

Navajo County Community College District Governing Board Meeting Minutes

June 27, 2024 – 12:30p.m.

Remote meeting.

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; Russell Kupfer; Justin White; Nicole Ulibarri; Talaina Fisher; Matt Weber; Farah Bughio; David Borofsky; Allison Landy

Agenda Item 1: Call to Order and Pledge of Allegiance

There was no Pledge of Allegiance as the meeting was remote.

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 as modified with items 4A and 4B switched. Mr. Leslie 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: Call for Public Comment

None.

Agenda Item 4: For Discussion and Possible Action

4.B. New Business

4.B.1. Request to Accept Bid on Goldwater Building Addition

Director Russell Kupfer requested that the Board accept a bid for \$4,752,502 by Low Mountain Construction to build the addition to the Goldwater building.

Mr. Lucero asked where Low Mountain construction was based out of and why there was such a large difference in bids. Director Justin White responded that the company was based out of Mesa and that they have done quite a bit of work in the White Mountain area. Director White continued that they had the same question regarding the cost but their bid fits the projected budget.

Mr. Lucero made a motion to approve the bid from Low Mountain Construction for the price of \$4,752,502. Mr. Lucero seconded the motion. The motion carried upon a roll-call vote with Ms.



Laughter, Ms. Sekayumtewa, Mr. Lucero and Mr. Leslie and Chair Robinson voting in favor. There were no votes against.

***4.A. Old Business
Presidential Compensation.***

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

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

Chair Robinson thanked Director Ulibarri for being present and providing the previous compensation range.

Chair Robinson stated that the previous compensation range was \$185,000 - \$220,000 and asked if the Board would like to increase this range. Chair Robinson stated that \$185,000 was less than NPC was paying VPs. Interim Solomonson responded that was also less than they were paying him as Interim President and he would recommend increasing the minimum.

Chair Robinson stated that former President Hazelbaker was paid \$207,000.

Mr. Leslie suggested raising the minimum to \$207,000 and clarified if that was what the current Interim was making. Interim Solomonson responded that he was receiving a little lower than that figure but would recommend raising the base.

Ms. Laughter suggested to keep it lower than \$207,000 as the job description states Master's degree or higher. Ms. Laughter continued that she would entertain \$190,000 as the base. Mr. Lucero stated that he agreed with Ms. Laughter and that experience was also a consideration. Mr. Lucero continued that he would like to stay at \$185,000 and increase the cap to \$225,000 or \$230,000 based on education and experience.

Ms. Sekayumtewa asked if there could be a housing allowance in addition to the minimum of \$185,000. Ms. Sekayumtewa then asked for clarification on the requirement that the new President live in Holbrook. Ms. Sekayumtewa continued that a housing allowance would be better than a vehicle allowance if this was the case due to high house prices.

Ms. Laughter asked for the results of the Gallagher study for the President position and if the study considered the amount of campuses and square miles of NPC. Mr. Lucero responded that NPC was actually small and that other schools are not scattered but have a large student body. Mr. Lucero further stated that the Presidents that NPC has lost have not left due to money.

Interim Solomonson stated there should be more separation between the VP and President salaries.



Chair Robinson stated individuals with Masters and all but dissertations would be ranked lower during the Presidential search. Chair Robinson continued that he agreed with Interim Solomonson that \$185,000 was too low and suggested a range of \$207,000 - \$250,000 with consideration of a housing and vehicle allowance. Mr. Lucero responded that he didn't want someone to take the job for the money and then taking off in a year or two.

Chair Robinson asked if Mr. Leslie or Ms. Sekayumtewa wanted to add anything. Mr. Leslie suggested \$200,000 - \$235,000 or \$240,000. Ms. Laughter agreed on a range of \$200,000 - \$240,000 plus some benefits.

Mr. Lucero expressed his concerns over candidates having culture shock and the difficulty of finding someone with presidential experience. Mr. Lucero suggested that a three year bonus could be offered. Mr. Leslie asked if Mr. Lucero had a range. Mr. Lucero responded he supported a \$190,000 - \$235,000 or \$240,000 range with a promise of X amount of dollars after three years. Chair Robinson explained this was deferred compensation.

Chair Robinson stated that someone had asked about the Gallagher study and that he had pulled up the numbers. Chair Robinson shared the numbers of the five salaries that were reported in the study.

Ms. Sekayumtewa asked if the search team was involved in deciding the salary or if it was strictly up to the Board. Chair Robinson responded that it was up to Board and that the search team would provide three to four candidates but the Board would decide on the candidate, salary and benefits.

Ms. Laughter responded to Mr. Lucero's comment about culture shock and stated that ACCT was instructed to find someone who was culturally competent. Ms. Laughter also stated that she would like candidates to tour all of the campuses and centers and to bring their entire families.

Mr. Leslie stated that he would like to see the range as \$195,000 - \$240,000.

Mr. Lucero stated that he was present with Mr. Leslie and Mr. Lucero and they were coming to a consensus on the range.

Mr. Leslie asked if Ms. Sekayumtewa's suggestion of a housing allowance was going to be considered and if so, what would that look like. Mr. Lucero stated that a housing allowance should be used as a negotiating tool but that a car allowance should be included considering all of the driving.

Chair Robinson asked Interim Solomonson how many miles President Hazelbaker drove every year. Interim Solomonson said he couldn't remember the exact amount but knew it was a concern, especially with the wear and tear on the vehicle. Chair Robinson stated he believed it was around 40,000 miles per year in addition to trips out of district like Phoenix.



Chair Robinson stated that the suggestion was a salary range from \$195,000 - \$240,000 with a vehicle allowance and a possible housing allowance. Ms. Laughter stated that she agreed with that. Mr. Leslie asked for clarification on the range and benefits. Mr. Lucero suggested leaving the housing allowance out and negotiating this later.

Chair Robinson asked for a motion to set the range.

Mr. Lucero made a motion and Mr. Leslie seconded the motion. Ms. Sekayumtewa asked what the highest paid VP salary was. Interim Solomonson responded about \$179,000.

*Mr. Lucero made a motion to approve the salary range of 195,000 - \$240,000 with a car allowance of \$9,000 depending on experience. Mr. Leslie seconded the motion. **The motion carried upon a roll-call vote with Ms. Laughter, Ms. Sekayumtewa, Mr. Lucero and Mr. Leslie and Chair Robinson voting in favor. There were no votes against.***

Chair Robinson shared that he was working on a schedule for the candidates and elaborated on some of the details. Chair Robinson explained that he could not get candidates to Kayenta without them being here for a few days. Mr. Lucero said that was his question because he believes they should see Kayenta. Ms. Laughter stated that candidates should see of the college. Mr. Lucero added that candidate spouses should also be involved. Chair Robinson stated he would share that request with ACCT.

Agenda Item 5: Announcement of Next Regular Meeting

August 20, 2024

Agenda Item 6: Adjournment

*The meeting was adjourned at 1:14 p.m. upon a motion by Mr. Lucero and a second by Mr. Leslie. **The motion carried upon a roll-call vote with Ms. Sekayumtewa, Ms. Laughter, Mr. Lucero, Mr. Leslie and Chair Robinson voting in favor.. There were no votes against.***

Respectfully submitted,



Farah Bughio
Recording Secretary to the Board

