added a few additional edits.

Ms. Laughter recommended removing the Master's degree under qualifications and requiring a Ph.D. Mr. Leslie recommended leaving the qualifications as is.

Ms. Laughter expanded upon her reasoning including that many Deans and others have doctorate degrees along with the issue of compensation.

Mr. Leslie made a motion to approve the President Profile as presented, including the edits. Mr. Lucero seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, and Chair Robinson voting in favor. Ms. Sekayumtewa voted against.

9.B.6. Request to Approve the Purchase of NEOED

Director Nicole Ulibarri requested the Board approve the purchase of NEOED.

Mr. Lucero asked if this would start July 1st. Director Ulibarri responded that it would not start July 1st, it would have to go through an implementation process and each module was 12 weeks.

Mr. Lucero made a motion to purchase NEOED for the amount of 255,325.10. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

The Board voted to hold a special meeting on June 27, 2024, at 12:30pm.

Mr. Lucero made a motion to have a special meeting on June 27, 2024, at 12:30pm. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

9.B.7. Canceling the July 16 Regular Meeting

The Board voted on canceling the July 16 regular meeting.



Mr. Leslie made a motion to cancel the July 16 regular meeting. Mr. Lucero seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumptewa and Chair Robinson voting in favor. There were no votes against.

Agenda Item 10: DGB Agenda Items and Informational Needs for Future Meetings.

Chair Robinson reviewed items for future needs. Mr. Lucero requested information on summer enrollment including the number of students enrolled in free classes, how many of those students reside within NPC's counties v. other counties and the cost to the college for faculty and other personnel.

Agenda Item 11: Board Report/Summary of Current and Upcoming Events

Chair Robinson announced the community items in the next month.

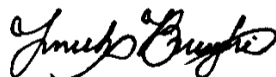
Agenda Item 12: Announcement of Next Regular Meeting

August 20, 2024

Agenda Item 13: Adjournment

The meeting was adjourned at 11:57 p.m. upon a motion by Ms. Sekayumptewa and a second by Mr. Lucero. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Ms. Laughter, Mr. Lucero, and Chair Robinson voting in favor. Mr. Leslie had to leave the meeting before adjournment. There were no votes against.

Respectfully submitted,



Farah Bughio
Recording Secretary to the Board

