

Navajo County Community College District Governing Board Meeting Minutes

May 21, 2024 – 10:16 a.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: President Chato Hazelbaker; Vice President for Learning and Student Services (VPLSS) Mike Solomonson; Vice President for Administrative Services (VPAS) Maderia Ellison; Associate Vice President of Human Resources (AVPHR) Christine Schaefer; Director of Institutional Effectiveness Judy Yip-Reyes; Chief Information Officer Michael Jacob; Recording Secretary to the Board Farah Bughio; Norvita Charleston; Jeremy Raisor; Michael Broyles; Russell Kupfer; Nicole Ulibarri; Betsy Wilson; Katie Matott; Melody Niesen; Rebeccah Sweet; Gary Reyes; Jillian Henry; Allison Landy; Rich Chanick; Frank Pinnell; Colleen Marsh; Muriel Metcalf; Ruth Zimmerman; Celia Iguado; Sandy Caldwell; Charles DiCarlo; Tamara Osborne; Lia Keenan; Josh Rogers; Maria Jaquez; Natalie Kee; Shanna Kukla; Rebecca Hunt; Erin Pugh; Amanda Sutter; Kristina Jensen; Tribune; Tabitha Stickel

Agenda Item 1: Call to Order and Pledge of Allegiance

Chair Robinson called the meeting to order at 10:16 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. Lucero made a motion to adopt the agenda. Ms. Sekayumtewa 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.

Agenda Item 3: Faculty Emeritus Award

VPLSS Mike Solomonson presented Dr. Gary Reyes the Faculty Emeritus Award.

Agenda Item 4: Call for Public Comment

None.

Agenda Item 5: Discussion Items

5.A.1. Financial Position

VPAS Maderia Ellison expanded on the report provided in the packet.



No questions.

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

A written report was provided in the packet.

Student Jillian Henry gave a presentation on her experience at NPC.

5.A.3. NPC Faculty Association

Dr. Michael Broyles presented statewide changes to the general education curriculum.

Chair Robinson asked if AGECE completers would walk during commencement. Dr. Solomonson responded that NPC would like for AGECE completers to walk during commencement.

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, expanded upon a report provided in the packet.

No questions.

5.A.6. 2025-2030 Strategic Planning Update

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

Chair Robinson commended Director Wilson and the Strategic Planning group for the condensed timeline.

5.A.7. Human Resources

AVPHR Christine Schaefer expanded upon the report provided in the packet.

No questions.

5.A.8. Construction Report

A written report was provided in the packet.

No questions.

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

Project Manager Colleen Marsh addressed the Board with an update.



Ms. Laughter asked if a merit-based raise program was something that could be built into the Anthology system. Ms. Laughter also asked if there will be some way to track students who have spoken with advisors and expressed interest in attending NPC. Ms. Marsh stated that performance management would be a part of the new system and lead by HR. Ms. Marsh continued that ERP was working on tracking potential students and would appreciate testers to assist in helping refine some of these features.

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

Chair Robinson gave an overview of his attendance at the All Trustee meeting which took place on April 24 in Phoenix.

5.B. Whitepaper on Student Trustee

President Hazelbaker expanded upon a report provided in the packet.

No questions.

5.C. Office of Institutional Effectiveness Update

Director Judy Yip-Reyes expanded upon a report provided in the packet.

No questions.

Agenda Item 6: President’s Summary of Current Events

President Hazelbaker addressed the Board and expanded upon the President’s Summary of Current Events.

No questions.

Agenda Item 7: Consent Agenda

- A. April 16, 2024 Board Meeting Minutes** (Farah Bughio)
- B. April 30, 2024 Special Board Meeting Minutes** (Farah Bughio)
- C. May 8, 2024 Special Board Meeting Minutes** (Farah Bughio)
- D. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Kayenta Unified School District NO. 27.
- E. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Holbrook Unified School District NO. 3.
- F. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Holbrook Unified School District NO. 3.
- G. 2024-27 Intergovernmental Agreement** between Navajo County Community College District and Northern Arizona Vocational Institute of Technology.
- H. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Whiteriver Unified School District NO.20.
- I. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Whiteriver Unified School District NO.20.
- J. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and St. Johns Unified School District NO. 1.



- K. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and St. Johns Unified School District NO. 1.
- L. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Heber-Overgaard Unified School District NO.6.
- M. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Heber-Overgaard Unified School District NO.6.
- N. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Hopi JR/SR High School.
- O. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Hopi JR/SR High School.
- P. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Window Rock Unified School District NO.8.
- Q. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Red Mesa Unified School District NO. 27.
- R. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Sanders Unified School District NO. 18.
- S. Resolution to Navajo County Election Services to Conduct Special Election**
- T. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Snowflake Unified School District NO.5.
- U. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Snowflake Unified School District NO.5.
- V. 2024-27 Dual Enrollment Intergovernmental Agreement** between Navajo County Community College District and Show Low Unified School District NO.10.
- W. 2024-27 TALON Intergovernmental Agreement** between Navajo County Community College District and Show Low Unified School District NO.10.

Mr. Lucero made a motion to approve items A-W. Ms. Sekayumptewa 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 8: For Discussion and Possible Action

8.A. Old Business

None.

8.B. New Business

8.B.1. Request to Accept Funds from OEO Grant

Workforce and Economic Development Officer Rich Chanick requested the Board accept funds from the Arizona Office of Economic Opportunity (OEO) Quality Jobs Grant.

Ms. Sekayumptewa stepped out briefly.

Mr. Lucero made a motion to accept funds from the OEO Grant. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.



8.B.2. Request to Approve the Purchase of Fire Training Equipment

Dean Jeremy Raisor requested the Board approve the purchase of fire training equipment.

Ms. Sekayumptewa returned.

Chair Robinson asked if this was a sole vendor or state contract. Dean Raisor replied that this and all other requests he would be making were state contracts.

*Mr. Lucero made a motion to purchase the fire training equipment utilizing funds from the OEO grant. Ms. Sekayumptewa 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.***

8.B.3. Request to Approve the Purchase of CDL Training Equipment

Dean Jeremy Raisor requested the Board approve the purchase of CDL training equipment.

*Mr. Lucero made a motion to purchase the CDL training equipment utilizing funds from the OEO grant. Ms. Sekayumptewa 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.***

8.B.4. Request to Approve the Purchase of CDL Truck Simulator

Dean Jeremy Raisor requested the Board approve the purchase of CDL training equipment.

*Mr. Lucero made a motion to purchase a CDL Truck Simulator utilizing funds from the OEO grant. Ms. Sekayumptewa 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.***

8.B.5. Request to Approve the Purchase of Welding Equipment

Dean Jeremy Raisor the Board approve the purchase of welding equipment.

*Mr. Lucero made a motion to purchase welding equipment utilizing funds from the OEO grant. Ms. Sekayumptewa 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.***

8.B.6. Request to Approve the Purchase of HVAC Trainer

Dean Jeremy Raisor requested the Board approve the purchase of HVAC training equipment.

Mr. Lucero asked for clarification on why ITT needed an HVAC trainer if ITT was computers. Dean Raisor clarified that this was an automated trainer.



Mr. Lucero made a motion to purchase HVAC trainer. Ms. Sekayumptewa 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.

8.B.7. Request to Approve City of St Johns Lease Renewal

AVPHR Christine Schaefer requested the Board approve the renewal of a lease with the City of St. John.

Mr. Lucero asked if this lease was for the year or four years. President Hazelbaker responded that the lease was for four years.

Chair Robinson asked for clarification on what program would be housed in the building. President Hazelbaker responded that it is cosmetology & welding.

Ms. Laughter asked what the college received from Apache county for providing college courses. President Hazelbaker responded that Dr. Solomonson would give a broader report on this issue but essentially NPC pays this lease and will be refunded by Apache county through the new IGA. Mr. Lucero further clarified that the college would initially pay the lease which would be reimbursed by Apache county. President Hazelbaker responded yes.

Mr. Lucero made a motion to approve the lease. Ms. Sekayumptewa 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.

8.B.8. Request to Approve Board Member Travel

Farah Bughio, Recording Secretary to the Board, requested the Board approve travel to the annual ACCT Leadership Congress in October 2024 for Board members Sekayumptewa, Leslie, Laughter and Chair Robinson.

Mr. Lucero made a motion to approve Board member travel. Ms. Sekayumptewa 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.

8.B.9. Request to Approve Board Member Travel

Farah Bughio, Recording Secretary to the Board, requested the Board approve travel to the annual Governance Leadership Institute Conference in August 2024 for Board member Sekayumptewa.

Mr. Leslie made a motion to approve Board member travel. 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. Sekayumptewa abstained. There were no votes against.

8.B.10. Presidential Search Committee

Chair Robinson asked the Board to approve the Presidential Search Committee.



Ms. Sekayumptewa nominated Chair Robinson to be the Board representative on the search committee.

Ms. Laughter stated that she had asked Marsha Greyeyes to be on the committee.

Ms. Sekayumptewa added George Joe to the list of committee members as well.

Ms. Laughter expressed that she had requested a member from an NPC center. Chair Robinson responded that he had asked the Hopi center manager to serve on the committee and she declined. VPAS Ellison stated that Tamara Osborne was located at a center. President Hazelbaker added that so was Ryan Jones. Chair Robinson added that Tamara Osborne was a center manager. Ms. Laughter asked which center. Chair Robinson responded Springerville. Ms. Laughter expressed that she wanted a center representative from Navajo county. President Hazelbaker stated that due to a staffing shortage this request was difficult to meet and that once staffing shortages are addressed perhaps this request can be met. Ms. Laughter expressed that she was disappointed. Chair Robinson clarified how names were chosen. Ms. Laughter clarified that she was not upset with the Board, rather the center managers for not stepping up in their leadership roles. There was discussion of the Hopi center manager and her responsibilities making it difficult to serve on this committee.

Mr. Leslie made a motion to approve the search committee. 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.

8.B.11. Presidential Compensation Range

The Board discussed the Presidential compensation range.

Mr. Leslie left the meeting.

Mr. Lucero expressed concern over the types of colleges that were being used for comparison in Presidential compensation. A discussion ensued. This decision was tabled upon a further report from AVPHR Schaefer using the same institutions used in the compensation study.

Ms. Laughter expressed that she believed that compensation needed to be increased in order to be competitive in keeping a President.

Mr. Lucero made a motion to table this decision until the June 18 DGB meeting. Ms. Laughter seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Ms. Laughter, Ms. Sekayumptewa and Chair Robinson voting in favor. There were no votes against.

8.B.12. Executive Session 1



The Board voted to enter Executive Session 1 to discuss President Hazelbaker's evaluation and exit interview.

Mr. Lucero made a motion to enter Executive Session 1. Ms. Sekayumtewa seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

8.B.13. Action from Executive Session 1

No action was taken.

Ms. Laughter expressed that she wanted a written evaluation of President Hazelbaker. Mr. Lucero expressed that the survey sufficed as President Hazelbaker was leaving. There was some discussion about whether or not the survey was sufficient and whether future employers would require more on file regarding the President's performance. Chair Robinson suggested having a copy of the survey results placed in Dr. Hazelbaker's permanent employee file, which was done.

8.B.14. Executive Session 2

The Board voted to enter Executive Session 2 to discuss the Interim President's contract.

Mr. Lucero made a motion to enter Executive Session 2. Ms. Sekayumtewa seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

8.B.15. Action from Executive Session 2

The Board voted to ratify the Interim President's contract.

Mr. Lucero made a motion to ratify the Interim President contract. Ms. Sekayumtewa seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Ms. Laughter, Ms. Sekayumtewa and Chair Robinson voting in favor. There were no votes against.

Agenda Item 9: DGB Agenda Items and Informational Needs for Future Meetings.

Chair Robinson reviewed items for future needs.

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

Chair Robinson announced the community items in the next month.

Ms. Sekayumtewa asked if members of the search committee would receive notice of their acceptance on the committee. Chair Robinson responded yes.

Agenda Item 12: Announcement of Next Regular Meeting

June 18, 2024



Agenda Item 13: Adjournment

The meeting was adjourned at 12:57 p.m. upon a motion by Mr. Lucero and a second by Ms. Sekayumtewa. The motion carried upon a roll-call vote with Ms. Sekayumtewa, 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

APPROVED

