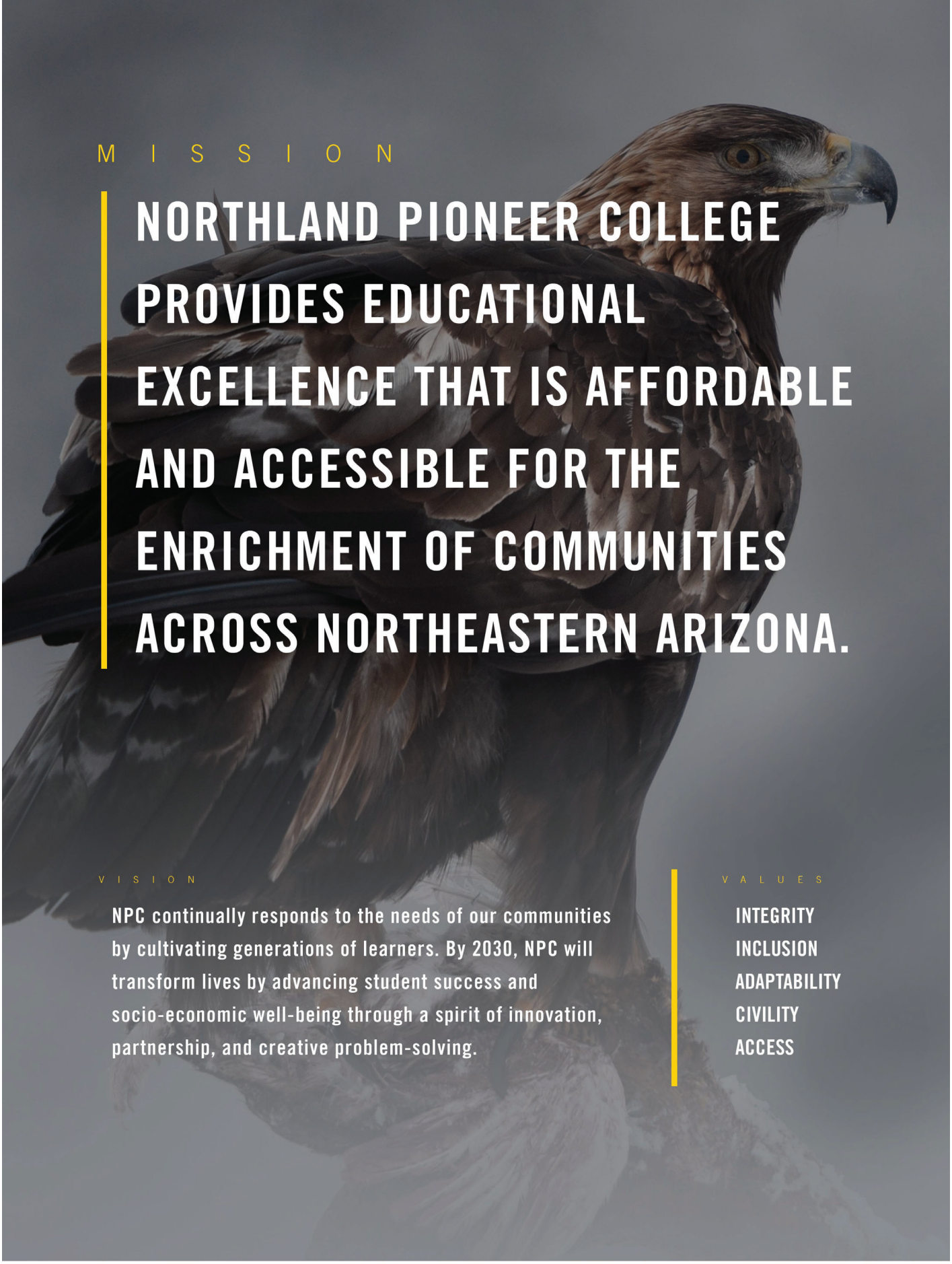


MISSION

NORTHLAND PIONEER COLLEGE PROVIDES EDUCATIONAL EXCELLENCE THAT IS AFFORDABLE AND ACCESSIBLE FOR THE ENRICHMENT OF COMMUNITIES ACROSS NORTHEASTERN ARIZONA.

VISION

NPC continually responds to the needs of our communities by cultivating generations of learners. By 2030, NPC will transform lives by advancing student success and socio-economic well-being through a spirit of innovation, partnership, and creative problem-solving.

VALUES

INTEGRITY
INCLUSION
ADAPTABILITY
CIVILITY
ACCESS

Northland Pioneer College
EXPANDING MINDS • TRANSFORMING LIVES℠

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 November 17, 2026 at 10:00 a.m. The meeting will be held at Northland Pioneer College Painted Desert Campus, Tiponi Community Center Board Room located at 2251 Navajo Blvd. Holbrook, Arizona 86025. The meeting can also be joined remotely using **WebEx**. A passcode is required under certain circumstances and it is NOV26DGB.

One or more Board members and/or staff members may participate in the meeting remotely if necessary.

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 Julia Wilson at the above address or telephone number at least 24 hours prior to the scheduled start time.

I, Julia Wilson, certify that this notice of public meeting, prepared pursuant to A.R.S. §38-431.02, was posted on or before the 16th day of November 2026, at 10:00am.

Julia Wilson
Recording Secretary to the Board

NOTICE DISTRIBUTION

1. WHITE MOUNTAIN INDEPENDENT NEWSPAPER
2. PAINTED DESERT TRIBUNE NEWSPAPER
3. NAVAJO TIMES
4. KINO RADIO
5. KNNB RADIO
6. COUNTRY MOUNTAIN AIRWAVES [KQAZ/KTHQ/KNKI RADIO]
7. KWKM RADIO
8. WHITE MOUNTAIN RADIO
9. NPC WEB SITE
10. NPC ADMINISTRATORS AND STAFF
11. NPC FACULTY ASSOCIATION PRESIDENT
12. NPC CLASSIFIED AND ADMINISTRATIVE SUPPORT ORGANIZATION PRESIDENT
13. NPC STUDENT GOVERNMENT ASSOCIATION PRESIDENT

Navajo County Community College District
Governing Board Meeting Agenda

Painted Desert Campus, Tiponi Community Center
2251 East Navajo Boulevard, Holbrook, Arizona
The meeting location will be open to the public at 9:55 a.m. at the latest.
Or you can join on WebEx (Passcode NOV26DGB)

Date: November 17, 2026 **Time:** 10:00am(MST)

Item	Description	Resource
1.	**Call to Order and Pledge of Allegiance**	Chair Robinson
2.	**Adoption of the Agenda** **(Action)**	Chair Robinson
3.	**Discussion Items:**	
	A. **Standing Presentations:**	
	1. **Financial Position** — Vice President Ellison will provide a report on the financial position of the college for period July 1, 2026 to September 30, 2026.	VPAS Ellison
	2. **External Relations** — Associate Vice President of External Relations Rich Chanick will provide a report to the Board.	AVP Chanick
	3. **NPC Faculty Association** — Faculty Association Co-President Tony Hill will provide a report to the Board.	Mr. Hill
	4. **Instructional Council** — Instructional Council Chair Dr. Henderson will provide a report to the Board.	Dr. Henderson
	5. **NPC Student Government Association** — Academic Adviser Debbie Gibbons will provide the Board an update.	Ms. Gibbons
	6. **Classified & Administrative Staff Organization** — CASO President Tiffani Martin will provide a report to the Board.	Ms. Martin
	7. **Northland Pioneer College (NPC) Friends and Family** — Friends & Family Executive Director Jesse Reeck will provide a report to the Board.	Ms. Reeck
	8. **Human Resources** — Vice President of Human Resources Nicole Ulibarri will provide a report to the Board.	VPHR Ulibarri
	9. **Construction Report** — Director of Facilities and Transportation Justin White will provide a verbal report to the Board.	Mr. White
	10. **ERP Implementation/IT Update** — Associate Vice President of IT Michael Jacob will provide an update to the Board.	AVP Jacob
	11. **Instructional Support** — Instructional Support Chair Dr. Michael Broyles will provide an update to the Board.	Dr. Broyles
	12. **Leadership Council** — Chief of Staff Rebecca Hunt will provide a verbal report to the Board.	Ms. Hunt
	13. **Chief of Staff** — Chief of Staff Rebecca Hunt will provide a verbal report to the Board.	Ms. Hunt
	14. **ACCT Federal and State Update** — Board Members Leslie and Sekayumptewa will provide updates on State and Federal ACCT activities and the ACCT Leadership Conference.	Mr. Leslie & Ms. Sekayumptewa
4.	**President's Report** — President Von Lawson will provide a verbal report to the Board.	President Lawson

5. Consent Agenda for Action ..... Chair Robinson

A. October 27, 2026 Regular Board Meeting Minutes (Julia Wilson)

B. October 27, 2026 Work Session Minutes (Julia Wilson)

6. For Discussion and Possible Action:

With the adoption of Robert's Rules of Order Newly Revised 12th Edition (Policy 1007) Rule 49-21 governing small boards, a motion and second is not necessary unless required by state or federal statutes.

A. **Old Business**

None.

B. **New Business:**

1. **Request to accept funds from Northern Arizona Vocational Institute of Technology (NAVIT)**..... Dr. Raisor
   Dean of CTE Dr. Jeremy Raisor will request the Board accept funds from the Northern Arizona Vocational Institute of Technology.
2. **Request to approve lease extension for NACOG Head Start**..... Dr. Solomonson
   EVPLSS Dr. Michael Solomonson will request the Board approve a lease extension for NACOG Head Start.
3. **Request to approve purchase of access points, Meraki licensing, and HyeTech support services**..... AVP Jacob
   AVP of Information Technology Michael Jacob will request the Board approve the purchase of access points, Meraki licensing and HyeTech support services.
4. **Request to approve travel for Board Member Derrick Leslie** Ms. Wilson
   Recording Secretary to the Board Julia Wilson will request the Board approve travel expenses for Board Member Derrick Leslie to attend the 2027 National Legislative Summit in Washington, D.C in February 2027.
5. **Request to approve travel for Board Member Kristine Laughter** Ms. Wilson
   Recording Secretary to the Board Julia Wilson will request the Board approve travel expenses for Board Member Kristine Laughter to attend the 2027 National Legislative Summit in Washington, D.C in February 2027.
6. **Request to review and possibly revise Policy 1136** ..... Chair Robinson
   Chair Robinson will request the Board review policy 1136 for possible revision as Policy 1136 lists DGB members as eligible for tuition waivers. There is no statutory authority for granting members waivers or discounts that are extended to college employees.
7. **Request to cancel December 15, 2026 regular Board Meeting**.. Chair Robinson
   Chair Robinson will request the Board to cancel the December Regular Meeting..

7. Call for Public Comment..... Chair Robinson

Individuals may address the Board on any relevant issue for up to 5 minutes. At the close of the call to the public, Board members may not respond to any comments but may respond to criticism, ask staff to review a matter or ask that a matter be placed on a future agenda.

8. DGB Agenda Items and Informational Needs for Future Meetings..... Chair Robinson

9. Board Report/Summary of Current Events..... Board Members

10. Announcement of Next Regular Meeting..... **TBD** Chair Robinson

11. Adjournment..... **(Action)** Chair Robinson

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 regarding any items in sections 5 and 6. 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.

NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
Statement of Financial Position
July 1, 2026 to September 30, 2026 Budget Period Expired 25%

Tax Supported Funds

	Current General Fund			
	Revised Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
Primary Tax Levy	19,970,918	236,186	522,828	3%
State Aid:				
Maintenance and Operations	1,564,900	-	391,225	25%
Equalization	13,698,200	-	3,384,550	25%
Rural Aid	944,700	-	236,175	25%
Tuition and Fees	5,000,000	924,102	930,947	19%
Investment earnings	3,750,000	327,999	1,007,083	27%
Grants and Contracts	3,230,000	564,965	632,114	20%
Other Miscellaneous	350,000	45,268	62,313	18%
Fund Balance	17,250,000	-	-	0%
Transfers	(21,750,000)	(207,815)	(382,383)	2%
TOTAL REVENUES	$ 44,008,718	$ 1,890,705	$ 6,784,852	15%
EXPENDITURES				
Salaries and Benefits	28,376,969	2,393,215	6,892,323	24%
Operating Expenditures	15,631,749	657,904	2,071,364	13%
TOTAL EXPENDITURES	$ 44,008,718	$ 3,051,119	$ 8,963,687	20%

	Unrestricted Plant			
	Revised Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
State Aid:				
Capital/STEM	350,400	-	87,600	25%
Fund Balance	17,400,000	8,923	20,494	0%
Transfers In	3,850,000	207,815	257,383	7%
TOTAL REVENUES	$ 21,600,400	$ 216,738	$ 365,477	2%
EXPENDITURES				
Capital Expenditures - Construction and ERP	17,400,000	8,923	115,061	1%
Capital Expenditures - Other	4,200,400	207,815	252,567	6%
TOTAL EXPENDITURES	$ 21,600,400	$ 216,738	$ 367,628	2%

NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
Statement of Financial Position
July 1, 2026 to September 30, 2026 Budget Period Expired 25%

Restricted and Auxilary Funds

	Restricted			
	Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
Grants and Contracts	7,610,000	704,533	952,280	13%
Fund Balance	6,000,000	933,976	1,631,827	27%
Transfers In	300,000	-	75,000	25%
TOTAL REVENUES	$ 13,910,000	$ 1,638,509	$ 2,659,107	19%
EXPENDITURES				
Salaries and Benefits	1,553,250	117,460	431,017	28%
Operating Expenditures	6,356,750	1,348,890	1,468,203	23%
Kayenta Center Construction *	6,000,000	933,976	1,631,827	27%
TOTAL EXPENDITURES	$ 13,910,000	$ 2,400,326	$ 3,531,047	25%

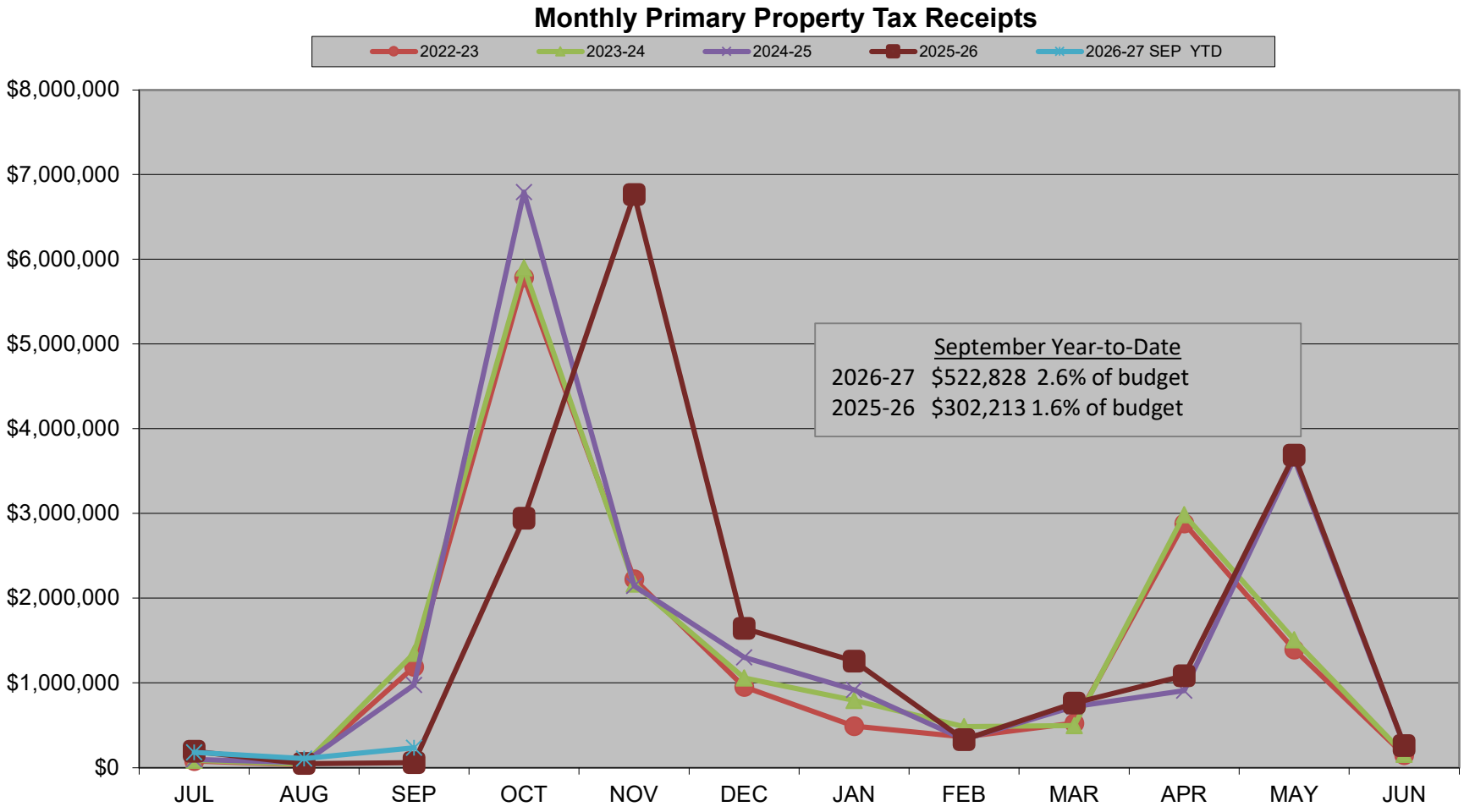
* Kayenta Center Construction - Funded by a grant received in advance of expenses in FY25. Spending will occur over several years (FY25, FY26, FY27)

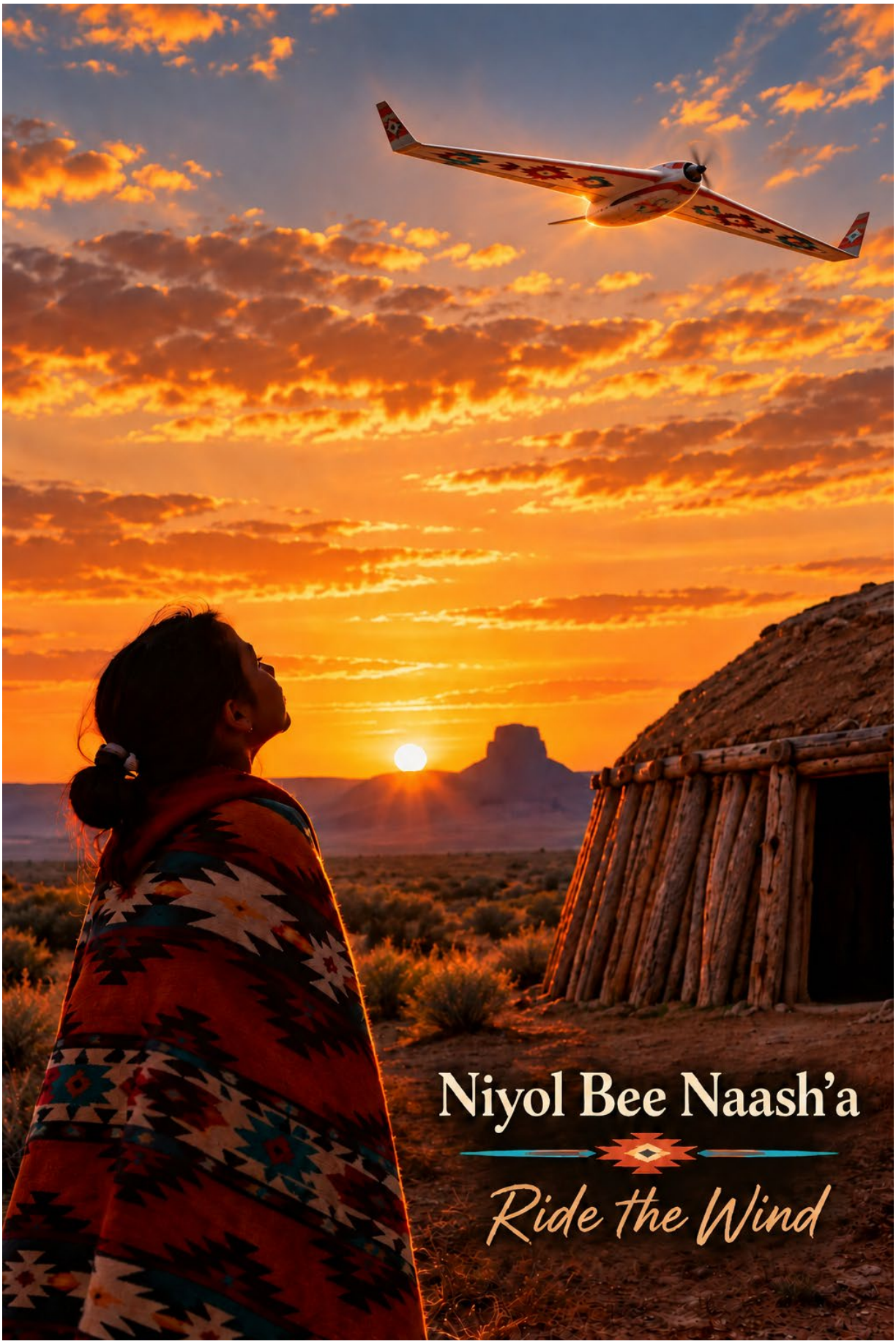
	Auxiliary			
	Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
Sales and Services	684,000	68,652	72,072	11%
Fund Balance	-	-	-	
Transfers	200,000	-	50,000	25%
TOTAL REVENUES	$ 884,000	$ 68,652	$ 122,072	14%
EXPENDITURES				
Salaries and Benefits	410,823	36,449	98,813	24%
Operating Expenditures	473,177	27,997	78,610	17%
TOTAL EXPENDITURES	$ 884,000	$ 64,446	$ 177,423	20%

Cash Flows

Cash flows from all activities (YTD)	$ 9,931,508
Cash used for all activities (YTD)	$ 13,039,785
Net Cash for all activities (YTD)	($3,108,277)

Report Date November 9, 2026


Monthly Primary Property Tax Receipts
2022-23
2023-24
2024-25
2025-26
2026-27 SEP YTD
$8,000,000
$7,000,000
$6,000,000
$5,000,000
$4,000,000
$3,000,000
$2,000,000
$1,000,000
$0
JUL
AUG
SEP
OCT
NOV
DEC
JAN
FEB
MAR
APR
MAY
JUN
September Year-to-Date
2026-27 $522,828 2.6% of budget
2025-26 $302,213 1.6% of budget


Niyol Bee Naash'a
Ride the Wind

RIDE THE WIND

THREE DAYS. A LIFETIME OF POSSIBILITIES.

THE EXPERIENCE

WEDNESDAY

- Snoopy & the Doghouse flyover • Windrider debut
- Campus Grand Opening • Astronaut Brian Duffy keynote
- Aviation orientation • Student flights
- Community aviation Q&A · Up to 100 additional students

THURSDAY

- U-2 pilot Kent Trailor • Helicopter experience
- Traditional Navajo lamb stew
- Meet Windrider designer Otto Dieffenbach
- Build student quadcopter drones

FRIDAY MORNING

- Complete & fly student-built quadcopters
- Aviation Pathways: Where Do I Go From Here?
- Awarding of Ride the Wind completion patches

THE WINDRIDER



Otto's concept demonstration aircraft. Students will build, fly and keep separate quadcopter drones.

THE AVIATION TEAM



COL. BRIAN DUFFY

NASA Astronaut • Four Space Shuttle Missions

F-15 pilot, Shuttle commander and Astronaut Hall of Fame member.



COL. KENT TRAILOR

U.S. Air Force U-2 Pilot

RF-4, F-15 and U-2 pilot • 43 combat missions.



COL. MARK S. DONNELLY

Presidential Pilot • Air Force One

Chief of Presidential Pilot's Office; pilot for President Clinton.



OTTO DIEFFENBACH

Aircraft Designer • FlyGuy Promotions

Designer of the Windrider demonstration concept.

Kayenta Campus Grand Opening

PLEASE NOTE- EVERYTHING IN RED IS A PLACEHOLDER

Tuesday June 15th-

Aviation cadre arrives at Kayenta. Private dinner and mission planning in the Hospitality Suite

Wednesday June 16th-

8 am to 9 am- Flyguy drone flights over the campus

8 am to 9 am- Green Room open for DGB, Governor, President Navajo Nation, NPC President (Aviation team will stop by and RC will introduce them)

9 am 10:30- Campus Grand Opening-

- Kristine Laughter welcome
- Navajo Blessing
- Remarks Navajo Nation President (Confirmed as we get closer)
- Remarks Arizona Governor (Confirmed as we get closer)
- Greeting by Northland Pioneer College President
- Introduction of Aviation guests
- Remarks on Opportunity through Education Col (ret) Brian Duffy- confirmed
- Community members- Photos and tours of the Campus

10-11:30- Community Members- Static display of 'Ride the Wind' airplanes at airport

10:30- 11:30- President's reception- Attendees TBD- Location TBD

11-12- Invited youth- Questions and answers with Aviation Cadre- Location TBD

12-1 VIP orientation rides over Monument Valley for President of the College, President of Navajo Nation, Governor (if desired)

Wednesday June 16th- Youth Camp

1 pm Ride the Wind Aviation Youth Camp

1-2 Introduction/ ground school

2-5 Fixed wing orientation rides

Aviation Cadre Dinner- on your own- hospitality suite

Thursday June 17th-

9-12-

Juice and Fruit- light breakfast

- Welcome to the students
- Ground school
- Helicopter orientation rides

12-1-

- Traditional Navajo Lamb Stew
- Otto Dieffenbach speaks to class

1-4-

- Students build drones (which they will be allowed to fly and keep)

Friday June 18th-

9-10 – Kent Trailor (U-2 pilot) speaks

- Finished building drones
- Drone flying instruction

10-11

- Students fly drones
- All depart


NATIONAL
POLITICS

- Congressional District 2- much tighter than expected
- American Association of Community Colleges
  - renewed efforts on issues like in-state tuition for undocumented students and workforce development initiatives
  - increased support for minority-serving institutions
  - Increased skepticism of for-profit Pell providers

NAVAJO NATION

The election of

President-elect: Crystalyne Curley
Vice President-elect: Christopher C. Deschene

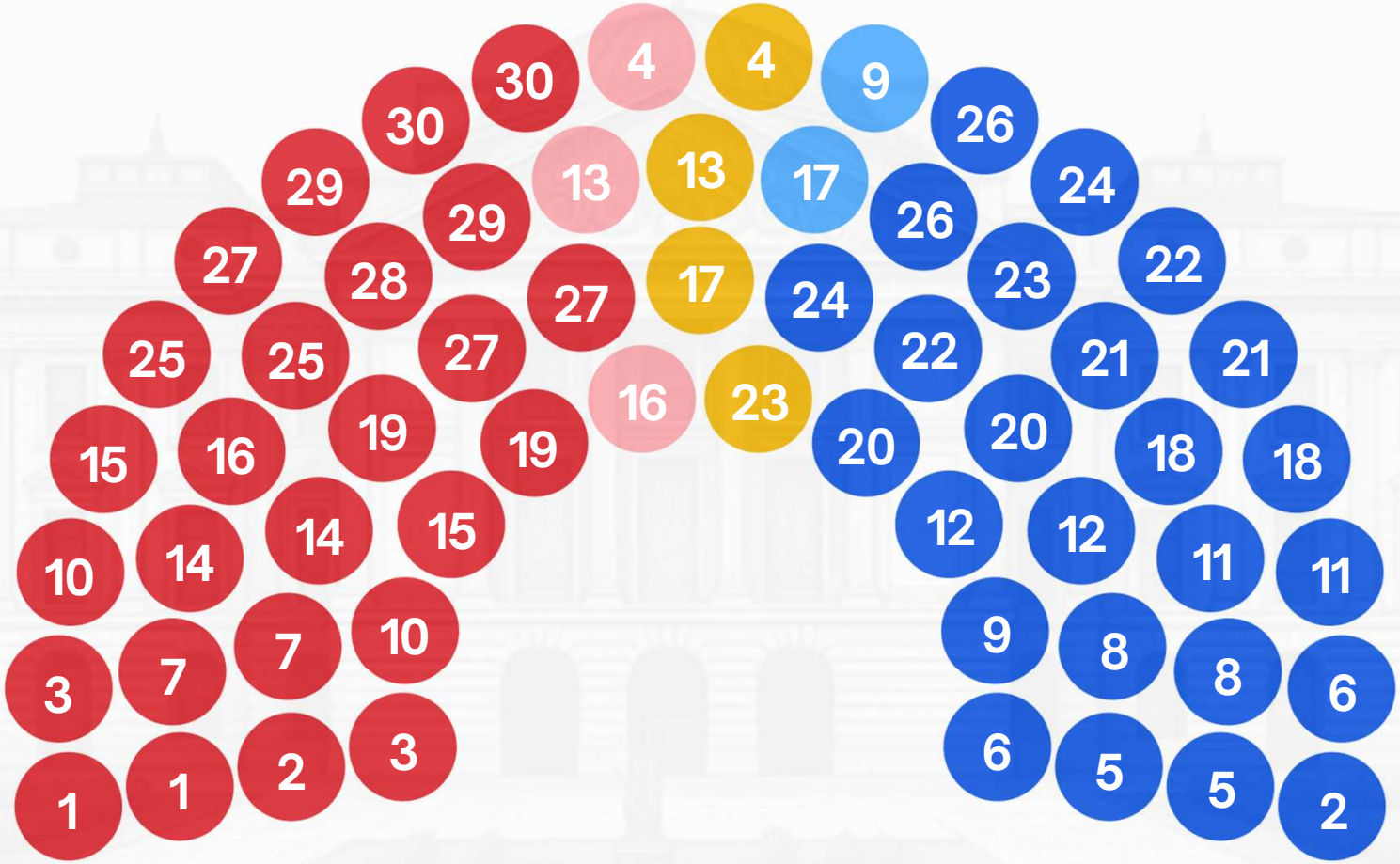
Presents NPC with the opportunity to introduce ourselves and work with a new administration.

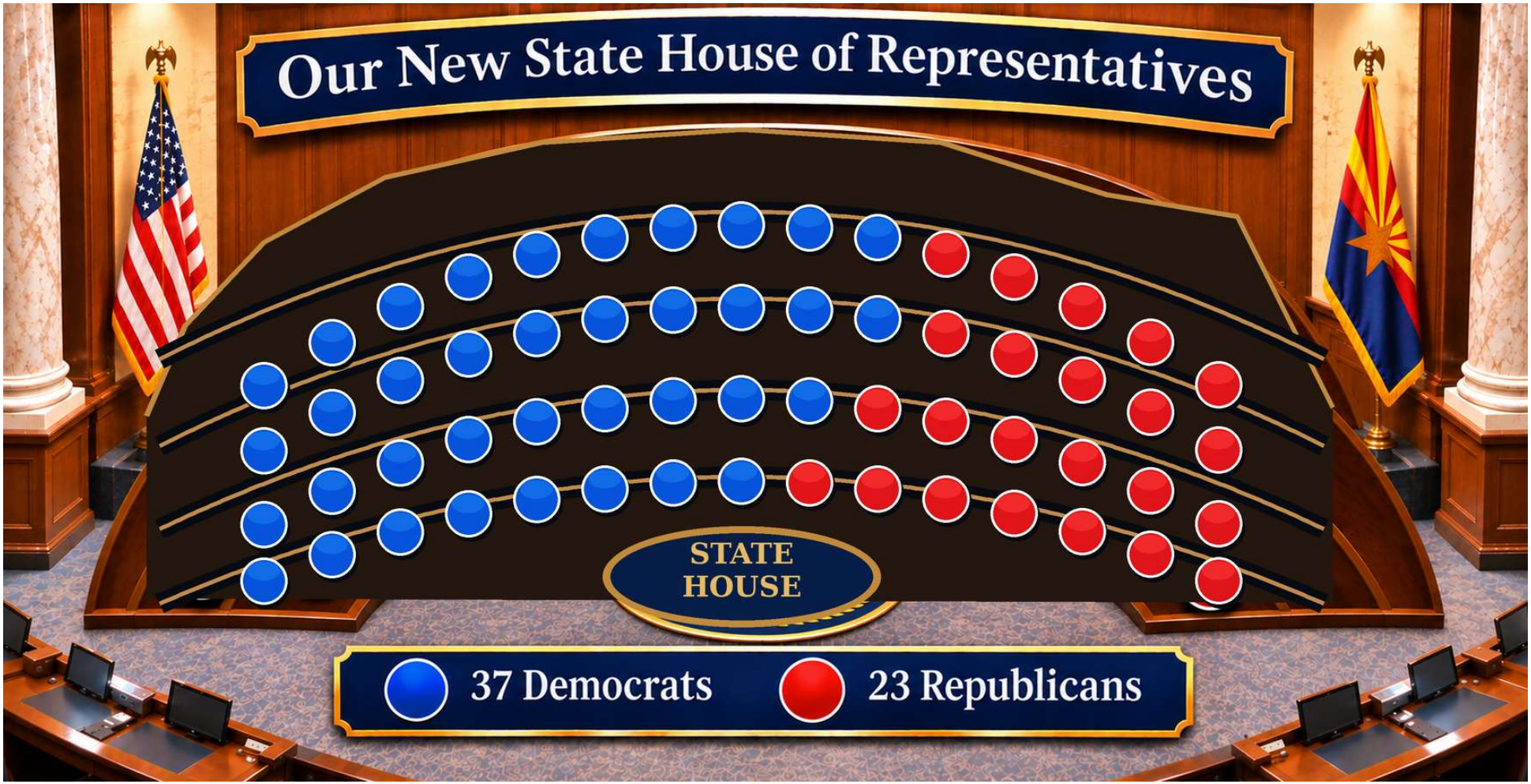
Efforts are currently underway

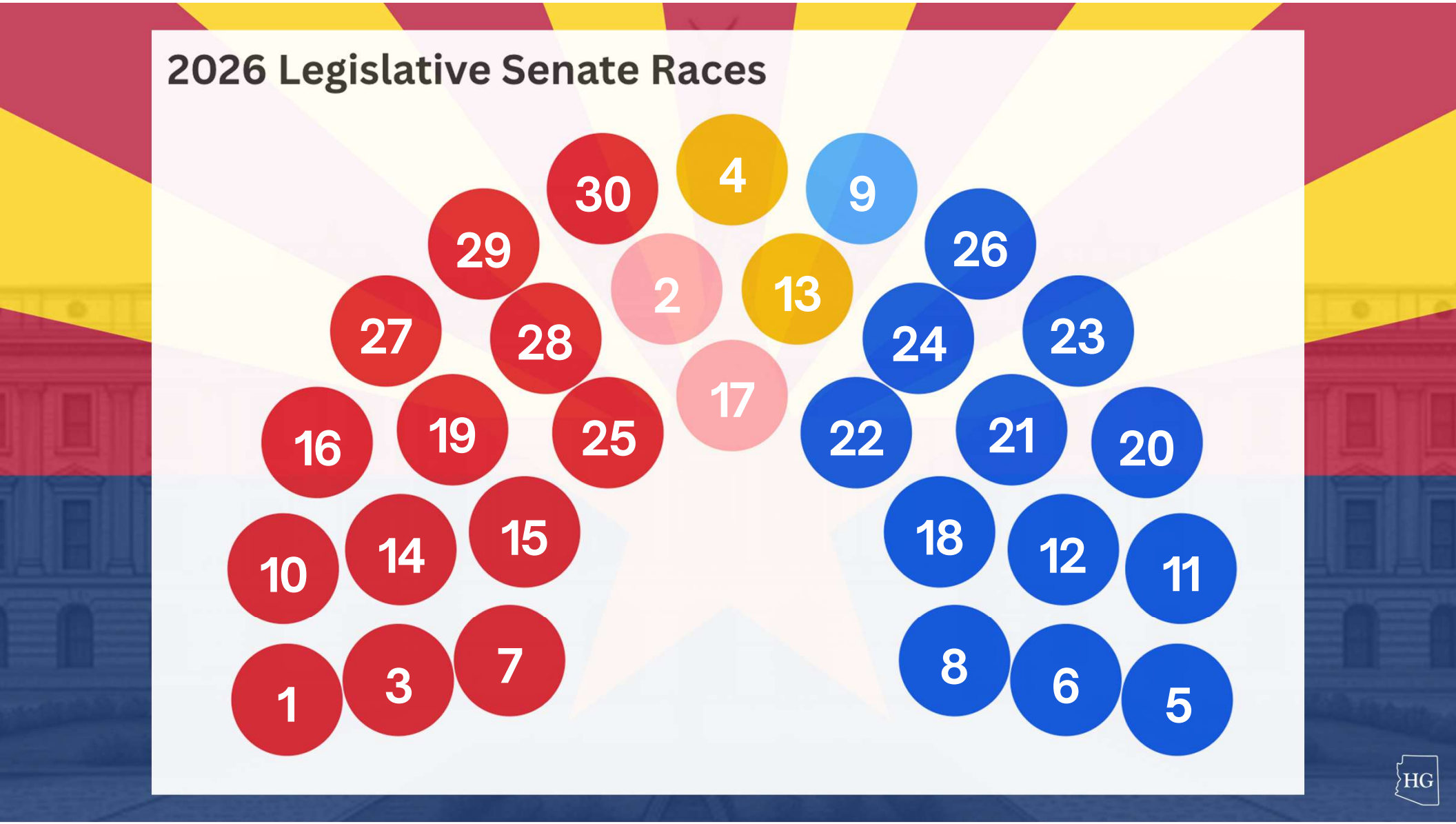


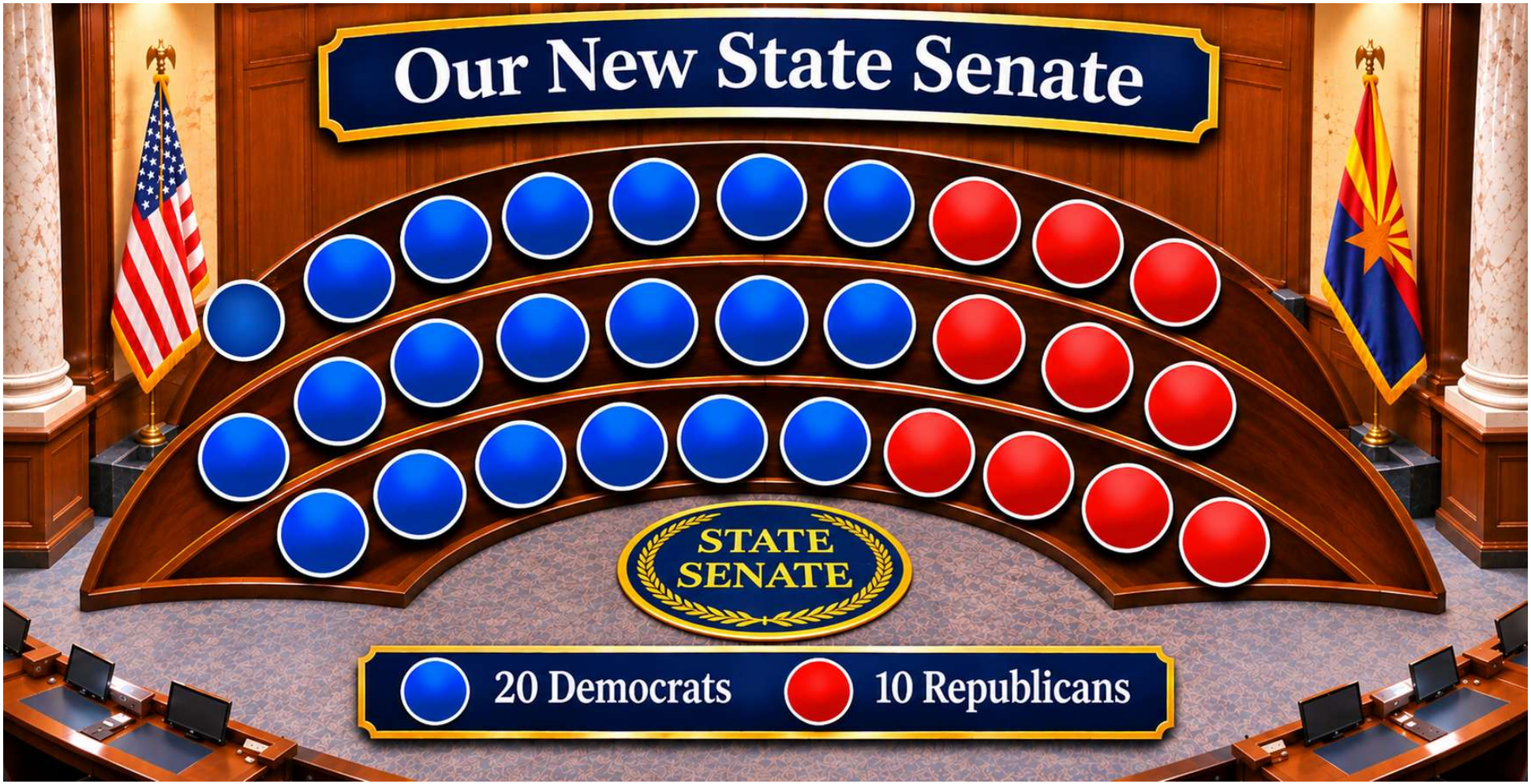
RE-DO

2026 Legislative House Races




Our New State House of Representatives
STATE HOUSE
37 Democrats
23 Republicans


2026 Legislative Senate Races
30
4
9
29
26
2
13
27
28
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17
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Our New State Senate
STATE SENATE
20 Democrats
10 Republicans

PROPOSITION 123

LEGISLATURE STILL HAS NOT ADDRESSED PROP 123 AND PART OF FY27 BUDGET FUNDING WAS TAKEN UP BY ALLOCATIONS TO K-12 TO BACKFILL LACK OF 123 REVENUE

Freedom caucus wing of the Republican Party wants protections for ESA accounts enshrined into Constitution- WILL NOT HAPPEN NOW

Still lack of agreement between education players and politicians on how funds will be allocated- THIS WILL BE RESOLVED

2027 LEGISLATIVE OUTLOOK

States tax cuts in response to HR1, the first state to enact all the cuts, blew a hole in the state budget

Rural hospitals will need more funding in 2027 due to Medicare cuts out of HR1 and this will largely come from the general fund

SNAP benefits and other responsibilities will be borne by the State

Prop 314 funding and school facilities funding will still be required

2027 AC4 REQUEST

$6 MM- Adult Education

$3 MM- Workforce/Nursing

$3 MM- Dual Enrollment

The Program Development Process at Northland Pioneer College

Alexander M. Henderson
Instructional Council Chair

presented to the District Governing Board

27 October 2026

Northland Pioneer College

A Note on Academic Freedom

A Note on Academic Freedom

Academic Freedom

Academic freedom is the collective freedom of the scholarly community to govern itself, in the interest of serving the common good in a democratic society.

—Henry Reichman, *Understanding Academic Freedom*

A Note on Academic Freedom

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Freedom of

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Freedom of

- inquiry and research,

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Freedom of

- inquiry and research,
- teaching,

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Freedom of

- inquiry and research,
- teaching, and
- expression as citizens.

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—Henry Reichman, *Understanding Academic Freedom*

Freedom of

- inquiry and research,
- teaching, and
- expression as citizens.

"Freedom of teaching" means that **faculty** are primarily responsible for curriculum, including program development.

A Note on Academic Freedom

A Note on Academic Freedom

HLC Criterion 2.D

Academic Freedom and Freedom of Expression: The institution supports academic freedom and freedom of expression in the pursuit of knowledge as integral to high-quality teaching, learning and research.

—HLC Criteria for Accreditation, Policy No. CRRT.B.10.010

A Note on Academic Freedom

HLC Criterion 2.D

Academic Freedom and Freedom of Expression: The institution supports academic freedom and freedom of expression in the pursuit of knowledge as integral to high-quality teaching, learning and research.

—HLC Criteria for Accreditation, Policy No. CRRT.B.10.010

The Higher Learning Commission, our accrediting body, expects that this institution will adhere to the principles of academic freedom.

The Program Development Timeline

The Program Development Timeline: Request to Proceed



Request to Proceed

The Program Development Timeline: Request to Proceed



Request to Proceed

- Formal Notice to the Instructional Council

The Program Development Timeline: Request to Proceed



Request to Proceed

- Formal Notice to the Instructional Council
- Minimal Hurdle

The Program Development Timeline: Request to Proceed



Request to Proceed

- Formal Notice to the Instructional Council
- Minimal Hurdle
- Request to Proceed Form (link)

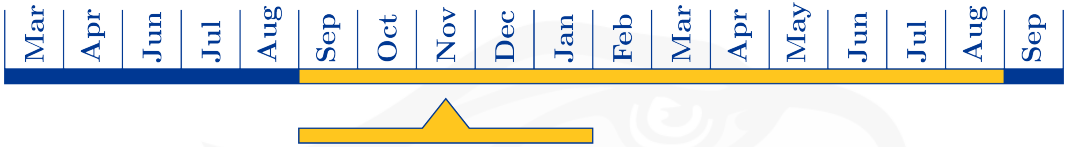
The Program Development Timeline: Request to Proceed



Request to Proceed

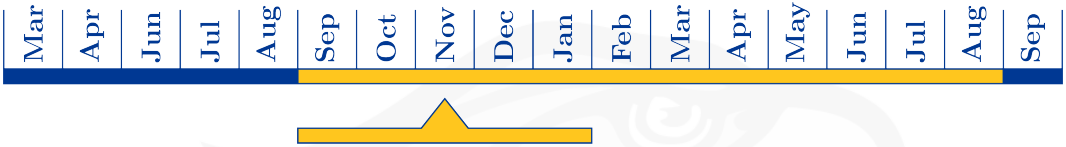
- Formal Notice to the Instructional Council
- Minimal Hurdle
- Request to Proceed Form (link)
- This is a **faculty driven** process.

The Program Development Timeline: Feasibility Study



Feasibility Study

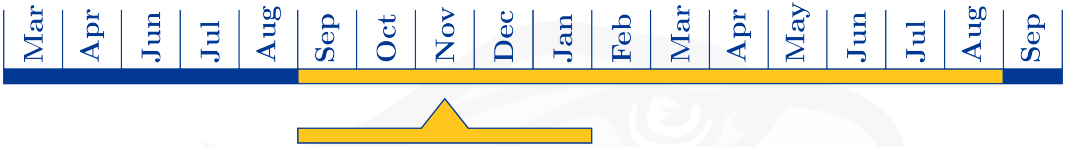
The Program Development Timeline: Feasibility Study



Feasibility Study

- Is the proposed program a good idea?

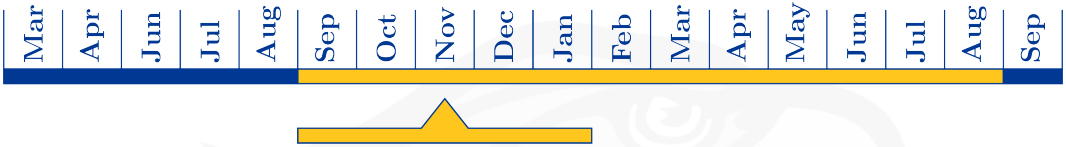
The Program Development Timeline: Feasibility Study



Feasibility Study

- Is the proposed program a good idea?
- Exhaustive Documentation: is the proposed program

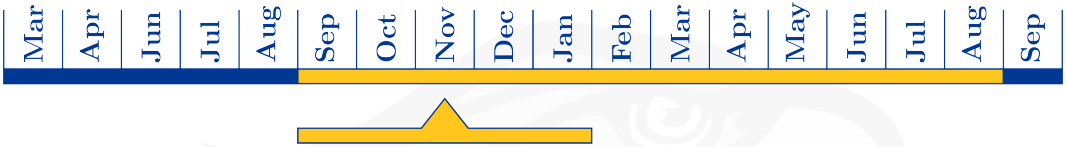
The Program Development Timeline: Feasibility Study



Feasibility Study

- Is the proposed program a good idea?
- Exhaustive Documentation: is the proposed program
  - needed?

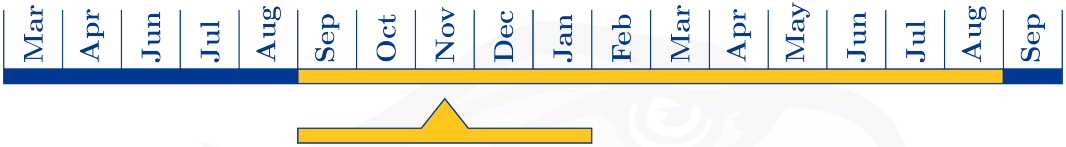
The Program Development Timeline: Feasibility Study



Feasibility Study

- Is the proposed program a good idea?
- Exhaustive Documentation: is the proposed program
  - needed?
  - affordable?

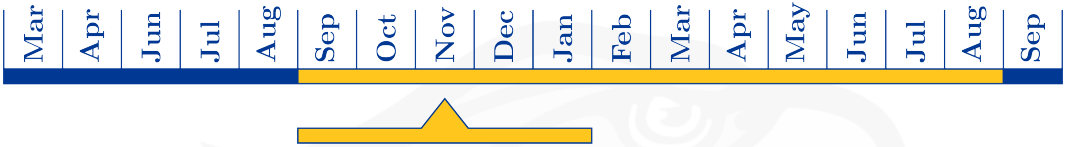
The Program Development Timeline: Feasibility Study



Feasibility Study

- Is the proposed program a good idea?
- Exhaustive Documentation: is the proposed program
  - needed?
  - affordable?
  - supported?

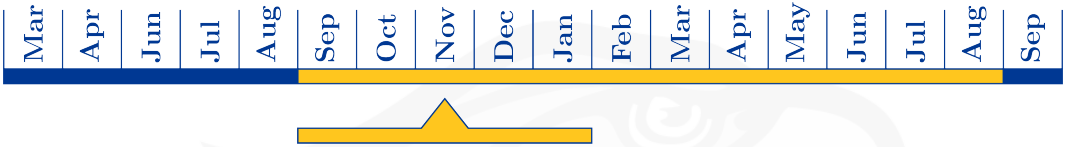
The Program Development Timeline: Feasibility Study



Feasibility Study

- Is the proposed program a good idea?
- Exhaustive Documentation: is the proposed program
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  - affordable?
  - supported?
- Feasibility Study Template (link)

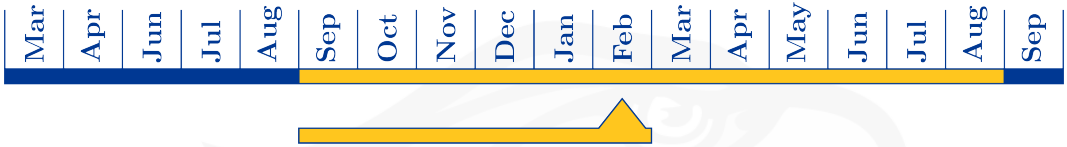
The Program Development Timeline: Feasibility Study



Feasibility Study

- Is the proposed program a good idea?
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- Hexagon Tool (link)

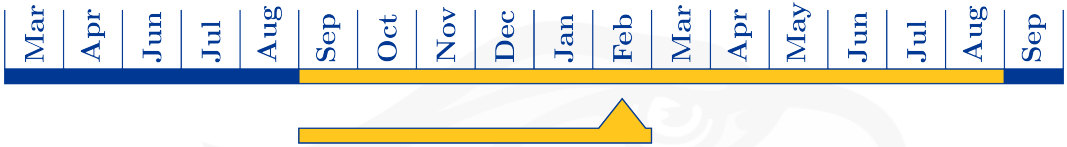
The Program Development Timeline: Approval Process



Approval Process

See “Instructions for ACRES Froms (Academic Year 2026–2027)” (link)

The Program Development Timeline: Approval Process

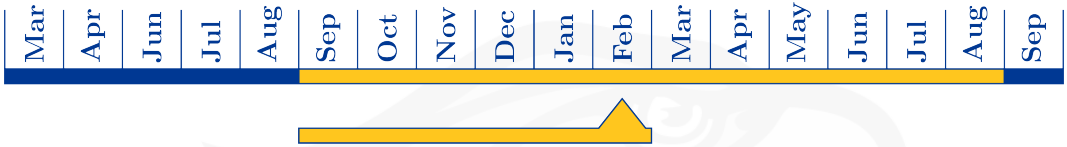


Approval Process

- Departmental Approval (of Course and Program Forms)

See “Instructions for ACRES Froms (Academic Year 2026–2027)” (link)

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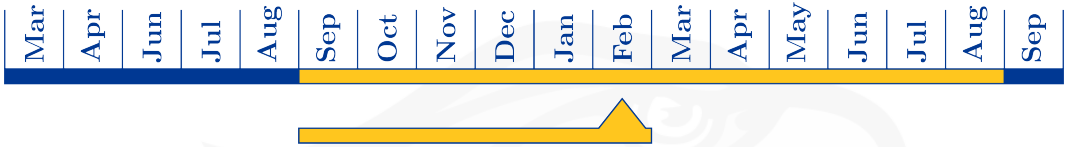


Approval Process

- Departmental Approval (of Course and Program Forms)
- Divisional Approval (of Course and Program Forms)

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The Program Development Timeline: Approval Process



Approval Process

- Departmental Approval (of Course and Program Forms)
- Divisional Approval (of Course and Program Forms)
- Instructional Council Approval of Course Forms

See “Instructions for ACRES Froms (Academic Year 2026–2027)” (link)

The Program Development Timeline: Approval Process



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The Program Development Timeline: Approval Process



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- Instructional Council Approval of Course Forms
- Instructional Council Approval of Program Form
- EVPLSS Approval of Courses and Program Form

See “Instructions for ACRES Froms (Academic Year 2026–2027)” (link)

The Program Development Timeline: Approval Process



Approval Process

- Departmental Approval (of Course and Program Forms)
- Divisional Approval (of Course and Program Forms)
- Instructional Council Approval of Course Forms
- Instructional Council Approval of Program Form
- EVPLSS Approval of Courses and Program Form
- District Governing Board Approval of the Program

See “Instructions for ACRES Froms (Academic Year 2026–2027)” (link)

The Program Development Timeline: Implementation



Implementation

The Program Development Timeline: Implementation



Implementation

- Catalog Updates and Scheduling

The Program Development Timeline: Implementation



Implementation

- Catalog Updates and Scheduling
- Recruiting and Enrollment

The Program Development Timeline: Implementation



Implementation

- Catalog Updates and Scheduling
- Recruiting and Enrollment
- First Classes Taught!

The Program Development Timeline: Approval Process

- **Normative Timeline:** about 18 months from conception to students in the classroom.

The Program Development Timeline: Approval Process

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- **Faculty Driven:** in accordance with principles of academic freedom, this process is primarily driven by faculty.

The Program Development Timeline: Approval Process

- **Normative Timeline:** about 18 months from conception to students in the classroom.
- **Faculty Driven:** in accordance with principles of academic freedom, this process is primarily driven by faculty.
- **Rigorous and Exhaustive:** the process is designed with conservatism in mind—new programs are not created without clearing a number of potential vetos, including academic deans, college administrators, the Instructional Council, and the District Governing Board.

Questions?

STUDENT GOVERNMENT ASSOCIATION

DISTRICT GOVERNING BOARD REPORT | NOVEMBER 2026

The Student Government Association (SGA) is continuing to build student engagement, strengthen campus connections, and provide meaningful support to the Northland Pioneer College community.

EAGLE FEST – WINSLOW | OCTOBER 30

The Eagle Fest celebration in Winslow on October 30 was a great success. SGA partnered with Phi Theta Kappa (PTK) to organize and host a spooky scavenger hunt, which was well received by both students and community members. The event provided a fun opportunity to encourage participation, build connections, and strengthen SGA's presence within the college community.

BRAIN FOOD EVENT – FALL SEMESTER FINALS

Planning for the upcoming Brain Food Event is moving forward. This year, SGA has partnered with both Phi Theta Kappa and the Eagle Club to provide snacks and refreshments for students during Fall Semester Finals. This collaborative effort is intended to offer students additional encouragement and support as they prepare for their final exams.

SGA T-SHIRT DESIGNS

SGA has approved new T-shirt designs for printing. The shirts will be made available to students, as well as faculty and staff, sometime near the beginning of the Spring Semester. This initiative will help promote SGA's visibility, encourage student involvement, and build a stronger sense of community across the college, as well as provide a fundraising opportunity for our trip fund.





SGA remains committed to representing the student body, creating opportunities for student engagement, and working collaboratively with campus organizations to enhance the Northland Pioneer College experience.

DISTRICT GOVERNING BOARD PRESENTATION

CASO

Staff voice. Student opportunity. Community impact.

Classified and Administrative Staff Organization

Presented by Tiffani Martin | CASO President | November 2026

CASO connects service, representation, and support

A recognized voice within NPC’s shared governance structure.

Employee voice

Represent staff perspectives in college decisions, policy reviews, and institutional change.

Student success

Fund scholarships and connect students with support made possible through member service.

Community engagement

Coordinate partnerships, volunteer opportunities, and cross-campus connection.

Tangible accomplishments

A snapshot of CASO work documented this fall.

$3,377.25

2026 silent auction scholarship proceeds

Three student scholars

Riley Meeks · Brittney Thorne · Starlene Tsinniginnie

Student housing representation

Three CASO representatives joined the planning workgroup.

Information and engagement

Monthly newsletters, leadership check-ins, meeting recaps, and participation opportunities.

Making staff perspectives part of the process

Clear information, useful feedback, and credible representation.

- CASO participates as a recognized shared governance organization.
- Members are encouraged to review procedures and submit specific written feedback.
- Leadership check-ins and meeting recaps keep members informed of college developments.
- Bylaws review aims to clarify membership, eligibility, and representation.

Supporting a future student housing vision

Staff participation helps bring practical, student-centered perspectives to planning.

CASO representatives

Georgette Hackman · Lynette Chapo · Todd Wilcox

Workgroup focus

Student needs, access, housing preferences, and cultural considerations for Native American students.

Planning, not a completed project

Initial sites under consideration: Show Low and Winslow; possible future expansion to Holbrook and Snowflake.

Investing in the people who serve students

CASO helps staff discover development and educational opportunities.

Textbook scholarship

Retroactive assistance for eligible completed coursework, subject to published requirements and restrictions.

Professional development

CASO’s Professional Development Committee may assist with eligible opportunities when departmental funding is unavailable.

A stronger workforce supports a stronger student experience.

STRATEGIC PRIORITY

Professional communication is essential

Respectful dialogue protects trust and improves shared governance.

What we expect

Courtesy and professionalism in meetings, emails, and conversations. Differences of opinion are welcome; dismissive or personal language is not.

How we put it into practice

Raise concerns constructively; offer corrections privately when appropriate; use documented review channels; focus on issues and solutions.

“Being direct does not require being dismissive. Being passionate does not require being unkind.”

Turning expectations into culture

Our priority is not avoiding disagreement—it is making disagreement productive.

Access

Share timely updates, clear explanations, and direct opportunities to ask questions.

Accountability

Use accurate information, respectful language, and documented feedback pathways.

Collaboration

Recognize differing perspectives, clarify concerns, and keep the shared mission visible.

CASO will continue reinforcing these expectations in member communications and meetings.

COMMUNICATION & TRANSPARENCY

The CASO Connection

A consistent, accessible information resource for classified and administrative staff.

Published at least monthly

I created The CASO Connection and publish new editions to our CASO SharePoint page at least once a month, giving members a reliable place to find news, recaps, and opportunities.

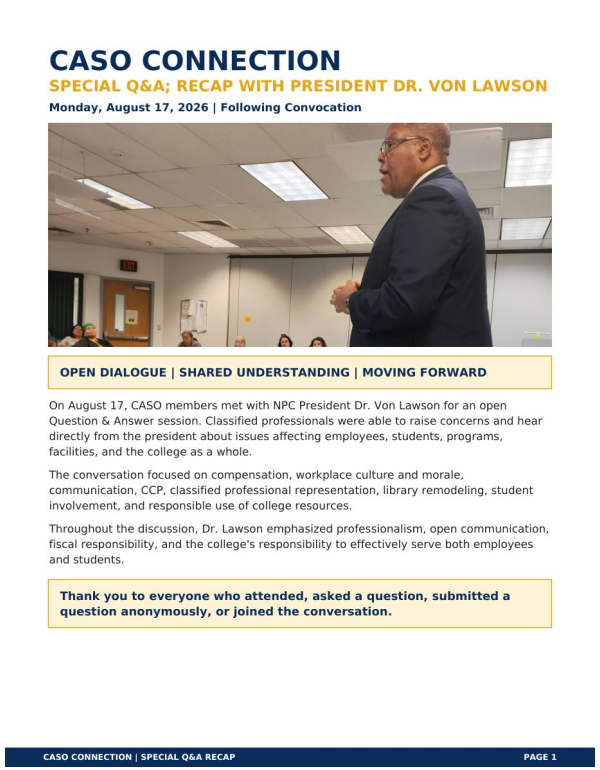
Timely special editions

When important information needs to be shared promptly, I publish additional updates rather than waiting for the next monthly issue—such as the special August Q&A recap with President Dr. Von Lawson.

Purpose: informed employees, stronger participation, and better two-way communication.

From updates to a regular publication

Real newsletter pages — August special edition and September, October, and November issues.



CASO CONNECTION

SPECIAL Q&A; RECAP WITH PRESIDENT DR. VON LAWSON

Monday, August 17, 2026 | Following Convocation

OPEN DIALOGUE | SHARED UNDERSTANDING | MOVING FORWARD

On August 17, CASO members met with NPC President Dr. Von Lawson for an open Question & Answer session. Classified professionals were able to raise concerns and hear directly from the president about issues affecting employees, students, programs, facilities, and the college as a whole.

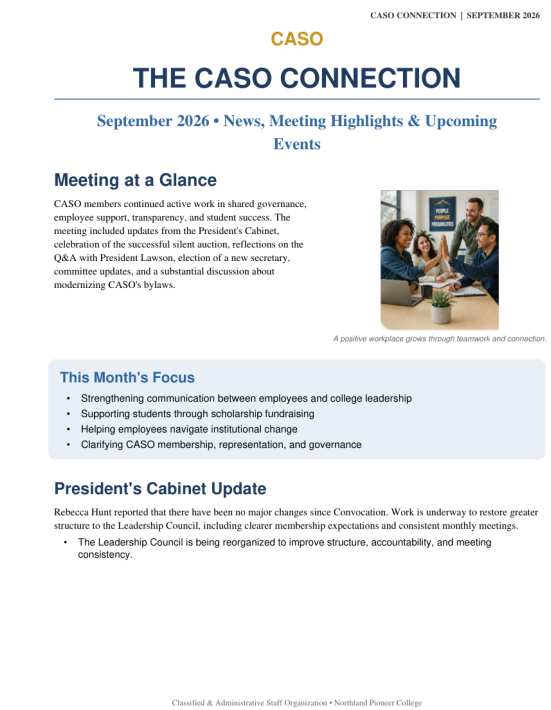
The conversation focused on compensation, workplace culture and morale, communication, CCP, classified professional representation, library remodeling, student involvement, and responsible use of college resources.

Throughout the discussion, Dr. Lawson emphasized professionalism, open communication, fiscal responsibility, and the college's responsibility to effectively serve both employees and students.

Thank you to everyone who attended, asked a question, submitted a question anonymously, or joined the conversation.

CASO CONNECTION | SPECIAL Q&A RECAP PAGE 1

AUGUST 2026 • SPECIAL Q&A



CASO CONNECTION | SEPTEMBER 2026

CASO

THE CASO CONNECTION

September 2026 • News, Meeting Highlights & Upcoming Events

Meeting at a Glance

CASO members continued active work in shared governance, employee support, transparency, and student success. The meeting included updates from the President's Cabinet, celebration of the successful silent auction, reflections on the Q&A with President Lawson, election of a new secretary, committee updates, and a substantial discussion about modernizing CASO's bylaws.

A positive workplace grows through teamwork and connection.

This Month's Focus

- Strengthening communication between employees and college leadership
- Supporting students through scholarship fundraising
- Helping employees navigate institutional change
- Clarifying CASO membership, representation, and governance

President's Cabinet Update

Rebecca Hunt reported that there have been no major changes since Convocation. Work is underway to restore greater structure to the Leadership Council, including clearer membership expectations and consistent monthly meetings.

- The Leadership Council is being reorganized to improve structure, accountability, and meeting consistency.

Classified & Administrative Staff Organization • Northland Pioneer College

SEPTEMBER 2026



OCTOBER 2026

CASO CONNECTION

A quick, friendly guide to what is happening in CASO this month - and how you can take part.

SEPTEMBER MEETING HIGHLIGHTS

The September 17 General CASO Meeting focused on hiring-procedure revisions, employee feedback, textbook scholarship reminders, professional development support, and ways to strengthen communication across NPC.

HIRING PROCEDURES - YOUR FEEDBACK MATTERS

Revisions to NPC's hiring procedures are expected to come forward for college review. CASO members are encouraged to read the posted procedure carefully and submit written comments.

STAGE 1
Initial interview panel
- Two classified/CASO employees
- Two faculty members
- An EEOC representative from Human Resources

This panel would identify the top two or three candidates to move forward.

STAGE 2
Final interview panel
- President or designee
- Hiring manager, dean, or director
- Potentially a faculty member

The second panel would conduct final interviews.

WHAT MEMBERS FLAGGED
- Would the same panel structure work well for every kind of position, especially when subject-matter expertise varies?
- What is the purpose of the five-day internal posting period?
- The procedure references an SME review, but members noted that a corresponding review step was not clear.

Action: When the revised procedure is posted, use the SharePoint Comments/Track Changes features so concerns and suggestions are recorded as part of the review.

OPEN COLLEGE UPDATES & REVIEWS

CASO Connection | October 2026 Page 1

OCTOBER 2026



The CASO Connection

Classified and Administrative Staff Organization

NOVEMBER 2026

FEATURE STORY

St. Mary's Food Box Distribution

More than a day of service

For years, St. Mary's Food Box Distribution has provided valuable assistance to individuals and families in our communities. Through this program, we help make nutritious food accessible to those experiencing food insecurity.

Distributions ordinarily take place on the **second Wednesday of each month in Winslow** and the **third Wednesday in Holbrook**. Each location receives approximately 30 food boxes and 30 produce boxes, supporting people who depend on this resource.

As CASO continues supporting this initiative, we have learned that the administrative, logistical, and regulatory responsibilities are considerably more extensive than initially understood.

Understanding what it takes

Because this program operates under government food assistance requirements, maintaining compliance is essential. Participating agencies have ongoing documentation, training, food safety, and monitoring responsibilities.

The following pages outline the work involved, the difficult decision to cancel the November and December distributions, and our next steps toward a more sustainable program.

PROGRAM REQUIREMENTS

Training, safety and reporting

Volunteer training and documentation

- Civil Rights training and signed annual training forms for participating staff and volunteers.
- Signed Volunteer Confidentiality forms for all participating staff and volunteers.
- Current applicable food safety certification and St. Mary's Food Bank training as required.
- At least two Civil Rights Training forms and two Volunteer Confidentiality forms must be available. This minimum does not replace the requirement for all participating staff and volunteers to sign.

Northland Pioneer College | CASO Connection 1

NOVEMBER 2026

NEWSLETTER CONTENT

Making information useful and actionable

The newsletters translate CASO activities and college developments into accessible updates.

Governance & leadership

Meeting highlights, policies and procedures, leadership Q&A recaps, and opportunities to submit feedback.

Support & involvement

Employee scholarships, professional development resources, volunteer calls, events, and committee work.

Important changes

Timely explanations of operational decisions, including St. Mary's food box updates and next steps.

Publishing on SharePoint creates a reference employees can revisit—not just a one-time announcement.

St. Mary’s food box distribution

A meaningful service with responsibilities beyond the day of distribution.

Two distribution locations

Winslow: second Wednesday • Holbrook: third Wednesday. Each site ordinarily receives about 30 food and 30 produce boxes.

Behind-the-scenes requirements

Training, documentation, food-safety practices, eligibility signage, inventory reports, monitoring, and records retention.

November and December 2026 distributions have been canceled while a sustainable structure is considered.

CURRENT WORK

Building a sustainable service model

CASO is pursuing shared responsibilities and institutional coordination.

- Meet with college leadership and St. Mary’s to clarify requirements and the path forward.
- Identify site leads, trained volunteer coverage, administrative/reporting support, and facilities needs.
- Consider a CASO workgroup with clearly assigned roles if distribution remains with CASO.
- Prioritize a responsible, reliable program rather than dependence on one individual.

STUDENT SCHOLARSHIPS

Celebrating three CASO scholars

Fundraising becomes opportunity when it reaches students.

Riley Meeks

Behavioral health studies

Aspires to become a school social worker

Brittney Thorne

Medical assisting

Working toward May 2027 graduation

Starlene Tsinniginnie

Behavioral health

Committed to supporting Native American youth

Thank-you letters follow in full.

Riley Meeks

Scholarship recipient thank-you letter

Dear CASO,

Thank you so much for choosing me as a recipient of this amazing scholarship! I am beyond grateful to be selected! A little about me is I'm originally from Page AZ, and moved to Holbrook when I married my husband 6 years ago. We have two young daughters and enjoy living close to family here, as well as the awesome community! I am excited to be going back to school and enjoy my classes at NPC! I'm currently in the behavioral health studies program and have been really enjoying learning different aspects of mental health professions and everything that entails. I hope that when I finish my degree I can continue on to get my bachelors and become a school social worker in the future. I really enjoy making a difference, and would really like to be able to give back to the community. I'm so grateful for this scholarship and the help it will give me and my family so that I can continue my education.

Thank you so much again,
Riley Meeks

Brittney Thorne

Scholarship recipient thank-you letter

Dear CASO,

First and foremost, Thank you! I would like to write this letter to show my appreciation for receiving the CASO scholarship. The support that I am receiving from Northland Pioneer College is phenomenal, and I am so grateful for the impact it will have on achieving my degree.

I am working toward my associate's degree in applied science as a medical assistant, a two-year program. I will be graduating from NPC in May 2027. As a resident of the Fort Apache Indian Reservation, I am obligated to travel about 50 miles. The scholarship awards will keep me afloat, with being able to attend my classes due to the gas and mileage. With the support of the CASO scholarship, I will be in so much less stress to make this education journey possible. Because of the generosity, keeping focus on my education will help me to succeed in the healthcare field.

Thank you again for believing in making my dream a reality possible with the support from the NPC's Classified and Administrative Staff Organization (CASO).

Sincerely, Brittney Thorne

Starlene Tsinniginnie — 1 of 2

Scholarship recipient thank-you letter

Dear CASO,

Thank you for awarding me the $500 CASO Scholarship to support my education at Northland Pioneer College. I truly appreciate the time and effort your members put into fundraising each semester. Your generosity helps ease the financial pressure of attending college and encourages me to keep working toward my goals.

My background is in social work, residential programs, and student support. Through these experiences, I have seen how important it is for young people to have someone who listens, understands their challenges, and helps them find the support they need. Those experiences inspired me to continue my education and strengthen my ability to serve Native American youth and communities.

Starlene Tsinniginnie — 2 of 2

Scholarship recipient thank-you letter

I am pursuing my behavioral health education at NPC while also attending Haskell Indian Nations University. NPC's online classes allow me to work toward my goals while continuing my education at both schools. My goal is to apply what I learn in youth and student services, including residential and homeliving programs, and help create environments where students feel safe, supported, and connected to their communities.

This scholarship means more to me than financial assistance. It is a reminder that others believe in my goals and are willing to support the work I am doing to reach them. As a full-time student, having help with educational expenses allows me to give more attention to my coursework and the future I am working to build.

Knowing that many CASO members are NPC graduates makes this support especially meaningful. Thank you for giving back to students, advocating for us, and helping me move forward in my educational journey. I hope to carry that same spirit of service into my work with young people and communities.

Sincerely, Starlene Tsinniginnie

OUR COMMITMENT

Northland Pioneer College

Your voice matters.
Your service matters.
Your participation matters.

Thank you to CASO members, scholarship supporters, and the District Governing Board.

Tiffani Martin • CASO President

Northland Pioneer College

HUMAN RESOURCES

MONTHLY REPORT

November 2026

EMPLOYEE RELATIONS AND STAFFING

The next New Employee orientation is scheduled for **December 2nd, 2026;** at Painted Desert Campus in the Nizhoni Learning Center Room 142.

WELCOME AND RECOGNITION (Updated 11/5/26)

We would like to welcome the following new employees to Northland Pioneer College:

- Ken Essa — Custodian (WMC)

The following employees have left the institution since the last report:

- Tony Rhineheart — Testing Manager (SCC)
- Ulises Ricoy — Curriculum Coordinator (WMC)
- Josephine Worker — Financial Aid Office Assistant (PDC)

RECRUITMENT (Updated 11/6/26)

Job Title	Location	# Qualified Applicants	Date Opened	Closing Date	Status
3-D Art Faculty	WMC	7	9/21/2026	Open Until Filled	**Open** Committee Reviewing Applicants
Allied Health Faculty	WMC	5	7/10/2026	Open Until Filled	**Open** Committee Reviewing Applicants
Cashier/Bursar	PDC	8	7/8/2026	Open Until Filled	**Open** Committee Reviewing Applicants
Assistant to the VP of Administrative Services/CFO	WMC	7	9/21/2026	10/22/2026	**Closed** Pending Offer
Associate Dean of College & Career Preparation	LCC	6	10/14/2026	11/5/2026	**Closed** Interviews in Progress
Campus Manager	SCC	7	10/6/2026	10/29/2026	**Closed** Interviews in Progress

Faculty in Educator Prep/Early Childhood Education	Any	5	9/21/2026	11/3/2026	**Closed** Interviews in Progress
Faculty in Nursing	WMC	1	10/6/2026	10/23/2026	**Closed** Interviews in Progress
Faculty in Cosmetology	WMC	5	9/17/2026	10/1/2026	**Closed** Interviews in Progress

Training and Development

All-College Training:

Throughout November, Information Security in partnership with HR will offer weekly training sessions focused on cybersecurity awareness and responsible technology use through NEOED. The series includes four brief sessions, each lasting five to ten minutes:

Week	Training Session	Length
Week 1	Avoiding Phishing Attempts	10 minutes
Week 2	Safely Using AI	5 minutes
Week 3	Browsing the Web Safely	5 minutes
Week 4	Using Chatbots Responsibly	5 minutes

This schedule provides one focused learning opportunity per week, with a total of 25 minutes of training across the month and aligns with cyber security training requirements. The brief format keeps the series manageable while highlighting safe online practices and responsible use of AI tools.

Leadership Training:

Join us for our next **Golden Eagle Leadership Training, *Business Office Processes for Leaders,*** lead by Russell Kupfer from our amazing finance team. This practical session will help supervisors navigate common business processes and work effectively with the Business Office. Topics may include purchasing, travel and reimbursements, approvals, onboarding permissions, and tips for avoiding common delays.

Date: Wednesday, November 18, 2026

Time: 10:00 a.m.–11:30 a.m.

Location: WebEx (live online)
https://npc.webex.com/npc/j.php?MTID=m6bd26fbe20b7be45f446976193b135fa

BENEFITS AND COMPENSATION

EMPLOYEE WELLNESS PROGRAM

November Focus: REST. RESTORE. RECONNECT

This November, discover simple ways to care for your mind, support restorative sleep, and create moments of gratitude and ease. A little more calm can make a big difference.

Upcoming Wellness Activities

- **Guided Breathwork** |Wednesday, Nov 18 | 12:30 PM – 1:30 PM | Snowflake Campus – Room PC101
- **Foot Zone Therapy** |Monday, Nov 23 | 10 AM – 1:30 PM | Show Low Campus – Room 135

Live Power Hours via Zoom: Simple Ways to Practice Gratitude

- **THE GRATITUDE PRACTICE:** *Mindfulness, Journaling & Calm* |Tuesday, Nov 17 | Noon – 1PM
- **SLEEP WELL, LIVE WELL:** *Simple Habits for Better Rest* | Tuesday, Nov 24 | Noon – 1PM

Employees are encouraged to visit their dedicated Wellness page at https://thrivemtn.com/npc to read monthly newsletter, explore upcoming events, register for wellness opportunities, and access their employee wellness benefits.










JLG
EquipmentShare





2026 – 2030 NPC IT Master Plan

Realizing the Vision through Empowerment, Connectivity, and Engagement

IT Division • 8/14/26 • 1-, 3-, and 5-year planning

IT Master Plan 2026 – 2030

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IT Master Plan 2026 – 2030

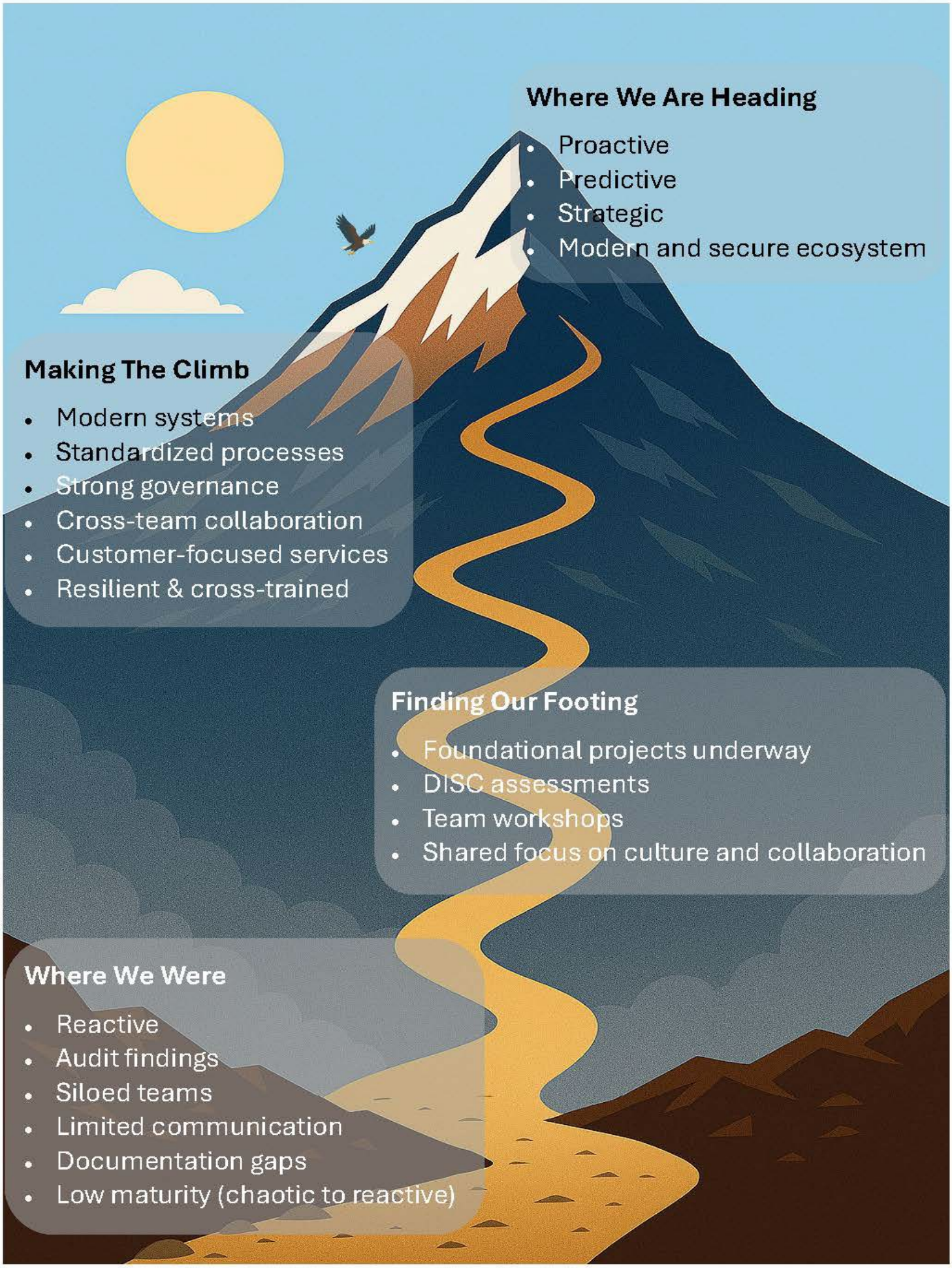
Executive Summary

This master plan positions Northland Pioneer College's (NPC) Information Technology (IT) division, formerly Technology Advancement and Support (TAS), as a trusted partner in advancing the College's mission through secure, reliable, and innovative technology services. It builds upon several years of foundational work and reflects the collective input of staff across the IT division. The objectives outlined in this plan draw on recent audit findings, external assessments, planning sessions that took place throughout the 2025 calendar year and are designed to support NPC's Strategic Plan and direction.

The plan is organized around the Mission, Vision, and Values of the division and centers on three key focus areas: **EmpowerED**, **ConnectED**, and **ElevatED**. These focus areas guide our strategic initiatives in governance and compliance, technology modernization, people and culture, and customer experience. Together, they ensure that our efforts remain aligned with institutional priorities, respond to emerging needs, and support the long-term success of students, faculty, and staff.

This plan also recognizes that several major projects are already in progress or have recently closed. Completing these foundational efforts has established a modern technology environment that supports the work ahead. As NPC continues to evolve the broader Strategic Plan, this document is designed to remain flexible so that IT can adjust and realign as needed while continuing to provide dependable and innovative services.

The journey ahead is ambitious but achievable. Moving from a reactive posture to a strategic role will take clarity, commitment, and collaboration. The visual that follows shows this path forward. It begins with the challenges IT has historically faced, builds on the foundation we have already strengthened, and points toward the summit of where we aim to be. This is more than an infographic. It is a reminder of the progress our division is making and the direction we are committed to following.


Where We Are Heading
Proactive
Predictive
Strategic
Modern and secure ecosystem
Making The Climb
Modern systems
Standardized processes
Strong governance
Cross-team collaboration
Customer-focused services
Resilient & cross-trained
Finding Our Footing
Foundational projects underway
DISC assessments
Team workshops
Shared focus on culture and collaboration
Where We Were
Reactive
Audit findings
Siloed teams
Limited communication
Documentation gaps
Low maturity (chaotic to reactive)

Planning Process

This master plan is the result of several years of focused work that began with the creation of IT's Mission, Vision, and Values document. That document was developed with input from everyone in the division and has continued to guide our direction.

In January 2025, during the semiannual IT Division Day, staff were asked to identify the division's strengths and weaknesses. Those results were reviewed along with the 2025 Leadership SWOT Analysis and the 2025 Extended Leadership SWOT Analysis. Together, they shaped a draft set of IT goals that were presented to the President's Cabinet and the District Governing Board in the fall of 2025. That goals document, along with the other supporting materials from our planning efforts, formed the starting point for developing the objectives in this master plan.

We also considered five years of audit findings and two external assessments, including the 2017 data governance assessment from GeoDriven and the 2022 IT assessment from CampusWorks. These sources helped us understand long-standing challenges, progress made, and areas of opportunity.

This master plan brings all of that information together. It responds to audit findings, addresses concerns raised by external reviewers, and incorporates the feedback shared by division staff and IT leadership. It also recognizes that several major projects are already underway. Completing these projects has given us the modern technology foundation we need in order to move forward with the focus areas, goals, and projects outlined in this plan.

Alignment & Review Process

This master plan will be reviewed by IT leadership annually to ensure alignment with the College's Strategic Plan and college technology needs. Progress will be monitored through quarterly updates provided by the CIO to the IT division, and adjustments will be made based on institutional priorities, emerging technologies, and internal college stakeholder feedback.

Mission, Vision, Pillars & Foundation

The IT division aims to be the standard by which other Community Colleges in the state of Arizona measure their IT teams. Our division's Mission, Vision, Pillars, and Foundation serve as the cornerstone of this master plan. These guiding principles define our purpose, aspirations, and values, ensuring that every initiative aligns with our commitment to excellence and that the success of our students is paramount to everything we do.

For full details, please refer to the IT Mission, Vision, Pillars and Foundation document on the following page which outlines:

- **Mission Statement:** Our purpose and commitment to elevating excellence and fostering resilience in IT.
- **Vision Statement:** Our aspiration to be strategic partners at NPC and trusted technology leaders throughout the state, setting the standard for adaptability, professionalism, and unity.
- **Pillars:** The core values that guide our actions, including Customer Service, Professionalism, Team Unity, and Advocacy.
- **Foundation of Trust:** The bedrock of our success, emphasizing integrity, reliability, and collaborative spirit.

These elements are central to every strategic theme in this plan. They ensure that as we pursue operational improvements, technology modernization, and cultural initiatives, IT remains aligned with its foundational principles.

Information Technology

Mission Statement: *"Elevating Excellence, Fostering Resilience in IT"*

Vision: *To be trusted leaders in IT, setting the standard for adaptability, professionalism, and unity. Our commitment to fostering student success extends beyond technology as we empower our faculty and staff and strive to assist students in realizing their goals by seamlessly integrating innovative solutions into their professional and educational journeys.*

Pillars:

1. **Customer Service Experts:** We prioritize delivering exceptional service and solutions tailored to our customers' needs, fostering lasting relationships built on trust.
2. **IT Professionals:** We constantly expand our knowledge, skills, and industry expertise to stay at the forefront of technological advancements and best practices.
3. **United Team:** We stand as one, working collaboratively and supporting each other, drawing strength from our collective diversity, ideas, and experiences.
4. **Champions:** We are champions, not only inspiring and empowering others but also actively serving as partners in their success, supporting and advocating for their causes and goals.

Foundation of Trust: Trust is the bedrock of our success and inherent in our collaborative spirit. We fortify it through our actions, integrity, and reliability. This trust is foundational within our team and pivotal in our relationships with clients and partners.

Key Focus Areas

Our Key Focus Areas represent the broad, long-term strategic themes that guide the overall direction of the IT division. They translate our Mission, Vision, and Pillars into distinct operational categories so that every effort we pursue ultimately strengthens customer service, builds trust, and drives institutional excellence.

EmpowerED: Focuses on modernizing the College's enterprise application landscape largely by implementing a new ERP, eliminating redundant systems, advancing data integrity, reinforcing data governance, improving data integrity, and empowering end-users to make data-informed decisions.

- *This focus area reflects our commitment to professionalism, customer service, and trust by ensuring systems, data, and tools are reliable, accessible, and strategically aligned with institutional needs.*

ConnectED: Aims to upgrade the College's networking infrastructure, library spaces, and instructional classrooms while enhancing connectivity and technology integration to provide a seamless and innovative educational and student support experience.

- *This focus area strengthens our foundation of trust and advocacy by providing seamless, modern, and secure infrastructure and technology that keeps our learning and operational environments connected and resilient.*

ElevatED: Prioritizes strengthening our division's internal processes, communication, and culture, improving customer engagement and training, and supporting and elevating others throughout our district and the communities that we serve.

- *This focus area reinforces our values of team unity, collaboration, and exceptional service by elevating the experiences of students, faculty, staff, community members, and internal IT teams through improved processes, communication, and training.*

Strategic Goals

Our Strategic Goals define milestones that will help us realize each Key Focus Area. These goals align our long-term priorities while ensuring that modernizing systems, improving operations, enhancing culture, and elevating the customer experience all move forward in a coordinated and intentional manner.

Governance and Compliance

Strengthen risk management, vendor oversight, compliance with IT standards, and audit readiness.

- Aligned with Key Focus Areas: **EmpowerED** and **ElevatED**

- Implement robust IT risk assessment processes aligned with NIST standards.
- Ensure compliance with FERPA, GLBA, and other regulatory requirements through internal evaluations, vendor due diligence, and annual contract reviews.
- Partner with Instructional Support (IS) and work through the Technology Governance Advisory Committee (TGAC) to define and adopt operational and academic AI institutional Procedures.
- Support shared governance through TGAC by providing transparent evaluations of technology proposals and maintaining data governance standards through a partnership with the Office of Institutional Effectiveness (OIE).
- Conduct annual internal audits and assessments on technology and systems to ensure accountability and alignment with institutional priorities.
- Implement a Data Security Posture Management (DSPM) package solution that enables data classification (according to Procedure 2206 (Data Classification)) and associated data security across college data (structured and unstructured).

Operational Excellence

Standardize processes, improve documentation, and streamline onboarding/offboarding.

- Aligned with Key Focus Areas: **EmpowerED** and **ElevatED**

- Create and maintain clear division-wide Standard Operating Procedures (SOPs) and Knowledge Base Articles (KBAs) to support consistent workflows and empower student Federal Work Study roles.
- Improve Departmental knowledge base and documentation practices to reduce errors and enhance accountability.
- Develop structured onboarding, position change, and offboarding processes in IT to ensure timely access to changes and compliance.
- Establish a communication plan to address external communication gaps and improve transparency.

Technology Modernization

Complete ERP implementation, migrate systems strategically, and eliminate redundancy.

- Aligned with Key Focus Areas: **EmpowerED** and **ConnectED**

- Expedite cloud migration for systems that directly impact the student experience while maintaining security and cost-effectiveness.
- Eliminate redundant tools (e.g., Zoom and Calendly) in favor of standardized platforms like Cisco Webex, Microsoft Teams, and Microsoft Bookings.

- Eliminate redundant forms platform (Dynamic Forms) and migrate to Microsoft, Adobe, and/or Anthology Ecosystem developed forms.
- Reduce hardware costs and increase availability and reliability by moving critical server infrastructure to hosted cloud Platform as a Service (PaaS) solutions.
- Set up and configure Microsoft Intune to secure and manage all Windows computers.
- Transform library and learning spaces into connected, technology-enabled environments that expand access, enhance student engagement, and support academic success.

People & Culture

Build trust, improve communication, and invest in cross-training and professional development.

- Aligned with Key Focus Area: **ElevatED**

- Foster collaboration across IT teams and with other departments through structured check-ins and executing a divisional communications strategy.
- Expand cross-training programs in IT to build resilience and reduce reliance on single points of failure.
- Continue maturing our division's professional development strategy, including mentoring and career progression pathways.
- Introduce interdepartmental position-shadowing and listening sessions to strengthen relationships and understanding across our division.
- Continue to integrate DISC-based personality assessments into onboarding and divisional training to strengthen team dynamics.

Customer Experience

Deliver clear, consistent services and improve engagement with faculty, staff, and students.

- Aligned with Key Focus Areas: **EmpowerED**, **ConnectED**, and **ElevatED**

- Work with TGAC to finalize and publish an NPC technology service catalog that clearly communicates supported technologies and ownership.
- Build a repository of recorded training videos accessible college-wide to support faculty and staff awareness & understanding of technology & NPC IT.
- Ensure our division's technology offerings and services align with customer needs (e.g. NPC Students, Faculty, and Staff) through mechanisms like intentional listening sessions, targeted training sessions, technology literacy courses, and technology booths to showcase emergent and effective technologies.
- Establish a standard list of equipment according to position or role and change our lifecycle for all standard hardware to a 5-year lifecycle.

Community & District Engagement

Build strong regional alliances, bridge digital gaps, and cultivate local tech talent by sharing knowledge, resources, and technology across our district.

- Aligned with Key Focus Area: **ElevatED**

- Establish a collaborative IT leadership cohort with K–12 and county directors of technology to actively share best practices and resources.

- Provide critical cybersecurity training directly to local school students to promote safe, responsible online behaviors.
- Promote regional career pathways by educating students on NPC's CIS programs and IT industry career opportunities.
- Donate decommissioned hardware to local public organizations to sustainably empower and elevate the communities we serve.

Strategic Goals Crosswalk with NPC's Strategic Plan

The Strategic Goals Crosswalk aligns our division's Master Plan directly with the broader College Strategic Plan and highlights technology as being a key element for institutional success. This matrix connects our specific IT Strategic Goals to the high-level priorities of the College while also identifying the key stakeholders required for collaboration and the partners who share an investment in our outcomes.

IT Goal	NPC Goal	Type	Why the Connection Matters	Cross-Plan / Area Dependency
ERP / college systems modernization	IE2; SS1; SS2	Direct / Supporting	Improves administrative efficacy, data quality and service delivery; may support student-facing processes and enrollment/persistence.	Finance; HR; Academics; Student Services; Institutional Effectiveness
Data governance, integrity, classification & DSPM	IE2	Direct	Supports data-informed planning, reliable institutional information, risk management and consistent data practices.	Institutional Effectiveness/IR; HR; Finance; Academics
Cloud migration / reduction of redundant systems	IE2	Direct	Supports efficiency, sustainability, standardization, reliability and technology cost stewardship.	Finance; affected functional areas
Network, internet and intercampus connectivity	SS3; IE2	Direct / Supporting	Reliable connectivity enables equitable access, instruction, student services and distributed operations.	Facilities; Academics; Student Services
Connected classrooms	SS3; SS1	Supporting	Technology-enabled learning environments can expand access and	Academics; Facilities; Instructional Support

			support engagement and academic success.	
Library / learning-space technology	SS3; SS1	Supporting	Technology-enabled spaces may reduce access barriers and support engagement, learning and persistence.	Facilities; Library; Academics; Student Services
IT service catalog / technology literacy / training	IE2; SS1	Supporting	Clarifies services and improves effective technology use by employees and students.	HR; Academics; Student Services; Communications
Onboarding / offboarding / access management	IE2	Direct / Operational	Supports clear processes, security, accountability and organizational effectiveness.	HR; supervisors
IT professional development / cross-training	IE2	Supporting	Builds workforce resilience, preserves knowledge and supports employee effectiveness.	HR
AI governance / employee-use policy support	IE2	Supporting / Operational	Creates coordinated governance and risk controls for emerging technology.	TGAC; HR; Academics; Institutional Effectiveness
Cybersecurity, risk assessment, vendor oversight, DR	IE2	Operational / Supporting	Protects continuity, compliance, information assets and sustainable operations.	Finance/Procurement; system owners
Technology listening sessions / customer engagement	IE1; IE2	Supporting	Provides stakeholder input for service improvement and institutional responsiveness.	Faculty; staff; students; Communications; governance
Technology spend assessment / standardization	IE2	Direct	Supports resource planning, elimination of duplication and sustainable investment.	Finance/Procurement; all divisions
Student technology access / online-learning enablement	SS3; SS1	Direct / Supporting	Addresses technology-related access barriers and supports participation and persistence.	Academics; Student Services; Library; Facilities

Foundational Projects

Our Foundational Projects represent recently completed, high-impact efforts that establish the foundation for our multi-year strategy. By successfully delivering these major projects we have built a solid groundwork for the technology modernization, process improvements, and cultural shifts outlined in the rest of this plan.

ERP Implementation and Enterprise & Data Systems:

- End of December 2025: New LMS (Blackboard) went live along with a temporary integration between Jenzabar and Blackboard.
- Before Anthology ERP Go-Live Dates: Primary Systems Analyst for each module to secure approvals via email from supervisors/managers/directors/VPs (as appropriate) for module access permissions prior to the Go-Live date for each module. Subsequent changes to access permissions need to be requested via Freshservice requests.
- Mid-February 2026: HCM (Human Capital Management) and Finance modules went live with future planned integrations with NeoED and ADP.
- End of March – April 2026: New SIS (Student) and associated systems went live along with a few integrations with third-party applications and planned future integrations.
- Mid – End of April 2026: New Student Relationship Management (SRM) system (Reach) went live.

Infrastructure & Security:

- January 2026: Upgraded WMC aging core network equipment.
- Mid-May 2026: Upgraded to modern network-based Credit Card Readers which allowed NPC to eliminate the costly POTS lines (other than those we keep for emergency use).
- June – August 2026: Migrated students and faculty from Gmail Suite to Microsoft 365.
- June 2026: Begun converting from costly on-prem phone system to the modern cloud-based solution, Webex Calling.
- August 2026: Sparklight begun assessing the work needed to upgrade our PDC DIA line and many of our circuits district-wide to faster connections while being less expensive than our previous lines with Cellular One.

Technical Services:

- Mid December 2025: Freshservice go-live (December 15).
- June 2026: Worked with HR on finalizing onboarding and offboarding processes in NeoEd and handoffs to the IT ticketing system Freshservice.
- July 2026: Evaluated several ID and badging printing solutions to replace our aged system and collaborated with other departments to settle on a vendor.
- August 2026 ID Printers deployed to front offices.
- August 2026 Deployed GuestVision hardware to three Cosmo locations.

IT Leadership:

- End of February 2026: Reviewed and evaluate current vendor contracts that store PII data to ensure they meet our standards.
- End of May 2026: Updated the Business Continuity and Disaster Recovery plan.
- August 2026: Perform internal Risk Assessments and review our Risk Register.
- Scheduled intentional listening sessions with faculty and staff.

Active & Future Projects

Our Active and Future Projects represent the future work needed to reach our Strategic Goals. This section brings together our immediate baseline commitments, mandatory compliance tasks, and upcoming modernization efforts into a single roadmap spanning Year 1, Year 3, and Year 5. This allows us to protect our daily operations while systematically building toward the future of the College.

Year 1 Projects

Our Year 1 projects build on our Foundational Projects and focus on stabilizing processes, completing several large-scale projects, rounding out integrations, and solidifying processes. By addressing immediate priorities and introducing structured practices, we begin to shift from responding to issues as they arise to anticipating needs and planning for sustainable growth.

- Historical Data Access (HDA) will go-live around the time that Student is fully stabilized. This in-house built application will provide limited, read-only access to legacy systems being retired as part of the overall EmpowerED project. Legacy systems which are candidates to be included in HDA to date include Jenzabar/JICS, TargetX, Moodle, iSolved/Payday, Dual Enroll, Campus Logic and Xenegrade.
- Similar to HDA, legacy PowerFAIDs data will be accessible to Financial Aid staff but will be handled separately from HDA.
- By the end of September 2026: Finish updating the Business Continuity and Disaster Recovery plan.
- Late 2026: Upgrading LCC aging core network equipment.
- By the end of October 2026: Retire Dynamic Forms and other e-form platforms and use Adobe and EmpowerED modules built-in forms capabilities.
- By the end of November 2026: Achieve operational readiness for all new student and employee-facing IT processes and communicate the changes to the College.
- By end of calendar year 2026: ERP Departmental Solutions (Engage, Milestone, Occupation Insight Phase 2) implemented, live, and adopted by the College.
- By end of calendar year 2026: Deploy cloud-based Device Management software, Intune.
- By end of calendar year 2026: Launch an ongoing student hotspot program.
- By end of calendar year 2026: Work with TGAC to create procedures around the appropriate use of AI at the College.
- By end of calendar year 2026: Create a new computer and printer life-cycling strategy.
- By end of calendar year 2026: Flesh out a full knowledge base with end user training tutorials.

- Be end of calendar year 2026: Start building out a regional K-12 and county IT leadership cohort.
- By end of fiscal year 2026-27: Introduce Federal Work Study positions.
- By end of fiscal year 2026-27: Lifecycle all targeted computers and technology.
- By end of fiscal year 2026-27: Build an integration between GuestVision and Anthology.
- By end of fiscal year 2026-27: Data Classification. The data classification initiative will feature an AI powered "data crawler" to scan structured and unstructured data across on premise and cloud-based systems at the college to locate and classify sensitive data according to regulatory requirements such as FERPA, HIPAA, PCI, and others. The results of data classification will help to identify data risks and feed into data governance activities at the college.
- By end of fiscal year 2026-27: Develop a new process to donate decommissioned computer equipment to K-12 schools in our district.
- By end of fiscal year 2026-27: Roll out One Button to Push (OBP) in Connected Classrooms college wide.
- By end of fiscal year 2026-27: Work with TGAC to establish a baseline for technology use and internal NPC technology awareness & skills (to aid in longer-term goal of standardizing technology & improving training).
- By end of fiscal year 2026-2027: New Sparklight circuits will replace our Cellular One circuits; greatly increasing bandwidth and reducing costs by nearly 50%.
- Ongoing throughout fiscal year 2026-27: Existing legacy systems and associated integrations should be turned off when the new systems and new integrations go-live.

Year 3 & Year 5 Drafted Projects

Our Year 3 and Year 5 Drafted Projects look beyond stabilization to transformation. These projects reflect a strategic vision where IT becomes a stronger trusted partner in shaping the future of the College. They emphasize collaboration, governance, and innovation and realize the vision of technology not only supporting operations but driving institutional success.

By Year 3:

- Data Center server refresh or transition to HyeTech managed PaaS.
- Working with Emergency Services & Public Safety, establish a regular cadence where we can run through a mock disaster recovery and data restore exercise.
- Launch a Single Sign-On (SSO) gateway on NPC.edu.
- Working with TGAC, conduct college-wide audits on technology spend.
- Conduct an internal assessment of technology skills and identify gaps.
- Improve our hardware and software utilization throughout NPC.
- Eliminate redundant system/solutions.
- Systemize cross training and inter-departmental collaboration within the IT division.
- Inter-departmental position shadowing.
- Establish relationships with high schools in the district to provide student-focused cybersecurity training and promote NPC CIS programs.
- Refine and polish our IT professional development plan.

- Roll out internal technology training programs (within IT and the broader college).
- Strengthen trust within the IT team.
- Improve our IT division's culture through targeted activities and trainings.
- Establish a formal IT division's communication strategy.
- Reevaluate the use of technology at the College and get community feedback on their needs, tailoring our approach
- Transform the College's library spaces to innovation and creative hubs.
- Support NPC's TGAC in creating college technology catalogs.
- Strategically invest in researching emerging technologies.
- Establish lunch and learns, targeted training sessions, technology literacy courses, and/or technology booths.
- Standardize our use of technology.

By Year 5:

- Support data-informed decision making through our integrated ecosystem of software supporting excellent operations at the College that drive positive user experience and growth for our students and employees.
- Be known as strategic partners in the challenges and growth of our college, essential staff and required participants in new ventures.
- Be known throughout the state of Arizona for our exceptional customer service built on respect and genuine relationships with our staff and students.
- Be less reliant on vendor managed services and 3rd party consultants because we have invested in our own growth and development and value the enhanced level of skill.
- Establish an improved IT culture where collaboration, exploration and innovation are not only hallmarks but are recognized and rewarded.

Proposed Outcomes & KPIs

Our Proposed Outcomes and Key Performance Indicators (KPIs) measure the long-term success of our multi-year strategy. The matrix below moves beyond simple project completion measurements and defines how our Year 1, Year 3, and Year 5 efforts realize our broader division Strategic Goals. By aligning outcomes with specific institutional partners and identifying baseline data requirements we can ensure that we develop measurable success metrics that prove our contributions to the institution's success while establishing accountability and operational transparency.

Priority	Proposed Outcome	Possible KPI	Baseline?	Partner / Data Source
Customer Experience	Clear, consistent and responsive support	Satisfaction; first-contact resolution; service-catalog awareness;	Needed	IT service system; stakeholder survey

		response/resolution time		
Technology Modernization	Reduced duplication and improved reliability	#/% redundant systems retired; uptime; critical incidents; legacy retirements	Needed	IT; Finance
ERP / Enterprise Data	Accurate, adopted and efficient enterprise processes	Adoption; process time; data-quality exceptions; training completion; satisfaction	Needed	IT + functional owners
Connectivity	Reliable connectivity for learning and operations	Network uptime; outage duration; classroom connectivity incidents	Needed	IT + Facilities
Connected Learning Environments	Reliable technology-enabled instructional spaces	% rooms meeting standard; utilization; incidents; user experience	Needed	IT + Academics + Facilities
Governance & Compliance	Technology risks are identified and managed	Risk assessment; remediation aging; vendor reviews; policy review completion	Needed	IT + Procurement/Finance
People & Culture	Resilient staffing and shared knowledge	Cross-training coverage; single points of failure; PD participation; engagement	Needed	IT + HR
Technology Stewardship	Coordinated investment with less duplication	Spend identified; duplicate tools eliminated; governed purchases; savings/avoidance	Needed	IT + Finance/Procurement

Northland Pioneer College

Instructional Support Update

11/17/26

Michael Broyles, PhD
Department for Instructional Support

Recent Accomplishments

- Welcomed New Instructional Designer
- Blackboard Interim Support Team
- Participation in the Arizona Learning Mobility Collaborative (AZLMC) Convening (Michael)
- AZTransfer Commitment to Excellence Award (Michael)



Fireworks

Who We Are

- **Faculty in Instructional Support/Department Chair:** Dr. Michael Broyles
- **Instructional Designer:** Professor Melissa Saksa
- **Curriculum Coordinator:** Vacant
- **Instructional Designer:** Vacant



Woman pushing and man pulling a boulder upwards.
Image Created Using Gemini

Current Goals

- Stable resources
- Building relationships
- Fill vacancies
- Update external resources



Soccer ball, goal, and goalie

Adjusted Goals

- Implementing 3-5-year Plan (Summer-Fall 2027
- Implementing Outreach Plan (Summer-Fall 2027)
- External Community Plans: starting Spring 2027
  - Quality Matters, Instructional Skills Workshop, LinkedIn Learning



Person and dog on snowy trail

Forthcoming Discourses

- Quality Matters
- LinkedIn Learning



Three people talking

THANK YOU!!!!!



Prickly pear cactus

Questions?



Instructional Support

Navajo County Community College District
Governing Board Regular Meeting Minutes

October 27, 2026 – 10:00a.m.

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

Governing Board Members Present: Chair Everett Robinson; Mr. Porter Black; Derrick Leslie; Ms. Kristine Laughter (remote)

Governing Board Members Absent: Ms. Rosie Sekayumptewa

Others Present: President Von Lawson; EVPLSS Michael Solomonson; VPAS Maderia Ellison; VPHR Nicole Ulibarri; AVP Michael Jacob; AVP Rich Chanick; AVP Dr. Farah Bughio; COS Rebecca Hunt; Julia Wilson; Justin White; Horacio Luna; Dr. Alexander Henderson; Pat Lopez; Kathleen Berlyn; Jesse Reeck; Debbie Gibbons; Betsy Ann Wilson; Ed Wilson; Francis Skibicki; Brett Halfpop; Russell Kupfer; Debra Gibbons

Remote Attendees: Dawayne Bahe; Talaina Kor (Painted Desert Tribune); Dr. Jeri Lastine; Olivia Jaquez; Aaron McCollam; Alethia Broderick; Dr. Alex Stritmatter; Andrew Farr; Benjamin Turner; Brynna Johnston; Candace Morehouse; Chelsea Wood; Chun-Hung Wang; Diane Joe; Beth Giacalone; Erika Lord; Janalda Nash; Jeanette Hancock; Jefferson Hunt; Jessica Kitchens; Jonathan Lawerence; Josh Rogers; Kenneth Coggin; Lia Keenan; Mary Ortega; Natalie Kee; Pamela Dominguez; Rachel Townsend; Radinka Dale; Rennie Gonzalez; Rhonda Paladino; Rickey Jackson; Todd Wilcox; Tonya Thacker; Dr. Wei Ma

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 called for a vote to adopt the agenda as presented with Mr. Black, Mr. Leslie, Ms. Laughter, and Chair Robinson all voting in the affirmative. There were no votes against.

Agenda Item 3:

3.A Standing Presentations

3.A.1. Financial Position

Vice President of Administrative Services Maderia presented the financial report for July and August of fiscal year 2027, highlighting revenue and expenditure activity across the General Fund, Unrestricted Plant Fund, Restricted Fund, Auxiliary Funds, and overall cash flow.

1. General Fund

- General Fund revenues were approximately $400,000 below expected levels due to delays in transferring information from the Student Information System (SIS) into the general ledger.
- The integration between the SIS and general ledger has now been completed. However, financial information from February through June had to be updated and transferred to ensure accurate reporting.
- The financial system is now current through August, although the information was not fully reflected when the board report was prepared.

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Draft

- Once the approximately $400,000 adjustment is included, General Fund revenues would total approximately $5.2–$5.3 million through August, slightly higher than the same period last year.
- General Fund expenditures totaled approximately $5.9 million, compared with approximately $6 million during the same period last year.

2. Unrestricted Plant Fund

- Activity in the Unrestricted Plant Fund was lower than the previous year's comparable period.
- The difference was attributed primarily to the timing of construction-related activities, which were expected to increase as projects progressed.

3. Restricted Fund

- Restricted Fund expenditures were significantly higher than the previous year.
- Expenditures totaled approximately $1 million, compared with approximately $160,000 during the same period last year.
- The increase was attributed to spending associated with the INT(A) project.

4. Auxiliary Funds

- Auxiliary Fund revenues showed very little activity during the reporting period.
- Administration explained that Corporate and Community Learning had undergone an organizational restructuring, with responsibilities divided between the Communications area and Career and Technical Educations (CTE).
- Different strategies are being developed to address revenue generation in this area, with the expectation that the financial position will improve as the year progresses.
- Auxiliary activities include the bookstore and theater program.
- Administration explained that transfers are used to supplement these operations when revenues are insufficient or delayed. Approximately 25% in transfers had been made to help cover expenses.
- Some of the apparent delays were attributed to timing issues involving SIS-related activities.

5. Overall Cash Flow

- Total cash receipts were approximately $6.2 million, while cash expenditures totaled approximately $7.3 million.
- This resulted in a negative cash flow position of approximately $1.1 million.
- Administration emphasized that negative cash flow is typical during this portion of the fiscal year while the district awaits property tax collections.
- Despite the negative position, cash flow was approximately $2.4 million better than the comparable period last year.
- Property tax collections remained consistent with historical patterns, with the largest receipts generally occurring during October and November, followed by additional collections in April and/or May.

6. Board Questions and Discussion

- Board Member Black questioned the apparent shortfall in General Fund revenues. Ms. Ellison clarified that the difference was related to the delayed SIS-to-general-ledger integration and the subsequent transfer of historical financial information. He also asked about Auxiliary Fund activities. Ms. Ellison identified the bookstore and theater program as the primary activities and explained how transfers supplement their operating expenses.

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- Administration confirmed that the financial information would be current for the next board meeting, which would include reporting through September.

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

Ms. Debra Gibbons presented the winners of the Laptop scholarships to the Board.
The winners were:
Krista Smith – Holbrook Campus, Riphael Overturf – Hopi Campus, Diane Joe – Kayenta Campus, Taylor Ayze – Internet Student, Zachary Plemons – Snowflake Campus, Geneva Jackson – St. Johns Campus, Jack Harris – Winslow Campus, Megan Paddock – Internet Student Freida Haskin – Show Low Campus, Sheri Robinett – Whiteriver Campus

3.A.3. NPC Faculty Association

No report.

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

No report.

3.A.5. Instructional Council

Instructional Council Chair Dr. Alexander Henderson presented an overview of the college's process for developing and approving new academic programs. He reviewed the established procedures, including the request to proceed, feasibility study, curriculum review, institutional approvals, and final Board approval.
Dr. Henderson explained that program development typically follows an 18-month timeline. The process begins with a faculty member or dean submitting a request to the Instructional Council. A feasibility study is then conducted to evaluate community need, financial considerations, faculty availability, facilities, and institutional resources. Proposals proceed through departmental, divisional, and Instructional Council review before being submitted to the Board for final approval. He also discussed the importance of academic freedom and faculty involvement in curriculum development, noting that faculty expertise is central to ensuring academic quality and appropriate program oversight.
Board members discussed the need for improved communication between the Board, administration, and Instructional Council regarding proposed academic programs. Members emphasized the Board's statutory authority and responsibility to identify educational priorities and respond to community needs while respecting faculty expertise and established curriculum review procedures.
Discussion included the possibility of developing additional academic programs, including agricultural sciences, and expanding opportunities for students to complete their education locally. Members also questioned whether the existing program development timeline could be accelerated and better coordinated with the annual budget process.
Board members expressed concern that there was no clearly documented process for formally communicating Board recommendations or requests for new programs to the Instructional Council. Dr. Henderson explained that requests generally move through the College President and appropriate vice president before being presented to the Instructional Council.
Dr. Lawson agreed to investigate program development practices at other community colleges, including Yavapai College, and report back to the Board.
Dr. Henderson agreed to work with the administration and Instructional Council to consider a formal written process for communicating Board recommendations and requests concerning new academic programs.

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The Board requested continued updates regarding progress and recommendations and emphasized the importance of collaboration, transparency, and improved communication in developing new academic programs. The discussion focused on establishing a consistent process that recognizes the Board's authority, preserves faculty participation in curriculum development, and ensures that educational opportunities reflect the needs of the communities served by the college.

The Board took a break from 11:16 a.m. – 11:21a.m.

3.A.6 Northland Pioneer College (NPC) Friends and Family
Friends and Family Foundation Report
NPCFF Executive Director Jesse Reeck provided an update on fundraising, scholarship awards, and student assistance. She reported that the Pedal to Petrified event was successful, with more than 220 riders participating. The event received positive publicity and provided an opportunity for participating writers to meet scholarship recipients and learn about the impact of student support. Jesse Reeck and Karen Zimmerman visited all NPC locations during the October scholarship outreach effort to recognize scholarship recipients, assist students with applications, and provide information to staff.
Several new scholarships were announced, including the NAMI White Mountains Behavioral Health Studies Scholarship, Linda Ashley Nursing Scholarship, Hopi Impact Scholarship, an expanded White River Lodge Scholarship, and a Southwest Trades Foundation CTE Scholarship. NPCFF awarded $21,000 in transportation grants to tribal-member students and an additional $4,000 to non-tribal students traveling significant distances to attend their programs. For fall 2026, total scholarships and grants awarded directly to students reached $156,750.
More than $3,000 in emergency assistance and mini-grants was also provided for vehicle repairs, housing, food, replacement computers, and student learning-community travel.
Ms. Reeck also discussed ongoing collaboration with college departments to streamline access to student assistance, identify unmet needs, and better coordinate institutional and Foundation resources.

3.A.7. Human Resources
VPHR Nicole Ulibarri provided the Board a report that included employee updates, recruitment, training, and wellness activities.
Ms. Ulibarri reported that NPC welcomed two new employees, reported three employee position changes and three departures, and announced that the next new employee orientation would be held December 2. She also reported that recruitment efforts were ongoing for the 3D Art Faculty, Assistant to the Vice President of Administrative Services, Associate Dean of Community and Corporate Learning, and Silver Creek Campus Manager positions. She reported that current employee training included FERPA, student safety and well-being, and supervisor training on leading through change. Wellness activities included employee fitness and wellness programs and flu shot clinics at several campus locations.
During discussion, a Board Member Leslie requested a future training session on employment laws, Human Resources regulations, and the Board's appropriate role in personnel matters, emphasizing the distinction between Board oversight and daily administrative responsibilities. Dr. Lawson agreed to provide the requested information, with the January Board retreat identified as a possible opportunity.

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3.A.8 Construction Report

Director of Facilities and Transportation Justin White provided a construction update on the ongoing project at Kayenta. He reported that despite weather-related delays and difficult site conditions, construction continued to progress. He also reported that work on the slab was advancing, with the building expected to be dried in and rough-in work underway within the next several weeks. The parking lot and underground work were also nearing completion, and temporary heating was expected to allow interior work to continue. He reported positive community interest and excitement regarding the project and its future programs.

Mr. White reported that planning for the proposed Winslow cosmetology facility and potential library remodels were also underway. Final plans were being completed, and permit preparation had begun in anticipation of Cabinet and Board consideration. He indicated that finalized plans, including layouts, colors, and equipment, would be provided to the Board through the President. Timelines and budgets would be developed as the projects advance.

3.A.9. Leadership Council

Chief of Staff Rebecca Hunt provided an update on efforts to reestablish the Leadership Council and strengthen its role in supporting the college's strategic plan, improving communication, and coordinating institutional initiatives. The Council is working toward more consistent meetings and improved communication among shared governance groups and college departments.

The All-College Meeting will be used to share institutional updates, recognize college accomplishments, provide information on strategic planning and Higher Learning Commission initiatives, and improve communication across the college. Shared governance leaders will have opportunities to provide updates. Proposed Leadership Council bylaws have been submitted to the President's Cabinet for review.

During Board discussion, members requested clarification regarding the process for receiving, referring, and resolving complaints from students, employees, and community members. The administration explained that complaints are generally directed to the appropriate administrative offices, with significant matters brought to the attention of the Board Chair as appropriate. The administration also reported that updated procedures for handling complaints and communicating matters to the Board are being developed.

The need for a written procedure addressing community complaints was identified for further consideration. Members also emphasized the importance of ensuring complaint procedures are handled appropriately and do not result in retaliation.

3.A.10 ERP Implementation Update

AVP of Information Technology Michael Jacob provided an update on ERP implementation and technology initiatives, including:

- Business Continuity: Updated the IT disaster recovery plan to reflect current systems and departmental procedures. Future emergency response exercises and training are planned.
- AI Procedures: The Technology Governance and Advisory Committee has resumed work on separate AI procedures for college operations and academic use.
- IT Master Plan: The plan is nearing completion and will be presented to the Board at a future meeting.

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- Technology Improvements: Webex calling is nearing completion, with additional improvements underway for classroom access to virtual meetings and employee technology onboarding.
- Data Management: Data discovery and classification efforts are underway to improve data security, identify unauthorized data sources, and support audit requirements.
- ERP Processes: Staff are reviewing student processes and improving coordination among advising, registration, and student records.
- Historical Data: An internal application is being developed to provide access to historical student records and transcripts. Adobe Forms was selected to standardize electronic forms.
- System Integrations: Managed Services continues assisting with ERP configuration, data cleanup, and reporting. The student information system integration and internal Rave integration are operational, with further refinements underway.
- Phase Two Development: Additional ERP enhancements, including micro-badging, student clubs and activities, and other departmental integrations, are in various stages of development.

Mr. Jacob acknowledged continuing ERP challenges, particularly delays in ADP and NeoEd integrations due to vendor staffing shortages. The College continues to escalate these concerns and seek resolution.

3.A.11 External Relations

AVP of External Relations Rich Chanick provided the Board updates on community engagement, grant opportunities, legislative priorities, and regional healthcare workforce needs.

- Community Engagement: NPC will resume Volunteer Income Tax Assistance (VITA) services at several locations, participate in local Christmas parades, and continue community outreach through chamber and city council meetings. First responder crisis intervention training and the DreamBuilders entrepreneurship program are also underway.
- Grant Opportunities: The college is pursuing grants for AI workforce development and water infrastructure workforce training. A local school district has also expressed interest in partnering with NPC on grant opportunities.
- Legislative Update: The AC4 legislative funding request includes $6 million for adult education, $3 million for workforce and nursing programs, and $3 million for dual enrollment. Mr. Chanick noted limited state funding availability and emphasized the importance of avoiding additional budget reductions.
- Healthcare Workforce Assessment: Visits to regional healthcare facilities identified significant needs for nurses, radiology technicians, and sonography professionals. Housing shortages were identified as a major barrier to recruiting and retaining healthcare workers. Facilities expressed interest in local workforce pipelines, student clinical opportunities, and potential NPC housing.

Board Discussion: Board members emphasized maintaining relationships with the Governor's Office and incorporating college-readiness guidance into recruitment and workforce pipeline programs, particularly for first-generation students.

3.A.12. Chief of Staff

Chief of Staff Rebecca Hunt provided the Board an update on NPC's ongoing strategic planning efforts, emphasizing the development of an integrated and sustainable process connecting the college's strategic plan, individual master plans, and departmental activities.

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Current work includes refining strategic initiative proposals, identifying project leads and partners, establishing timelines, and determining documentation requirements and measures of success. Miss Hunt clarified that not all initiatives are finalized or ready for implementation. Upcoming milestones include:

- November 2026: Present strategic initiatives at the Deans and Directors Retreat to build leadership understanding and support for communicating priorities across the college.
- January 2027: Share strategic priorities with the broader college community during spring convocation.
- Mid-February 2027: Begin formal Year One implementation, including monitoring progress, documenting results, and making adjustments as needed.

Ms. Hunt stated that she will provide regular progress updates through college meetings and District Governing Board reports. The overall goal is to establish a repeatable planning process that connects institutional priorities to daily operations, measures outcomes, and supports informed decision-making and collaboration.

3.A.13. ACCT Federal and State Update

Board Member Leslie reported on his participation in the recent Association of Community College Trustees (ACCT) Leadership Conference in Chicago with Board Member Sekayumptewa. Conference topics included federal student loan guidance, accreditation, academic freedom, and shared governance.

- Federal Student Loan Guidance: Discussions focused on proposed changes to student loan eligibility and income requirements. Mr. Leslie expressed concern that these changes could affect students enrolled in NPC's bachelor's degree programs, particularly early childhood education.
- Accreditation: The conference addressed proposed federal accreditation regulations and the possibility of a separate accrediting body for community colleges. Trustees raised concerns about evaluating community colleges using standards designed for large research universities.
- Academic Freedom and Shared Governance: Mr. Leslie discussed conversations regarding academic freedom and the challenges of aligning state regulations with shared governance. Following a discussion with the HLC president and CEO, he plans to request a meeting with NPC's accreditation liaison to address these concerns.
- Federal Guidance to Governing Boards: Conference participants discussed the U.S. Department of Education's August 3, 2026, national call to action directed to governing boards. Attendees recommended monitoring developments and potential implications for community colleges.
- Future ACCT Participation: Mr. Leslie recommended considering attendance at next year's ACCT Legislative Conference in Philadelphia to continue discussions with HLC and community college trustees and learn about emerging practices.
- State Organization Update: Mr. Leslie reported ongoing governance disagreements within the Arizona Association of Community College Trustees (AACCT), including conflicts between trustees and college presidents. He recommended monitoring the situation as leadership changes at several colleges may affect the organization.

Board Discussion: The Board asked about the status of AACCT and whether continued participation provides sufficient value to justify the expenditure of public funds. Mr. Leslie noted that the organization provides valuable networking and information-sharing opportunities but indicated that the ongoing governance issues warrant further observation.

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Agenda Item 4: President's Report

Dr. Lawson provided an update on college activities, community partnerships, and institutional initiatives.

- Rural Health Grant: NPC was awarded the highest Rural Health Grant amount in Arizona, totaling approximately $1.8 million annually for two years. Dr. Lawson recognized the Board and college employees who contributed to the proposal and held a ceremonial presentation to acknowledge the award.
- Community Support: Dr. Lawson extended the college's thoughts and support to communities affected by flooding and housing damage, recognizing employees who assisted with rescue and recovery efforts.
- White Mountain Apache Community: Dr. Lawson attended the Apache Heritage Foundation's ribbon-cutting ceremony celebrating the completion of a renovated dormitory into offices and apartments. The project was supported by approximately $12 million in funding.
- Higher Education in Prisons: Dr. Lawson participated in Arizona's first Higher Education in Prisons convening, organized through the Governor's Office. Discussions focused on aligning higher education opportunities with the state's reentry initiatives and strengthening partnerships among educational institutions and correctional facilities. NPC expressed interest in participating in future efforts.
- Statewide Community College Leadership: Dr. Lawson attended the 2026 ACCAC Leadership Conference at Yavapai College with NPC representatives. Topics included student success, workforce development, artificial intelligence in career and technical education, institutional leadership, and emerging higher education trends. Dr. Lawson also participated in a conference podcast discussing NPC's mission and services.

Agenda Item 5: Consent Agenda

A. September 15, 2026 Regular Board Meeting Minutes (Julia Wilson)

Chair Robinson called for the vote to approve the Consent Agenda as presented. Mr. Black, Ms. Laughter, Mr. Leslie and Chair Robinson voted in the affirmative. There were no votes against.

Agenda Item 6: For Discussion and Possible Action

6.A. Old Business

There was no old business to review.

6.B New Business

6.B.1 **Request to accept NPC Component Unit Financial Audit**

Director of Financial Service Russell Kupfer requested the Board accept the results from the 2025-26 Component Unit Financial Audit of Northland Pioneer College Friends and Family.

Chair Robinson called for the vote to approve the FY2025-26 Component Unit Financial Audit of Northland Pioneer College Frends and Family with Mr. Black, Mr. Leslie, Ms. Laugher, and Chair Robinson all voting in the affirmative. There were no votes against.

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6.B.2 **Request to accept NPC Component Unit Financial Audit**
Director of Financial Service Russell Kupfer requested the Board accept the results from the 2025-26 Component Unit Financial Audit of NATC.

Chair Robinson called for the vote to approve the FY2025-26 Component Unit Financial Audit of NATC with Mr. Black, Mr. Leslie, Ms. Laugher, and Chair Robinson all voting in the affirmative. There were no votes against.

6.B.3 **Request to purchase fleet vehicles**
Director of Facilities and Transportation Justin White requested the Board approve the purchase of fleet vehicles in the amount of approximately $280,000.

Chair Robinson called for the vote to approve the purchase of fleet vehicles in the amount of approximately $280,000 with Mr. Black, Ms. Laugher, and Chair Robinson voting in the affirmative. Mr. Leslie voted against.

6.B.4 **Request to approve contract with SPS+ Architects**
Director of Facilities and Transportation Justin White requested the Board approve a contract with SPS+ Architects to design the metal building in Kayenta.

Chair Robinson called for the vote to approve a contact in the amount of $172,550 with SPS+ Architects for the metal building in Kayenta with Mr. Black, Ms. Laugher, Mr. Leslie, and Chair Robinson voting in the affirmative. There were no votes against.

6.B.5 **Request to approve purchase of computer equipment**
AVP of Information Technology Michael Jacob requested the Board approve the purchase of computer equipment from HP in the amount of $236,319.44.

Chair Robinson called for the vote to approve the purchase of computer equipment in the amount of $236,319.44 from HP with Mr. Black, Ms. Laugher, Mr. Leslie, and Chair Robinson voting in the affirmative. There were no votes against.

6.B.6 **Request to approve 2026 access point refresh project**
AVP of Information Technology Michael Jacob requested the Board approve the purchase of access points from HyeTech in the amount of $155721.37

Chair Robinson called for the vote to approve the purchase of access points from HyeTech in the amount of $155,721.37 with Mr. Black, Ms. Laugher, Mr. Leslie, and Chair Robinson voting in the affirmative. There were no votes against.

6.B.7 **Request to approve renewal of SMARTnet services.**
AVP of Information Technology Michael Jacob requested the Board approve the renewal of SMARTnet services from HyeTech in the amount of $98450.06

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Chair Robinson called for the vote to approve the renewal of SMARTnet services from HyeTech in the amount of $98450.06 with Mr. Black, Ms. Laugher, Mr. Leslie, and Chair Robinson voting in the affirmative. There were no votes against.

6.B.8 **Request to accept funds from the Rural Health Transformation Program**
AVP of External Relations Rich Chanick requested the Board accept funds in the amount of $1,827,356 from the Rural Health Transformation Program.

Chair Robinson called for the vote to accept funds in the amount of $1,827,356 from the Rural Health Transformation Program with Mr. Black, Ms. Laugher, Mr. Leslie, and Chair Robinson voting in the affirmative. There were no votes against.

6.B.9 **Request to authorize the Chair to write support letter**
Chair Robinson requested Board authorization to write a letter of support for Board Member Leslie to serve on a National ACCT Committee.

Chair Robinson called for the vote to authorize him to write a letter of support for Board Member Leslie to serve on a National ACCT Committee. Mr. Black, Ms. Laugher, and Chair Robinson voted in the affirmative. Mr. Leslie abstained from voting.

Agenda Item 9: Call to the Public
Ed Wilson requested and received permission to address the Board.

Agenda Item 10: DGB Agenda Items and Informational Needs for Future Meetings
Post-election review from November elections.

Agenda Item 11: Board Report/Summary of Current and Upcoming Events
Eagle Fest events happening at multiple campus locations.
Finding Neverland – November 13-21, 2026 at the PAC in Snowflake.

Agenda Item 10: Announcement of Next Regular Meeting
Chair Robinson announced the next regular meeting of the DGB would be held November 17, 2026.

Agenda Item 11: Adjournment
Chair Robinson declared the meeting adjourned at 1:28 p.m.

Respectfully Submitted,

Julia Wilson

Julia Wilson
Recording Secretary to the Board

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Navajo County Community College District
Governing Board Work Session Minutes
October 27, 2026 – Following the regular Board meeting
Northland Pioneer College Painted Desert Campus
Tiponi Community Center President's Office
2251 East Navajo Boulevard, Holbrook, AZ 86025

Governing Board Members Present: Chair Everett Robinson; Mr. Porter Black; Mr. Derrick Leslie

Governing Board Members Absent: Ms. Rosie Sekayumptewa; Ms. Kristine Laugher

Others Present: President Von Lawson; EVPLSS Michael Solomonson; VPAS Maderia Ellison; VPHR Nicole Ulibarri; COS Rebecca Hunt; Julia Wilson; Russell Kupfer

Agenda Item 1: Call to Order and Pledge of Allegiance
Chair Robinson called the meeting to order at 1:39 p.m.

Agenda Item 2: Adoption of Agenda
Chair Robinson called for a vote to adopt the agenda as presented with Mr. Black, Mr. Leslie, and Chair Robinson all voting in the affirmative. There were no votes against.

Agenda Item 3:

3. Discussion

3.A Purchasing Card Training
Director of Financial Services Russell Kupfer provided training to Board members on the District's purchasing card program, including card issuance, authorized purchases, transaction reconciliation, receipt documentation, and approval procedures.
Board members were advised that cardholders must complete a cardholder agreement and authorization form before receiving a card. The single-purchase limit is $1,500, subject to established procurement requirements.
The online transaction management system was demonstrated. Cardholders are responsible for assigning appropriate accounting codes, documenting purchases, attaching receipts, and approving transactions for supervisory review. Transactions must be reconciled and submitted by the 20th of each month.
Mr. Kupfer reviewed purchasing card use for official travel, including airfare, lodging, conference registration, parking, and transportation. Board members were reminded that official travel requires prior Board approval, personal expenses must be separated from District expenses, and meals should generally be handled through the per diem reimbursement process.
Board Secretary Julia Wilson and Mr. Kupfer with the Business Office staff offered assistance with card setup, transaction processing, accounting codes, and travel arrangements.

4. Adjournment
The work session adjourned at approximately 2:09 p.m.

Respectfully Submitted,

Julia Wilson

Julia Wilson
Recording Secretary to the Board

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Regular Meeting
Agenda Item 6.B.1
November 17, 2026
Action Item

Request to Accept Funds from the Northern Arizona Vocational Institute of Technology (NAVIT)

Recommendation:
Staff recommends accepting $500,000 in funding from NAVIT to purchase capital equipment in jointly operated programs shared with the college.

Summary:
NAVIT has a long and beneficial history as a critical partner of the college. Together we run several programs in conjunction with them, including administration of justice studies, automotive technology, behavioral health, computer information systems, construction technology, cosmetology, industrial technology trades, fire science, medical assistant, nursing assistant, and welding. In support of these programs, NAVIT is providing funding to purchase capital items needed to replace aging equipment and to improve learning opportunities. These items being purchased have been identified previously by departments during our annual capital budgeting process.

If approved, additional purchase requests will be brought forward in future Board meetings for approval of specific equipment as required by college procurement procedures.

Regular Meeting
Agenda Item 6.B.2
November 17, 2026
Action Item

Lease Agreement Extension

Recommendation: Staff recommends approval of a second amendment to the facility lease agreement between NACOG Head Start and Navajo County Community College District (d.b.a—Northland Pioneer College) that extends the existing lease agreement until June 30, 2031.

Summary: The District Governing Board of Navajo County Community College District (d.b.a—Northland Pioneer College) entered into a facility lease agreement in January 2022 with NACOG Head Start and which ran until June 30, 2026.

The first amendment to the agreement was made May 23, 2023, which increased the monthly lease rate by $100 per month, for a total lease rate of $600.00 per month, effective May 2023.

The existing lease agreement allowed for a one-time option to extend the lease agreement until June 30, 2031. This second amendment, if approved, would allow NACOG Head Start to continue running their existing daycare program at NPC's Clear Creek Building located on the Little Colorado Campus in Winslow until June 30, 2031.

Regular Meeting
Agenda Item 6.B.3
November 17, 2026
Action Item

Request to Approve 2026 Access Point Refresh Project

Recommendation:

Staff recommends approval to purchase WiFi 7 access points and 3 years worth of Meraki licensing and support from HyeTech Network & Security Solutions, LLC in the amount of $286,551.67. This is an updated quote and a $130,830.30 increase from the approved October 21, 2026 access point refresh request.

Procurement Process and Budget Information

The original access point refresh was approved by the Board on October 21, 2026. An updated quote was received from HyeTech Network & Security Solutions, LLC, reflecting updated equipment, reduced pricing, and licensing that would have been due separately in January. This project utilizes the 1GPA Cooperative Procurement Contract No. 22-02PV-08 to ensure competitive pricing for the College. Funding for the purchase will be from the Information Technology budget, and the purchase will be through our authorized Cisco partner, HyeTech Network & Security Solutions, LLC.

Summary:

After obtaining Board approval last month, HyeTech and NPC realized that we would be able to bundle the purchase of new access points along with our licensing renewal for additional savings on upgraded equipment and services. The requested 2026 Access Point Refresh Project will replace existing access points that are end of life and are beginning to fail with upgraded WiFi 7 equipment that will give us more longevity than the previous request.

The project includes the purchase of 79 Cisco Wireless 9172I Access Points, 6 Cisco Wireless 9177I Access Points, 102 Cisco Wireless License Advantage licenses, 489 Meraki MV Enterprise licenses, and 12 Meraki MT Enterprise licenses.

The attached quote includes a product subtotal of $254,871.18 and estimated taxes of $31,680.49, for a total of $286,551.67.

Quotation

HyeTech Network & Security Solutions, LLC.
10235 S. 51st Street #120
Phoenix, AZ 85044

Bill To:
Northland Pioneer
Kenneth Coggin
1001 W Deuce of Clubs
Show Low, Arizona 85901

Ship To:
Northland Pioneer
Kenneth Coggin
1001 W Deuce of Clubs
Show Low, Arizona 85901

Date: November 03, 2026
Quotation #: 1102-176-b
Customer ID: 1102
Prepared by: Jacob Garnsey
Valid until: November 28, 2026
Project Detail: Wifi 7 AP Refresh 2026 - 3 Year
Contract: 1 GPA 22-02PV-08

Products

Part	Description	Term	List Price	Unit Price	Qty	Ext. Price
CW9172I-RTG	Cisco Wireless 9172I(W7,3 radio,3 band 2x2),Global		$1,676.64	$687.42	79	$54,306.18
CW9177I	Cisco Wireless 9177I (W7,3 radio,3 band 4x4),Global		$4,617.98	$1,893.37	6	$11,360.22
CISCO-NETWORK-SUB	Cisco Networking Subscription	36	$0.00	$0.00	1	$0.00
LIC-CW-A	Cisco Wireless License Advantage		$1,374.60	$508.60	85	$43,231.00
LIC-CW-A	Cisco Wireless License Advantage		$1,374.60	$508.60	17	$8,646.20
LIC-SPACES-ADV	Cisco Spaces Advantage for Cisco Wireless Advantage License		$0.00	$0.00	85	$0.00
LIC-SPACES-ADV	Cisco Spaces Advantage for Cisco Wireless Advantage License		$0.00	$0.00	17	$0.00
SVS-L0SPT-CN	Cisco Network Product Support		$0.00	$0.00	1	$0.00
LIC-MV-3YR	Meraki MV Enterprise License and Support, 3YR	36	$751.62	$278.10	489	$135,990.90
LIC-MT-3Y	Meraki MT Enterprise License and Support, 3YR	36	$301.05	$111.39	12	$1,336.68
					Subtotal:	$254,871.18

Quote Summary	Amount
Products	$254,871.18
Subtotal:	**$254,871.18**
Estimated Tax:	**$31,680.49**
Total:	**$286,551.67**

Invoicing & Payment Unless otherwise stated in an SOW, exhibit, or definitive agreement, HyeTech shall invoice Customer on a project basis. Customer shall pay HyeTech within thirty (30) calendar days from the date of invoice for any of the Services and expenses provided or incurred hereunder. HyeTech may charge Customer interest and late fees on any overdue and unpaid portion of the Fees in an amount equal to one and one half percent (1.5%) per month. All payments shall be made in U.S. dollars. In the event Customer disputes any Fees, Customer shall pay any undisputed portion of the invoice containing the disputed Fees. Suspension In the event of non-payment of any Fees or other fees payable within forty-five (45) days from the date of invoice, HT may, in addition to any other rights and remedies it may have, suspend Customer's access to the Products and Services.

Regular Meeting
Agenda Item 6.B.5
November 17, 2026
Action Item

Request to Approve Board Travel for Board Member Kristine Laughter

Recommendation:

Staff recommends approval for Board Member Kristine Laughter to travel to the ACCT National Legislative Summit in Washington, DC from February 7-10, 2027

Summary:

Per Procedure 2036 – District Governing Board Travel "All travel for DGB members exceeding $1000 must be approved by the DGB prior to travel."

The National Legislative Summit is the premier community college advocacy event in Washington, DC, bringing together more than 1,000 community college leaders. The event shines a spotlight on the importance of our nation's community colleges for Congress and the Administration.

The National Legislative Summit is designed to inform and educate community college leaders on federal policy issues that impact postsecondary institutions and students. National Legislative Summit participants will hear from members of U.S. Congress, administration officials, leading political analysts, and other high-profile speakers about the current climate in D.C., recent elections, and legislative issues impacting community colleges.

Participants also have the opportunity to network with fellow community college leaders and meet with their U.S. representatives in Congress to advocate for their support for community colleges and their students.

Regular Meeting
Agenda Item 6.B.4
November 17, 2026
Action Item

Request to Approve Board Travel for Board Member Derrick Leslie

Recommendation:

Staff recommends approval for Board Member Derrick Leslie to travel to the ACCT National Legislative Summit in Washington, DC from February 7-10, 2027

Summary:

Per Procedure 2036 – District Governing Board Travel "All travel for DGB members exceeding $1000 must be approved by the DGB prior to travel."

The National Legislative Summit is the premier community college advocacy event in Washington, DC, bringing together more than 1,000 community college leaders. The event shines a spotlight on the importance of our nation's community colleges for Congress and the Administration.

The National Legislative Summit is designed to inform and educate community college leaders on federal policy issues that impact postsecondary institutions and students. National Legislative Summit participants will hear from members of U.S. Congress, administration officials, leading political analysts, and other high-profile speakers about the current climate in D.C., recent elections, and legislative issues impacting community colleges.

Participants also have the opportunity to network with fellow community college leaders and meet with their U.S. representatives in Congress to advocate for their support for community colleges and their students.

Regular Meeting
Agenda Item 6.B.6
November 17, 2026
Action Item

Possible Revision to Policy #1136

Recommendation:

To avoid a possible legal challenge, NPC Policy #1136 is revised to delete tuition waiver eligibility to DGB members, spouses, and dependents. An "Aye" vote would remove the eligibility. A "Nay" vote leaves the policy as written, recognizing the low risk of a possible legal challenge.

Summary:

Policy #1136 All Other Tuition Waivers

The president, or designee, is authorized to provide tuition and media fee waivers to college employees, district governing board members, and retirees with meritorious service recognition as deemed appropriate, and with the best interest of the college in mind. (Revised 5/17/2022)

Based on a review of benefits available to DGB members, NPC Policy #1136 includes tuition waivers for members of the District Governing Board, their spouses, and dependents. While there is statutory authority (Arizona Revised Statutes §15-387) including eligibility to participate in group insurance plans, there is no statutory authority granting tuition waivers. A.R.S. §15-1445.3 allows tuition waivers for college employees, spouses, and dependents. And A.R.S. §15-1445.13 provides tuition waivers for veterans.

College attorney Ms. Kristin Mackin wrote, "*Under traditional rules of statutory construction, because the legislature has provided for tuition waivers and certain DGB member benefits, but apparently did not include DGB members in the tuition waiver benefit, the conclusion is that the waivers were not intended to apply to DGB members.*

"Based on this, a conservative read of the statutes would provide that the DGB cannot grant itself authority to waive tuition for itself. A policy amendment would therefore be recommended to reflect this."

This granting of tuition waivers has never been flagged by the Arizona Auditor General's Office, and several other Arizona community college districts also list DGB tuition waiver eligibility.

Again, quoting Attorney Mackin, "…*the issue has not been flagged by an agency in the past and it has been a long-standing policy without challenge. It also appears that other Colleges may also allow a similar benefit, while others do not. Therefore, the DGB may decide that the risk of challenge to the policy is low and proceed in that fashion."*

She was also asked regarding tuition waivers for Dual Enrollment and TALON students. These students are enrolled based on an Intergovernmental Agreement (IGA) with the school districts which specifies the tuition payment. These programs do not need to be included in the NPC Policy #1136.

Discussion.