

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 meet for a Regular District Governing Board Meeting and Work Session, open to the public, on **March 19, 2024 beginning at 10:00 a.m.** The meetings will be held at the Northland Pioneer College Painted Desert Campus, Tiponi Community Center meeting room, located at 2251 E. Navajo Blvd., Holbrook, Arizona. The meeting can also be joined remotely using [WebEx](#). A passcode is required under certain circumstances and it is Mar24DGB.

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

The Board may vote to hold an executive session for discussion or consideration of a personnel matter(s) pursuant to A.R.S. §38-431.03(A)(1). 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). The Board may vote to hold an executive session for the purpose of considering its position and instructing its attorney regarding the public body's position regarding contracts that are the subject of negotiations pursuant to A.R.S. §38-431.03 (A)(4). Should the District's attorney not be present in person, notice is further given that the attorney may appear by speakerphone.

I, Farah Bughio, certify that this notice of public meeting, prepared pursuant to A.R.S. § 38-431.02, was posted on or before the 18th day of March, 2024, at 10:00 a.m.

Farah Bughio
Recording Secretary to the Board

NOTICE DISTRIBUTION

1. WHITE MOUNTAIN INDEPENDENT NEWSPAPER
2. TRIBUNE-NEWS & SNOWFLAKE HERALD NEWSPAPERS
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

M I S S I O N

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

V I S I O N

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.

V A L U E S

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Northland Pioneer College

Navajo County Community College **EXPANDING MINDS. TRANSFORMING LIVES.**SM

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 Mar24DGB).

Date: March 19, 2024

Time: 10:00 a.m. (MST)

| <u>Item</u> | <u>Description</u> | <u>Resource</u> |
|---|--|----------------------|
| 1. | Call to Order and Pledge of Allegiance | Chair Robinson |
| 2. | Adoption of the Agenda (Action) | Chair Robinson |
| 3. | Call for Public Comment | Chair Robinson |
| <p>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.</p> | | |
| 4. | Discussion Items: | |
| A. Standing Presentations: | | |
| 1. | Human Resources | AVPHR Schaefer |
| A written report is provided in the packet which AVPHR Schaefer will expand upon during the meeting. | | |
| 2. | Financial Position | VPAS Ellison |
| Vice President Ellison will provide a report on the financial position of the college for period July 1, 2023 to January 31, 2024. | | |
| 3. | NPC Student Government Association (SGA) | No Report |
| No Report. | | |
| 4. | NPC Faculty Association | LaTonya Motley |
| LaTonya Motley, Faculty Member, will give a presentation on Artificial Intelligence in education. | | |
| 5. | Classified & Administrative Staff Organization (CASO) | No Report |
| No Report. | | |
| 6. | Northland Pioneer College (NPC) Friends and Family | Director Wilson |
| Friends & Family Director, Betsy Wilson, will provide information on recent scholarship offerings and awards. | | |
| 7. | Strategic Planning | Director Wilson |
| Director Wilson will provide an update on the progress made to the 2025 – 2030 strategic plan. | | |
| 8. | Construction Report | Director White |
| Justin White, Director of Facilities and Transportation, will provide an update on construction projects. | | |
| 9. | Enterprise Resource Planning (ERP) Implementation Update . | No Report |
| No Report. | | |
| 10. | Arizona Association of Community College Trustees (AACCT) .. | Chair Robinson |
| Report if available. | | |
| B. | Primary Property Tax Levy & Rate | VPAS Ellison |
| VPAS Ellison will provide a first look at the recommended Primary Property Tax Levy and Rate for 2024-2025. | | |
| C. | 2024-2025 Introductory Budget Analysis | VPAS Ellison |
| VPAS Ellison will provide a high-level analysis of the current budget information for 2024-2025. | | |
| D. | Belonging Committee | Shandiin Deputee |
| Shandiin Deputee, Faculty Member, will give a presentation on behalf of the Belonging Committee. | | |
| 5. | President’s Summary of Current Events | President Hazelbaker |
| President Hazelbaker will provide a report on activities from the college since the February 2024 meeting. | | |

- 6. **Consent Agenda for Action** Chair Robinson
 - A. [February 20, 2024 Board Meeting Minutes](#) (Farah Bughio)
 - B. [Program Modification](#) - Nursing Assistant Certificate of Proficiency. (Michael Broyles)
 - C. [Program Modification](#) - Administration of Justice Studies Program. (Michael Broyles)
 - D. [Program Modification](#) - Associate of Science. (Michael Broyles)
 - E. [Board Policies 1402 through 1470](#)

7. **For Discussion and Possible Action:**

A. **Old Business**
None.

B. **New Business:**

- 1. [Request to Accept 2024-25 Salary & Wage Recommendation](#)... President Hazelbaker
President Hazelbaker will request the Board approve the 2024-2025 salary and wage recommendation.
- 2. [2026-2027 Academic Calendar](#) Dean Ma
Wei Ma, Dean of Instructional Innovation, will present the 2026-2027 Academic Calendar for approval.
- 3. [Request to Approve Purchase of Laptops](#) Karen Baker
Karen Baker, Administrative Assistant to CIO, will request the Board approve the purchase of new laptops.
- 4. [Request to Approve 2024-2026 Course and General Fees](#) VPAS Ellison
VPAS Ellison will request the Board approve the course and general fees for 2024-2026.

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

9. **Board Report/Summary of Current Events**..... Board Members
College/Board Events:

White Mountain Symphony Orchestra Student Concerto Concert - Saturday, April 6 at 3 p.m. at Show Low School District Auditorium, 500 W. Old Linden Road 85901

Native Art 2024, Sponsored by Native Women Scholars, Inc. - May 9-10 at High Country Art Gallery, 13A E White Mountain Blvd, Lakeside, AZ 85929

Evening of Apache Culture, Sponsored by Native Women Scholars, Inc. - May 12, 3-6 p.m. at Mountain Meadows Park, 1101 N Woodland Rd, Lakeside, AZ 85929

White Mountain Symphony Orchestra Season Finalé Concert - Saturday, June 1 at 3 p.m. at Show Low, 500 W. Old Linden Road 85901

High Country Barbershop Chorus & NPC present The Sounds of Summer - Saturday, July 27, 2024, Shows at 1 and 6 p.m. at Blue Ridge High School Auditorium 1200 W. White Mountain Blvd., Lakeside 85929

10. **Announcement of Next Regular Meeting**..... **April 16, 2024** 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.



Northland Pioneer College

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Northland Pioneer College

EXPANDING MINDS • TRANSFORMING LIVESSM

HUMAN RESOURCES

MONTHLY REPORT

March 2024

EMPLOYEE RELATIONS AND STAFFING

This month, we launched our new SharePoint page to the college community, aiming to enhance communication and streamline access to resources for our employees. We're optimistic that this platform will help facilitate smoother interactions and provide valuable support to all employees. Additionally, mark your calendars for March 11th, when we kick off the "Great Colleges to Work For" survey. We eagerly anticipate robust participation and insightful feedback, essential for our ongoing commitment to fostering a positive workplace environment. Please note that there will not be a new employee onboarding event this month, as our team will be focused on efficiently managing the open enrollment process over the next two weeks.

WELCOME AND RECOGNITION

Congratulations to the below employees as they transition to new positions

❖ Catherine (Kate) Buckhorn Office of Accessibility & Inclusion Coordinator

RECRUITMENT

| | Location | # Qualified Applicants | Date Opened | Closing Date | Status |
|--|---|------------------------|-------------|-------------------|-------------------------------------|
| Director of Information Technology Infrastructure and Operations | White Mountain Campus | 27 | 2/26/2024 | Open Until Filled | In Review |
| Assistant to the Campus Manager | Silver Creek Campus | 0 | 03/05/2024 | 03/15/2024 | In Review |
| Campus Manager | Silver Creek Campus | 29 | 2/7/24 | Open until filled | In Review |
| Library Specialist | White Mountain Campus | 19 | 1/19/24 | 02/09/24 | Contract in Progress |
| SNAP CAN Project Coordinator | Silver Creek Campus | 13 | 1/25/24 | Open Until Filled | Offer in Progress |
| Senior Financial Aid Specialist | Painted Desert Campus | 4 | 01/19/24 | Open Until Filled | In Review |
| Faculty in Political Science | White Mountain Campus or Silver Creek Campus | 15 | 11/6/23 | Open Until Filled | Committee Meeting |
| Technical Support Technician | White Mountain Campus | 52 | 11/29/23 | Open Until Filled | In Review |
| Payroll Assistant | Painted Desert Campus | 28 | 12/20/23 | 01/30/24 | In Review |
| Faculty in English | Little Colorado Campus or Painted Desert Campus | 28 | 12/14/23 | Open Until Filled | Interviews Scheduled |
| Maintenance I | Painted Desert Campus | 42 | 12/14/23 | Open Until Filled | Offer in Progress |
| Human Resources Information Specialist | Painted Desert Campus | 23 | 11/30/23 | 01/30/24 | Permanent position filled 1/16/2024 |

EMPLOYEE CENSUS DATA

| Turnover Rate For FY23/24 | Employee Count | Separated | Turnover Rate |
|---|----------------|-----------|---------------|
| Total Employees as of 7/1/2023 | 334 | 17 | 5.08% * |
| Total New Hires from 07/01/2023 to 03/01/2024 | 72 | 5 | 6.94% |
| Total Faculty Turnover FY23/24 to date | | 1 | 0.29% |
| Total Staff Turnover FY 23/24 to date | | 16 | 4.79% |

| Turnover Rate For the Last 12 Months | Employee Count | Separated | Turnover Rate |
|---|----------------|-----------|---------------|
| Totals for March 2023- March 2024 | 318 | 30 | 9.43% |
| Total Faculty Turnover March 2023- March 2024 | | 3 | 0.94% |
| Total Staff Turnover March 2023- March 2024 | | 27 | 8.49% |

*Turnover Rate Calculated by dividing the number of separated employees during the period by the number of employees at the beginning of the period. This figure reflects contract employees only and excludes temporary employees

EMPLOYEE DEVELOPMENT

On February 21st, President Hazelbaker led a training session for supervisors focusing on strategic thinking, aiming to align the team with common language and approaches as they gear up for the 2025-2030 Strategic Planning process.

Looking ahead, the March supervisor workshop, scheduled for March 28th, will be presented by AVPHR Schaefer and Director Ulibarri. This upcoming session will introduce supervisors to the new Skill Survey and HERC platforms, designed to enhance hiring processes by providing access to a broader pool of applicants and offering valuable insights into candidate performance for informed decision-making in the hiring process.

TOTAL REWARDS

BENEFITS AND COMPENSATION

The Payroll Department is happy to announce that it has narrowed its focus of applicants for the Payroll Assistant position and is ready to begin the formal interview process. We hope to have a selection made by the end of March.

Open Enrollment for benefits will begin immediately following Spring Break. In-person appointments are now available at every college campus; employees are encouraged visit the Benefits tab on the Human Resources SharePoint Page to make an appointment.

Benefits and Compensation Coordinator Ms. Lori Moore would like to inform the college that the Mobile Mammography Imaging vehicle is scheduled to be at the Painted Desert Campus on April 5th from 7am to 11am.

NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT

Statement of Financial Position

July 1, 2023 to January 31, 2024

Budget Period Expired

58%

| Tax Supported Funds | | | | |
|-------------------------------------|----------------------|----------------------|----------------------|------------|
| Current General Fund | | | | |
| | Revised Budget | Current Month Actual | Y-T-D Actual | % |
| REVENUES | | | | |
| Primary Tax Levy | 17,000,000 | 794,441 | 11,395,903 | 67% |
| State Aid: | | | | |
| Maintenance and Operations | 1,346,100 | 336,525 | 1,009,575 | 75% |
| Equalization | 11,189,600 | 2,797,400 | 8,392,200 | 75% |
| Rural Aid | 1,322,400 | 330,600 | 991,800 | 75% |
| Tuition and Fees | 3,800,000 | 562,720 | 2,853,612 | 75% |
| Investment earnings | 300,000 | 296,898 | 1,781,104 | 594% |
| Grants and Contracts | 2,530,000 | - | 1,504,684 | 59% |
| Other Miscellaneous | 387,000 | (18,035) | 167,835 | 43% |
| Fund Balance | 12,342,727 | | - | 0% |
| Transfers | (11,145,000) | (1,383,086) | (1,973,740) | 18% |
| TOTAL REVENUES | \$ 39,072,827 | \$ 3,717,463 | \$ 26,122,973 | 67% |
| EXPENDITURES | | | | |
| Salaries and Benefits | 26,487,637 | 1,821,223 | 13,573,732 | 51% |
| Operating Expenditures | 12,585,190 | 1,183,714 | 5,082,830 | 40% |
| TOTAL EXPENDITURES | \$ 39,072,827 | \$ 3,004,937 | \$ 18,656,562 | 48% |
| Unrestricted Plant | | | | |
| | Revised Budget | Current Month Actual | Y-T-D Actual | % |
| REVENUES | | | | |
| State Aid: | | | | |
| Capital/STEM | 262,500 | 65,625 | 196,875 | 75% |
| Fund Balance | 2,075,000 | 35,315 | 827,126 | 40% |
| Transfers In | 10,445,000 | 990,210 | 1,506,109 | 14% |
| TOTAL REVENUES | \$ 12,782,500 | \$ 1,091,150 | \$ 2,530,110 | 20% |
| EXPENDITURES | | | | |
| Capital Expenditures - Construction | 5,000,000 | 35,315 | 827,126 | 17% |
| Capital Expenditures - Other | 7,782,500 | 1,055,835 | 1,702,984 | 22% |
| TOTAL EXPENDITURES | \$ 12,782,500 | \$ 1,091,150 | \$ 2,530,110 | 20% |

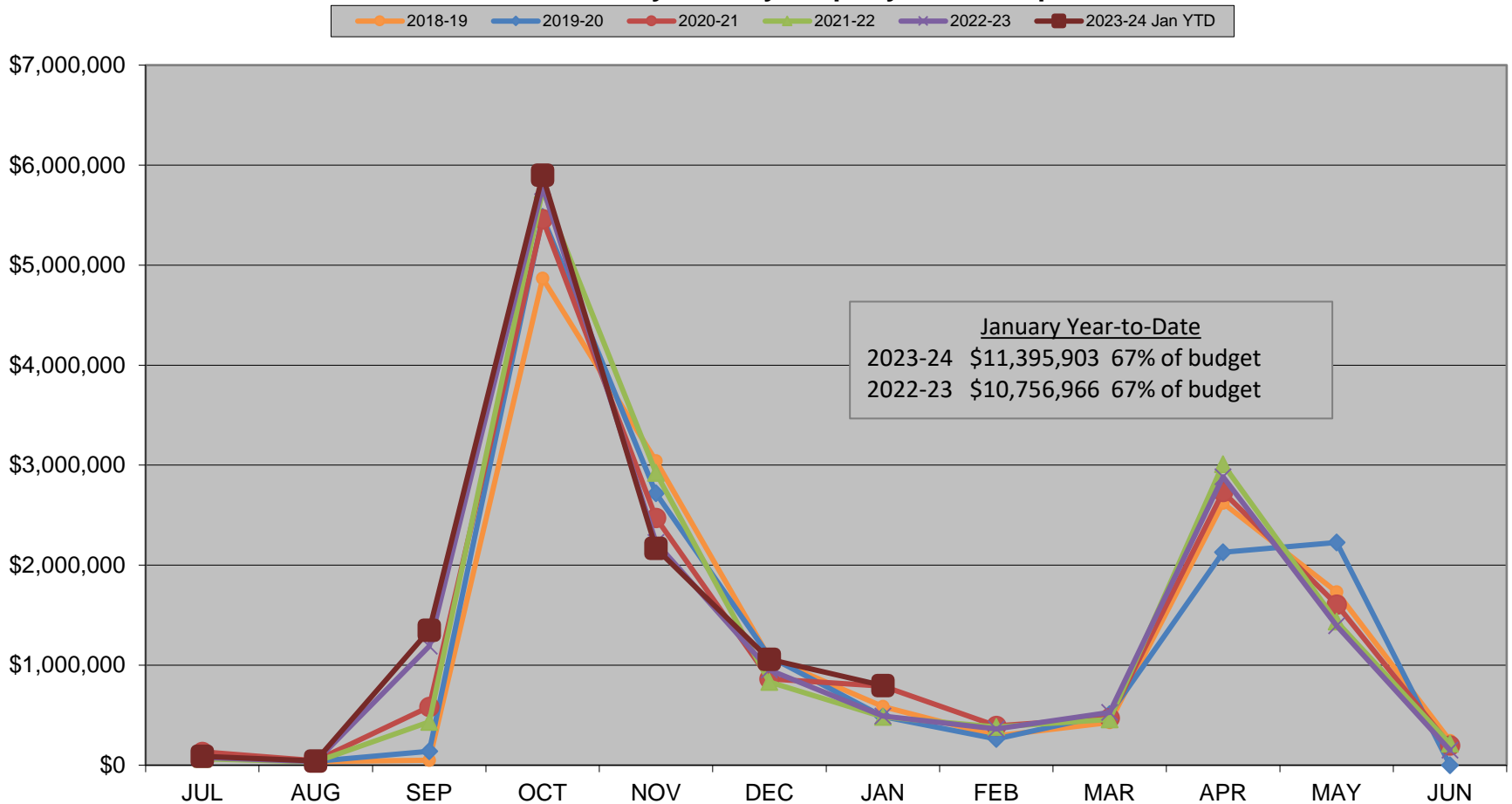
NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
 Statement of Financial Position
 July 1, 2023 to January 31, 2024

Budget Period Expired 58%

| Restricted and Auxiliary Funds | | | | |
|--------------------------------|---------------------|-------------------|---------------------|------------|
| Restricted | | | | |
| | Current Month | | | |
| | Budget | Actual | Y-T-D Actual | % |
| REVENUES | | | | |
| Grants and Contracts | 6,457,811 | 417,025 | 3,078,050 | 48% |
| Fund Balance | | | | |
| Transfers In | 500,000 | 375,000 | 375,000 | 75% |
| TOTAL REVENUES | \$ 6,957,811 | \$ 792,025 | \$ 3,453,050 | 50% |
| EXPENDITURES | | | | |
| Salaries and Benefits | 2,201,602 | 118,530 | 1,046,512 | 48% |
| Operating Expenditures | 4,756,209 | 854,449 | 2,590,497 | 54% |
| TOTAL EXPENDITURES | \$ 6,957,811 | \$ 972,979 | \$ 3,637,009 | 52% |
| Auxiliary | | | | |
| | Current Month | | | |
| | Budget | Actual | Y-T-D Actual | % |
| REVENUES | | | | |
| Sales and Services | 400,000 | 18,725 | 84,844 | 21% |
| Fund Balance | | | | |
| Transfers | 200,000 | 17,876 | 92,631 | 46% |
| TOTAL REVENUES | \$ 600,000 | \$ 36,601 | \$ 177,475 | 30% |
| EXPENDITURES | | | | |
| Salaries and Benefits | 226,154 | 12,007 | 107,872 | 48% |
| Operating Expenditures | 373,846 | 24,594 | 69,603 | 19% |
| TOTAL EXPENDITURES | \$ 600,000 | \$ 36,601 | \$ 177,475 | 30% |

| Cash Flows | |
|--|---------------|
| Cash flows from all activities (YTD) | \$ 32,283,608 |
| Cash used for all activities (YTD) | \$ 25,001,156 |
| Net Cash for all activities (YTD) | \$ 7,282,452 |

Monthly Primary Property Tax Receipts



Primary Property Tax Levy & Rate

Recommendation:

Staff recommends setting the primary property tax levy rate at \$1.7707 generating revenues of \$18,340,750.

Summary of Primary Property Taxes:

The Navajo County Assessor provides the Levy Limit Worksheet by February 10th of each year in accordance with Arizona Revised Statute §42-17052. The Truth in Taxation Analysis is used to calculate the Truth in Taxation Hearing Notice pursuant to Arizona Revised Statute §42-17107. The information from both sources are used to develop the proposed budget.

The current year net assessed values of \$1,036 million is higher than the prior year of \$969 million. Net construction is \$35.1 million compared to last year's amount of \$18.7 million.

NPC's proposed tax levy and rate is set at the maximum allowed by statute. The proposal will require a TNT notice and hearing. This represents a revenue increase of \$1,340,000 from the prior year.

Graphs providing historical property tax levy and rate information are included.



2024 LEVY LIMIT WORKSHEET

| |
|--|
| NAVAJO COUNTY - NORTHLAND PIONEER COLLEGE |
|--|

| MAXIMUM LEVY | 2023 |
|---|--------------|
| A.1. Maximum Allowable Primary Tax Levy | \$17,371,883 |
| A.2. A.1 multiplied by 1.02 | \$17,719,321 |

| CURRENT YEAR NET ASSESSED VALUE SUBJECT TO TAXATION IN PRIOR YEAR | 2024 |
|--|-----------------|
| B.1. Centrally Assessed | \$160,952,478 |
| B.2. Locally Assessed Real Property | \$818,835,645 |
| B.3. Locally Assessed Personal Property | \$20,930,076 |
| B.4. Total Assessed Value (B.1 through B.3) | \$1,000,718,199 |
| B.5. B.4. divided by 100 | \$10,007,182 |

| CURRENT YEAR NET ASSESSED VALUES | 2024 |
|---|------------------------|
| C.1. Centrally Assessed | \$178,406,909 |
| C.2. Locally Assessed Real Property | \$836,453,934 |
| C.3. Locally Assessed Personal Property | \$20,930,076 |
| C.4. Total Assessed Value (C.1 through C.3) | \$1,035,790,919 |
| C.5. C.4. divided by 100 | \$10,357,909 |

| LEVY LIMIT CALCULATION | 2024 |
|--|---------------------|
| D.1. LINE A.2 | \$17,719,321 |
| D.2. LINE B.5 | \$10,007,182 |
| D.3. D.1/D.2 (MAXIMUM ALLOWABLE TAX RATE) | 1.7707 |
| D.4. LINE C.5 | \$10,357,909 |
| D.5. D.3 multiplied by D.4 = MAXIMUM ALLOWABLE LEVY LIMIT | \$18,340,750 |
| D.6. Excess Collections/Excess Levy | |
| D.7. Amount in Excess of Expenditure Limit | |
| D.8. ALLOWABLE LEVY LIMIT (D.5 - D.6 - D.7) | \$18,340,750 |

| | |
|------------------------------|--------------|
| <i>2024 New Construction</i> | \$35,072,720 |
|------------------------------|--------------|

Enter data in yellow-shaded cells only.

Calculated data in tan should be used in published notice.

Reference updated language for published notice per Chapter 198 (HB 2286, Laws 2017).

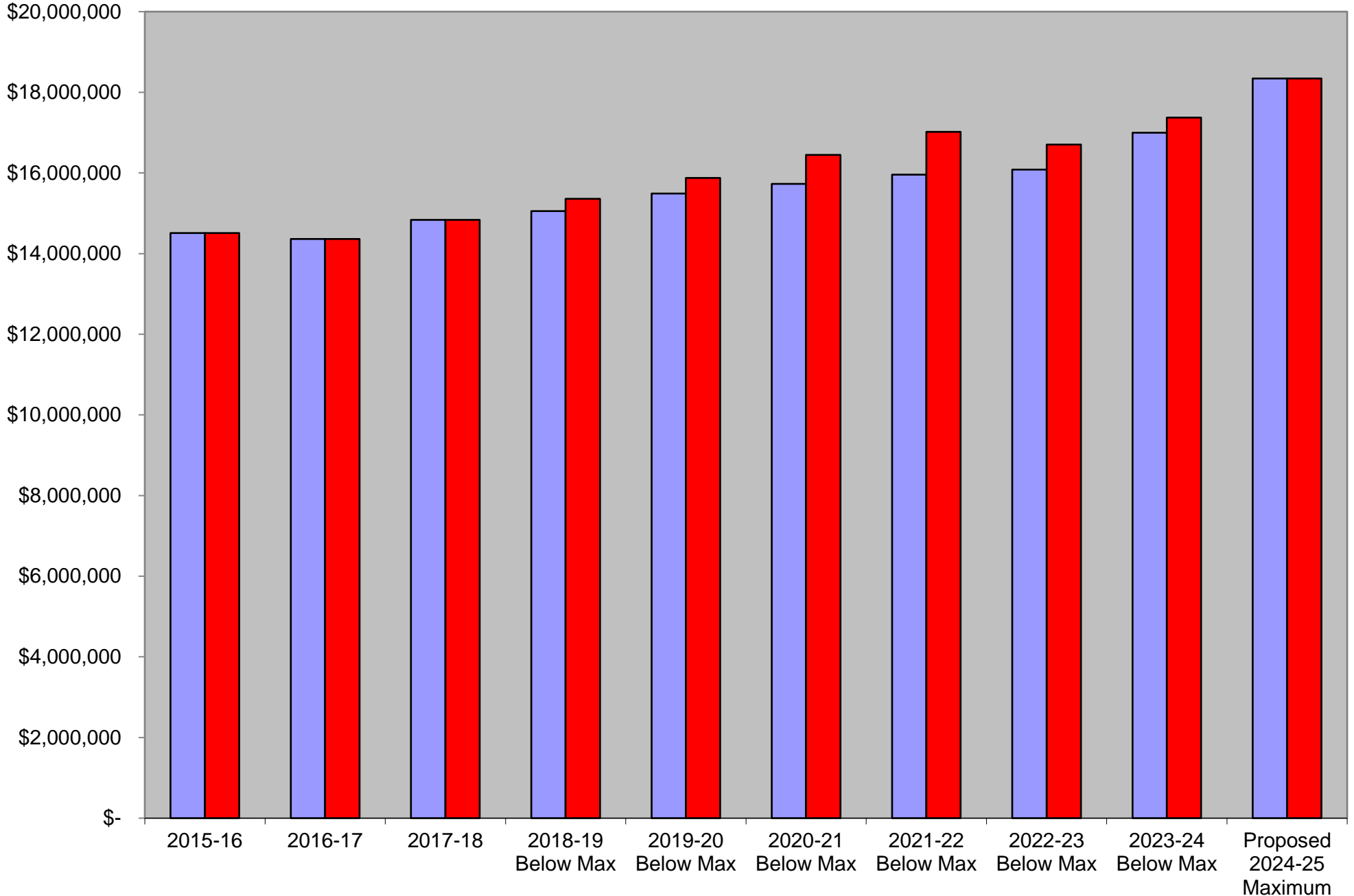
Truth in Taxation Analysis

Calculation for Truth in Taxation Hearing Notice pursuant to A.R.S. § 42-17107

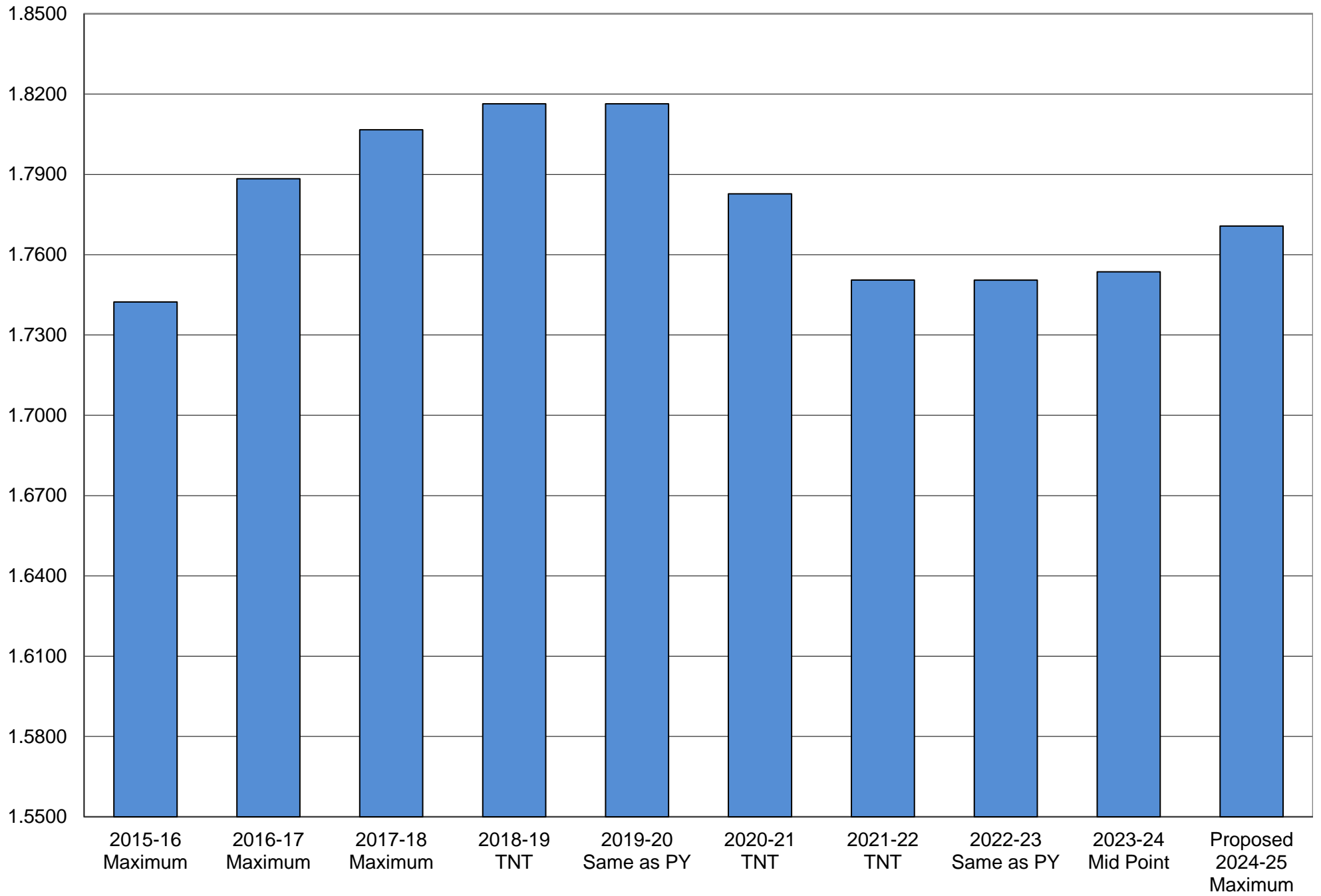
| | |
|---|------------------|
| Actual current primary property tax levy: (line F.1. actual levy from prior year's final levy limit worksheet) | \$ 17,000,000 |
| Net assessed valuation: (line C.4. from current year's worksheet) | \$ 1,035,790,919 |
| Value of new construction: | \$ 35,072,720 |
| Net assessed value minus new construction: (line B.4. from current year's levy limit worksheet) | \$ 1,000,718,199 |
| MAXIMUM TAX RATE THAT CAN BE IMPOSED WITHOUT A TRUTH IN TAXATION HEARING: | \$ 1.6988 |
| Growth in property tax levy capacity associated with new construction: | \$ 595,815 |
| MAXIMUM PRIMARY PROPERTY TAX LEVY WITHOUT A TRUTH IN TAXATION HEARING: | \$ 17,596,016 |
| Proposed primary property tax levy: | \$ 18,340,750 |
| Proposed increase in primary property tax levy, exclusive of new construction | \$ 719,516 |
| Proposed percentage increase in primary property tax levy: | 4.23% |
| Proposed primary property tax rate: | \$ 1.7707 |
| Proposed increase in primary property tax rate: | \$ 0.0719 |
| Proposed primary property tax levy on a home valued at \$100,000 | \$ 177.07 |
| Primary property tax levy on a home valued at \$100,000 if the tax rate was not raised: | \$ 169.88 |
| Proposed primary property tax levy increase on a home valued at \$100,000: | \$ 7.19 |

NPC Primary Maximum Property Tax Levy compared to Actual Levy

■ Levy - Assessed
 ■ Levy Limit - Max



NPC Historical Property Tax Rates & Current Year Proposal



2024-25 Introductory Budget Analysis

Summary:

General Fund Revenues

| | FY2425 Max Property Tax Levy | FY2324 Board Approved Budget |
|--------------------------|------------------------------------|------------------------------------|
| Property Tax Levy Rate | \$ 1.7707 | \$ 1.7536 |
| Revenues: | | |
| Property Taxes | \$ 18,340,750 | \$ 17,000,000 |
| Operating State Aid | 1,375,600 | 1,346,100 |
| Equalization | 12,016,200 | 11,189,600 |
| Rural Funding | 815,000 | 1,322,400 |
| Tuition & Fees | 3,800,000 | 3,800,000 |
| Govt Grants/Contracts | 2,530,000 | 2,530,000 |
| Investment Income | 800,000 | 300,000 |
| Other | 350,000 | 387,000 |
| Transfers to Other Funds | (17,026,729) | (11,145,000) |
| Fund Balance | 13,626,729 | 12,342,727 |
| Total Revenues | 36,627,550 | 39,072,827 |
| Expenditures: | | |
| Total Expenditures | 36,627,550 | 39,072,827 |
| Net Deficit/Surplus | \$ - | \$ - |

- **Property taxes** cannot exceed the maximum allowable by statute, which includes a 2% increase plus the impact of new construction. To protect the equalization funding, the levy for FY25 is set at the maximum levy.
 - Maximum Levy – levy rate at the maximum of \$1.7707 generates revenues of \$18,340,750.
- **State appropriations** estimates are from the Joint Legislative Budget Committee FY25 Baseline Budget.
 - **Operating aid** – is estimated at \$1,375,600 increasing over the current year by \$29,500. Operating aid is based on enrollment two years in arrears.
 - **Equalization** – is estimated at \$12,016,200 increasing over the current year by \$826,000. Equalization aid is provided to community college districts with property tax bases that are less than the minimum assessed



value for their rural district or county (populations less than 500,000 persons). There are currently four community college districts in Arizona who receive equalization aid – Cochise (Cochise county), Eastern (Graham county), Arizona Western (Yuma/LaPaz county) and NPC (Navajo county).

- **Rural funding** –is estimated at \$815,000 a decrease compared to the current year of \$1,322,400. This reflects the elimination of the one-time funding component.
- **Tuition** estimate remains at \$3,800,000, it takes into consideration the \$2 increase per credit hour for the in-district tuition rate, free summer tuition and enrollment that has started to stabilize and show some increases.
- **Government grants and contracts** is estimated at \$2,530,000 and is comparable with historical revenues.
- **Investment income** is estimated at \$800,000 an increase compared to the current year of \$300,000. It takes into consideration historical revenues.
- **Other income** is estimated at \$350,000 and is comparable with historical revenues. It is related primarily to Cosmetology retail sales and Microwave Tower rentals.

Capital Fund Revenues

The state funding for STEM activities is estimated at \$273,600. Other Capital Fund revenue will be transferred from the General Fund or Fund Balance. The college continues to move forward with construction/remodel activities in Show Low, Winslow and Holbrook for an estimated total of \$10.0 million, which will come from Fund Balance. The replacement Enterprise Resource Planning (ERP) software system is also moving forward with estimated expenditures of \$3.6 million, and will also be covered from Fund Balance.

Restricted Fund Revenues

The college is expected to receive funding of \$1.0 million related to the Smart and Safe Arizona Act, the marijuana legalization initiative for workforce related activities. The Nurse Education Investment continues with funding of approximately \$360,000 and the Behavioral Health program will begin with funding of approximately \$1.0 million. The college continues to pursue available grants to enhance its program offerings.

Auxiliary Fund Revenues

Estimates are in line with historical revenue streams. No new funding sources.



Northland Pioneer College

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BUDGET DEVELOPMENT CALENDAR

FISCAL YEAR 2024-2025

APPROVED 10-17-23

| ACTIVITY | RESOURCE | DUE BY |
|--|--|---------------------------------------|
| 1. Receive budget calendar and budget assumptions | DGB | ✓ 19 September 2023 |
| 2. Approve budget calendar and budget assumptions | DGB | ✓ 17 October 2023 |
| 3. Provide budget training for supervisors/department managers | CFO | ✓ 15 November 2023 |
| 4. Distribute materials for operational & capital budgets and staffing requests | Financial Services | ✓ 1 December 2023 |
| 5. President, CHRO, faculty, CASO meet on compensation | President, CHRO, FA, CASO | ✓ 16 November 2023 to 24 January 2024 |
| 6. Financial Services receives department budget & justifications | Department Budget Managers & Financial Services | ✓ 25 January 2024 |
| 7. President's Cabinet receives staffing requests | Department Budget Managers & President's Cabinet | ✓ 25 January 2024 |
| 8. President receives compensation recommendation | President, CHRO, FA, CASO | ✓ 25 January 2024 |
| 9. President's Cabinet finalizes staffing needs | President's Cabinet | ✓ 12 February 2024 |
| 10. President's Cabinet reviews operational & capital budget requests, including compensation | President's Cabinet | ✓ 12 February 2024 |
| 11. Receive introductory budget analysis | DGB | ✓ 20 February 2024 |
| 12. Receive tuition and fee schedules | DGB | ✓ 20 February 2024 |
| 13. Receive compensation proposal | DGB | ✓ 20 February 2024 |
| 14. Budget hearing (if necessary) | President's Cabinet | ✓ 4 March 2024 |
| 15. Receive preliminary budget analysis | DGB | ✓ 19 March 2024 |
| 16. Approve tuition and fee schedules | DGB | ✓ 19 March 2024 |
| 17. Approve compensation | DGB | ✓ 19 March 2024 |
| 18. Receive state budget forms and analysis <i>(no later than June 5 A.R.S. 15-1461)</i> | DGB | 16 April 2024 |
| 19. Adopt or modify preliminary budgets | DGB | 16 April 2024 |
| 20. Publish notice of budget hearing & special board meeting <i>(not later than 15 days prior to hearing A.R.S. 15-1461)</i> | CFO | 6 May 2024 |
| 21. Publish budget on website <i>(not later than 15 days prior to hearing A.R.S. 15-1461)</i> | CFO | 6 May 2024 |
| 22. Publish notice in newspaper and issue a press release for truth in taxation (TNT) hearing <i>(14-20 days prior to hearing A.R.S. 15-1461.01)</i> | CFO | 6 May 2024 |
| 23. 2 nd notice in newspaper for TNT hearing <i>(7-10 days prior to hearing A.R.S. 15-1461.01)</i> | CFO | 14 May 2024 |
| 24. 2 nd notice of public budget hearing & special board meeting in newspaper <i>(not later than 5 days prior to hearing A.R.S. 15-1461)</i> | CFO | 16 May 2024 |
| 25. 2 nd publication of budget in newspaper <i>(not later than 5 days prior to hearing A.R.S. 15-1461)</i> | CFO | 16 May 2024 |
| 26. Conduct public budget hearing and TNT hearing <i>(no later than June 20 A.R.S. 15-1461 & 15-1461.01)</i> | DGB | 21 May 2024 |
| 27. Adopt property tax levy & final budgets at special meeting | DGB | 21 May 2024 |
| 28. Notify PTOC of primary property tax levy <i>(within 3 days after hearing A.R.S. 15-1461.01)</i> | CFO | 24 May 2024 |
| 29. Submit tax levy to Navajo County | CFO | 24 May 2024 |

**Northland Pioneer College
Budget Development Assumptions
FY25**

GENERAL ASSUMPTIONS

- Budget Development Calendar will establish the due dates.
- Introductory budget analysis for DGB in February will be prior to budget hearings and will be limited to an overview of expenditure and revenue trends.
- Preliminary budget analysis for DGB in March will include a detailed examination of budget planning.
- Expenditure limit breach will use carry forward amounts to comply with statutory limits. Ongoing legislative relief is being pursued.

REVENUE ASSUMPTIONS

- Assessed valuations for setting the primary property tax levy will be available in February and a decline is expected due to lower assessed valuations related to the closure of the Cholla Power Plant. To protect the equalization funding, the levy needs to be set at the maximum allowable amount. The maximum is a 2% increase over the prior year, plus the impact of new construction. For FY25 the levy will be set at the maximum allowed.
- State appropriations for equalization is expected to increase compared to the current fiscal year, offset by a decrease to operating state aid. Rural aid is expected to be flat compared to the current fiscal year.
- The District Governing Board adopts tuition rates on a three-year cycle. The current approved plan covers the period FY24 to FY26.
 - In-district tuition rates reflects a small increase for each year listed:
 - (A) FY24 is \$70 per credit hour
 - (B) FY25 is \$73 per credit hour
 - (C) FY26 is \$75 per credit hour
 - Tuition and general fees are set at a rate that:
 - (A) considers the impact on students, student enrollment, and student retention rates,
 - (B) increases incrementally, and
 - (C) is competitive in our market by maintaining a comparative position to the average overall tuition and general fees at other Arizona community colleges.
- Course fees will be set at a rate to offset expendable supplies and equipment.
- Other revenues will be based on historical information and emerging trends.

EXPENDITURE ASSUMPTIONS

- Overall expenditures will match revenues.
- Budget requests from Department Budget Managers for operational and capital expenditures are due **January 25, 2024.**
- Budget requests that are higher than the current budget or actual historical spending will require justifications and are due **January 25, 2024.**
- Budget requests to add new employee positions or modify existing contractual positions, including Grant positions, are due **January 25, 2024.**

- SALARY SCHEDULES
 - The Gallagher compensation study has been received and will be incorporated into the compensation proposal for FY25, along with a proposal for a cost of living adjustment.
 - The college will continue to develop compensation proposals with the following in mind:
 - (A) consider available funds and the impact to expenditure limit,
 - (B) consider competitive market conditions with the goal to maintain a comparative position to the average increases/rates at other local public entities, other Arizona community colleges, and other similar institutions, and
 - (C) consider salary recommendations received through the shared governance process.

- BENEFITS will be developed with:
 - (A) consideration on impacts from third-party partnerships including:
 - (1) Employee benefit trust for medical insurance, and
 - (2) Arizona State Retirement System for retirement contributions.

- Education partner relationships will be maintained with:
 - (A) Apache County,
 - (B) NAVIT,
 - (C) Dual enrollment, and
 - (D) others.

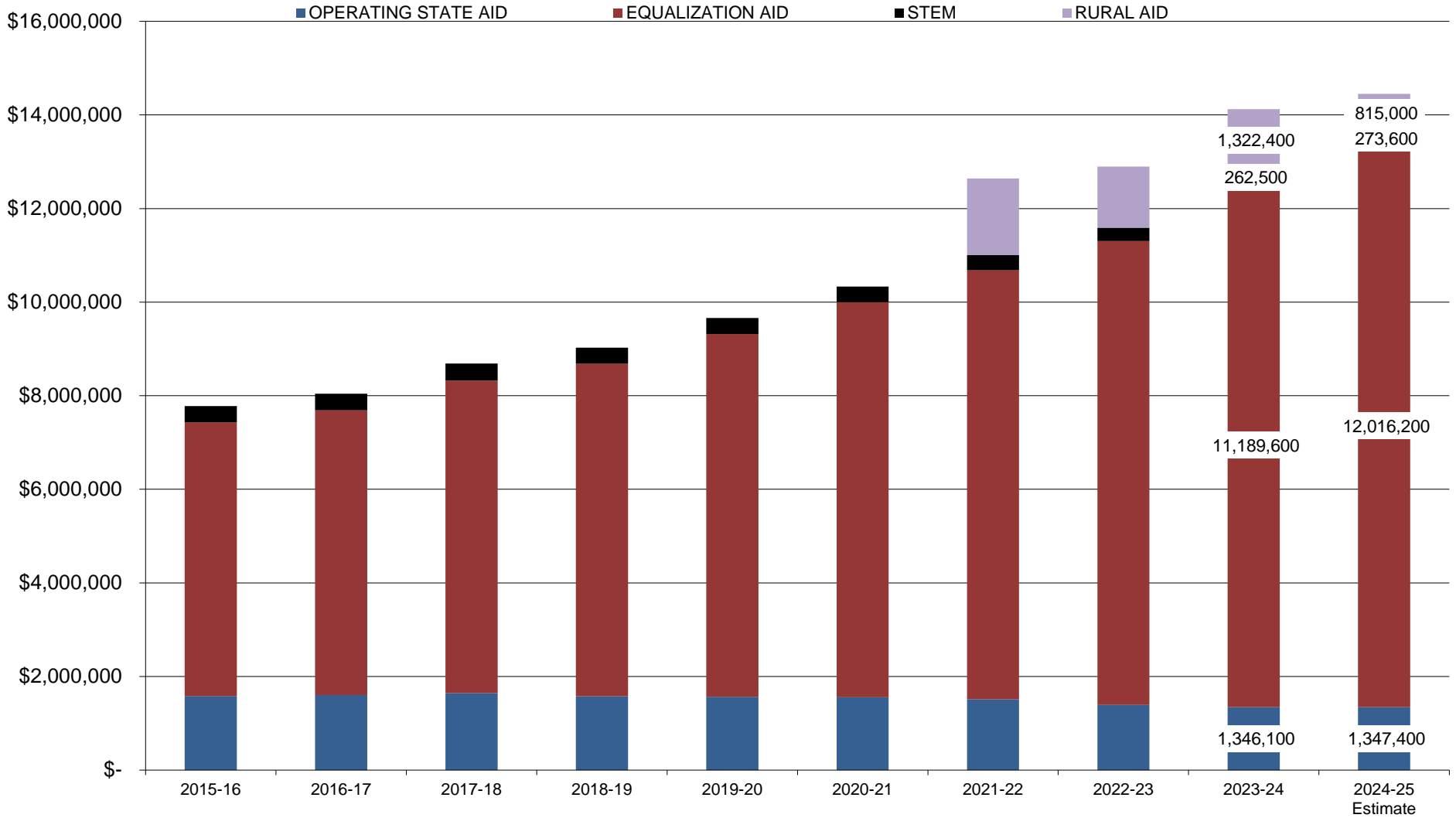
- OPERATING budget requests cover a one-year period.
- CAPITAL budget requests cover a three-year period (FY25, FY26, and FY27).
- GRANT funding will continue to be identified and pursued.
- AUXILIARY fund activities will be maintained.

**Northland Pioneer College
Budget Development Guidelines
FY25**

Budget Categories & Targets:

| | |
|---------------------------|---|
| Revenues | <ul style="list-style-type: none"> • Administrative Services will prepare the budget. |
| Salaries/Wages & Benefits | <ul style="list-style-type: none"> • HR and Administrative Services will prepare the budget for contract positions and the benefits for all positions. • Budget Managers will prepare budget for non-contract positions and include in their department budget requests. These include: <ul style="list-style-type: none"> ○ Adjunct faculty ○ Faculty overload ○ Temporary employee ○ Lab aid ○ Substitute faculty |
| Operating Expenditures | <ul style="list-style-type: none"> • Budget to remain level. • Any new programs/services must demonstrate linkage to the strategic plan. |
| Capital Expenditures | <ul style="list-style-type: none"> • Budget requests to align with revenues from the operational budget, grant funds, or reserved funds. |

NPC State Aid Revenues



Arizona Community Colleges
FY 2025 State Aid Request for M&O, Equalization Assistance and STEM Workforce Programs

| FY 2025 State Aid Request | Cochise | Coconino | Gila | Graham | Maricopa | Mohave | Navajo | Pima | Pinal | Santa Cruz | Yavapai | Yuma/La Paz | Total |
|--|----------------------|---------------------|-------------------|----------------------|---------------------|---------------------|----------------------|---------------------|---------------------|-------------------|---------------------|---------------------|----------------------|
| Maintenance & Operation | \$ 3,938,200 | \$ 1,389,000 | \$ 145,000 | \$ 1,750,900 | \$ - | \$ 967,000 | \$ 1,347,400 | \$ 2,172,800 | \$ 1,024,400 | \$ 62,700 | \$ 364,100 | \$ 2,262,000 | \$ 15,423,500 |
| Equalization Assistance | 10,575,800 | - | - | 21,132,400 | - | - | 12,016,200 | - | - | - | - | 896,500 | 44,620,900 |
| STEM Workforce Programs | 833,400 | 300,700 | 86,600 | 438,900 | 8,073,600 | 392,600 | 262,900 | 1,812,200 | 634,800 | 41,800 | 634,300 | 778,000 | 14,289,800 |
| FY 2024 Rural Aid - On Going/One time ⁽¹⁾ | 5,769,700 | 1,520,600 | 439,500 | 1,917,800 | - | 1,866,800 | 1,322,400 | - | 3,110,400 | 97,000 | 3,084,400 | 4,871,400 | 24,000,000 |
| Total Request | \$ 21,117,100 | \$ 3,210,300 | \$ 671,100 | \$ 25,240,000 | \$ 8,073,600 | \$ 3,226,400 | \$ 14,948,900 | \$ 3,985,000 | \$ 4,769,600 | \$ 201,500 | \$ 4,082,800 | \$ 8,807,900 | \$ 98,334,200 |

| Maintenance and Operations, Pursuant to ARS 15-1466 | | | | | | | | | | | | | |
|--|----------------|-----------------|-------------|---------------|-----------------|---------------|---------------|-------------|--------------|-------------------|----------------|--------------------|--------------|
| FTSE Change: | Cochise | Coconino | Gila | Graham | Maricopa | Mohave | Navajo | Pima | Pinal | Santa Cruz | Yavapai | Yuma/La Paz | Total |
| FY 2022 Audited FTSE (Total) | 5,999 | 1,581 | 457 | 1,994 | 52,588 | 1,941 | 1,375 | 11,462 | 3,234 | 101 | 3,207 | 5,065 | 89,004 |
| FY 2023 Unaudited FTSE (Total) | 5,244 | 1,561 | 451 | 2,167 | 53,963 | 2,009 | 1,425 | 11,839 | 3,137 | 199 | 3,195 | 5,080 | 90,270 |
| Increase/(Decrease) | (755) | (20) | (6) | 173 | 1,375 | 68 | 50 | 377 | (97) | 98 | (12) | 15 | 1,266 |
| FY 2022 Audited Non Dual Enr | 5,935 | 1,367 | 388 | 1,908 | 46,507 | 1,665 | 1,125 | 10,650 | 3,020 | 101 | 2,862 | 4,656 | 80,184 |
| FY 2023 Unaudited Non Dual Enr | 5,173 | 1,303 | 374 | 2,013 | 46,956 | 1,730 | 1,079 | 10,813 | 2,909 | 199 | 2,846 | 4,645 | 80,040 |
| Increase/(Decrease) | (762) | (64) | (14) | 105 | 449 | 65 | (46) | 163 | (111) | 98 | (16) | (11) | (144) |
| FY 2022 Audited Dual Enrollment | 64 | 214 | 69 | 86 | 6,081 | 276 | 250 | 812 | 214 | - | 345 | 409 | 8,820 |
| FY 2023 Unaudited Dual Enrollment | 71 | 258 | 77 | 154 | 7,007 | 279 | 346 | 1,026 | 228 | - | 349 | 435 | 10,230 |
| Increase/(Decrease) | 7 | 44 | 8 | 68 | 926 | 3 | 96 | 214 | 14 | - | 4 | 26 | 1,410 |

| State Aid Adj. for FTSE Change and Dual Enrollment: | | | | | | | | | | | | | |
|--|------------------|------------------|----------------|------------------|----------|----------------|------------------|------------------|------------------|---------------|----------------|------------------|-------------------|
| FY 2024 State aid M&O ⁽³⁾ | \$ 4,423,700 | \$ 1,415,900 | \$ 151,400 | \$ 1,661,900 | \$ - | \$ 924,400 | \$ 1,346,100 | \$ 2,000,000 | \$ 1,090,900 | \$ - | \$ 373,000 | \$ 2,260,700 | \$ 15,648,000 |
| Non Dual Enrollment Growth | (487,700) | (41,000) | (9,000) | 67,200 | - | 41,600 | (29,400) | 104,300 | (71,000) | 62,700 | (10,200) | (7,000) | (379,500) |
| Dual Enrollment Growth ⁽²⁾ | 2,200 | 14,100 | 2,600 | 21,800 | - | 1,000 | 30,700 | 68,500 | 4,500 | - | 1,300 | 8,300 | 155,000 |
| FY 2025 Appropriation | 3,938,200 | 1,389,000 | 145,000 | 1,750,900 | - | 967,000 | 1,347,400 | 2,172,800 | 1,024,400 | 62,700 | 364,100 | 2,262,000 | 15,423,500 |
| Increased (decreased) State appropriation | \$(485,500) | \$(26,900) | \$(6,400) | \$ 89,000 | \$ - | \$ 42,600 | \$ 1,300 | \$ 172,800 | \$(66,500) | \$ 62,700 | \$(8,900) | \$ 1,300 | \$(224,500) |

⁽¹⁾ Based on the language in FY24 Baseline Budget & SB1720 Gen Approp Act signed by Governor
⁽²⁾ Reflects funding adjustment for Dual Enrollment based on Dual Enrollment FTSE * Average Appropriation* 50%
⁽³⁾ Pima Community College received a one-time appropriation in FY24 listed as operating aid.

| Formula calculated according to statute | |
|--|---------------|
| FY 2024 Total M&O Appropriation | \$ 15,648,000 |
| FY 2023 Unaudited FTSE (Total) | 24,468 |
| Average Appropriation Per FTSE (Non Dual Enrollment) | \$ 640 |
| Average Appropriation Per FTSE (Dual Enrollment) | \$ 320 |

| Equalization FY 2025 Calculation, Pursuant to ASRS 15-1468 | | | | | | | | | | | | | |
|---|----------------|-----------------|-------------|---------------|-----------------|---------------|---------------|-------------|--------------|-------------------|----------------|--------------------|---------------|
| | Cochise | Coconino | Gila | Graham | Maricopa | Mohave | Navajo | Pima | Pinal | Santa Cruz | Yavapai | Yuma/La Paz | Total |
| FY 2025 Equalization Aid | \$ 10,575,800 | \$ - | \$ - | \$ 21,132,400 | \$ - | \$ - | \$ 12,016,200 | \$ - | \$ - | \$ - | \$ - | \$ 896,500 | \$ 44,620,900 |
| FY 2024 Equalization Aid | 9,759,600 | - | - | 19,912,000 | - | - | 11,189,600 | - | - | - | - | 716,100 | 41,577,300 |
| Increase/(Decrease) | \$ 816,200 | \$ - | \$ - | \$ 1,220,400 | \$ - | \$ - | \$ 826,600 | \$ - | \$ - | \$ - | \$ - | \$ 180,400 | \$ 3,043,600 |

The STEM Support request shown below was calculated using the formula in ARS 15-1464

| STEM Workforce Programs | | | | | | | | | | | | | |
|--|-------------------|-------------------|------------------|-------------------|---------------------|-------------------|-------------------|---------------------|-------------------|-------------------|-------------------|--------------------|----------------------|
| | Cochise | Coconino | Gila | Graham | Maricopa | Mohave | Navajo | Pima | Pinal | Santa Cruz | Yavapai | Yuma/La Paz | Total |
| FY 2023 Unaudited Non Dual Enr | 5,173 | 1,303 | 374 | 2,013 | 46,956 | 1,730 | 1,079 | 10,813 | 2,909 | 199 | 2,846 | 4,645 | 80,040 |
| FY 2023 Unaudited Dual Enrollment | 71 | 258 | 77 | 154 | 7,007 | 279 | 346 | 1,026 | 228 | - | 349 | 435 | 10,230 |
| FY 2023 Amount for Non Dual Enroll (1) | \$ 827,700 | \$ 273,600 | \$ 78,500 | \$ 422,700 | \$ 7,513,000 | \$ 363,300 | \$ 226,600 | \$ 1,730,100 | \$ 610,900 | \$ 41,800 | \$ 597,700 | \$ 743,200 | \$ 13,429,100 |
| FY 2023 Amount for Dual Enrollment | 5,700 | 27,100 | 8,100 | 16,200 | 560,600 | 29,300 | 36,300 | 82,100 | 23,900 | - | 36,600 | 34,800 | 860,700 |
| FY 2025 Formula Calculation (2) | \$ 833,400 | \$ 300,700 | \$ 86,600 | \$ 438,900 | \$ 8,073,600 | \$ 392,600 | \$ 262,900 | \$ 1,812,200 | \$ 634,800 | \$ 41,800 | \$ 634,300 | \$ 778,000 | \$ 14,289,800 |
| FY 2024 STEM Aid | 954,700 | 309,500 | 88,700 | 409,700 | 7,927,600 | 378,600 | 262,500 | 1,769,000 | 656,700 | 21,200 | 637,200 | 777,700 | 14,193,100 |
| Increase/(Decrease) | \$(121,300) | \$(6,800) | \$(2,100) | \$ 29,200 | \$ 146,000 | \$ 14,000 | \$ 400 | \$ 43,200 | \$(21,900) | \$ 20,600 | \$(2,900) | \$ 300 | \$ 96,700 |

⁽¹⁾ FY 2023 FTSE times rate per FTSE: rate is <5,000 FTSE @ \$210 per FTSE, > 5,000 FTSE @ \$160 per FTSE
⁽²⁾ Reflects funding at 50% of STEM amount for Dual Enrollment Students

Community Colleges

Arizona’s 10 community colleges are economic engines of local communities, providing high-quality education and workforce development programs to more than 240,000 students annually statewide. Together, the colleges are strategically focused on workforce development, building industry partnerships, technology and innovation, and providing high quality education. The colleges are also leaders in providing early college (dual enrollment) to more than 30,000 high school students across the state, giving them a jump start to higher education and career.

Link to the AGENCY’S WEBSITE: <https://www.azospb.gov/Documents/2022/FY%202023%20Master%20List.pdf>

Agency Budget Summary

| Program | FY 2023 Actual | FY 2024 Expenditure Plan | FY 2025 Net Change | FY 2025 Executive Budget |
|--------------|------------------|--------------------------|--------------------|--------------------------|
| General Fund | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |
| Total | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |

Executive Budget Baseline Changes

Equalization Aid

The Executive Budget includes a net increase in ongoing funding for Equalization Aid to Cochise, Graham, Navajo, and Yuma/La Paz counties.

The Equalization Aid formula established in A.R.S. § 15-1468 supports community college districts that have an insufficient property tax base compared to the minimum assessed value as described in A.R.S. § 15-1402.

| Funding | FY 2025 |
|--------------------|----------------|
| General Fund | 3,043.5 |
| Issue Total | 3,043.5 |

STEM and Workforce Aid

The Executive Budget includes a net increase in Science, Technology, Engineering, and Mathematics (STEM) and Workforce Aid.

The STEM and Workforce Program State Aid formula is based on each community college district’s enrollment changes from the previous year. Full-time equivalent student enrollment (FTSE) grew by 1,007 students in FY 2023, generating a net increase in the STEM and Workforce Program State Aid per A.R.S. § 15-1464.

| Funding | FY 2025 |
|--------------------|-------------|
| General Fund | 75.6 |
| Issue Total | 75.6 |

Operating State Aid

The Executive Budget includes a net ongoing decrease in Operating State Aid for FY 2025.

The Operating State Aid formula is based on each community college district’s enrollment changes from the previous year. Full-Time equivalent student enrollment (FTSE) decreased by 1.94%, excluding the Maricopa and Pima community college districts.

Community College Operating State Aid is allocated in statute pursuant to A.R.S. § 15-1466.

| Funding | FY 2025 |
|--------------------|----------------|
| General Fund | (287.8) |
| Issue Total | (287.8) |

Remove One-Time FY 2024 Appropriation(s)

The Executive Budget removes in FY 2025 the following one-time FY 2024 appropriation(s):

- Arizona Western College CTE Workforce: \$15,000,000
- Dine College Capital Improvements: \$10,000,000
- Rural Aid: \$10,000,000
- Pima Community College District: \$2,000,000
- San Carlos Apache College Remedial Education: \$2,000,000
- Tahono O’odham Community College Remedial Education: \$2,000,000
- Santa Cruz Provisional Community College Funding: \$200,000

The Executive Budget aligns with current law by backing out the appropriation(s).

| Funding | FY 2025 |
|--------------------|-------------------|
| General Fund | (41,200.0) |
| Issue Total | (41,200.0) |

In addition to the funding amounts for this agency shown in this section, the Executive Budget also includes funding changes for this agency in the Statewide Adjustments section.

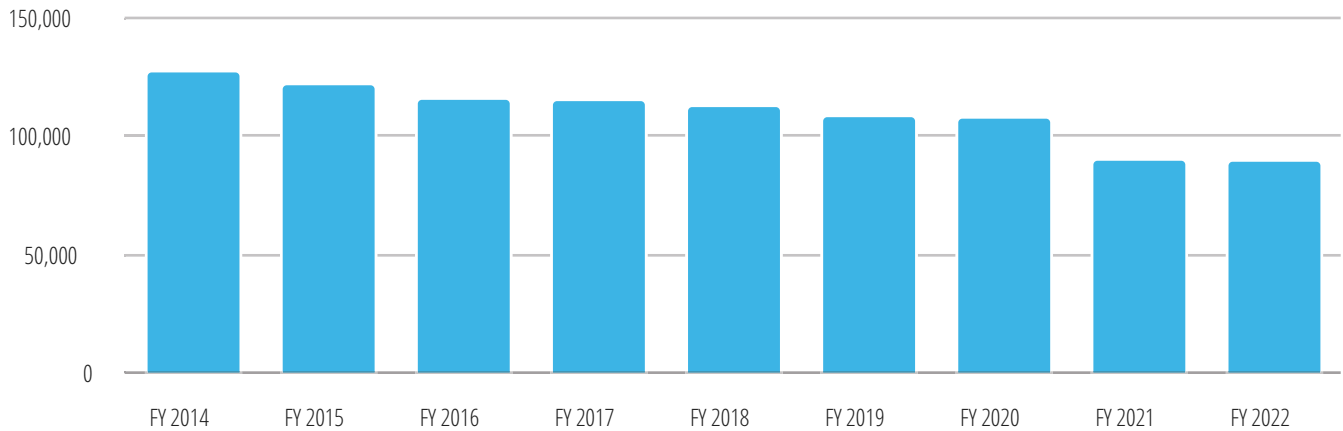
As part of the Executive Budget, for some agencies, there are proposed fund transfers to the General Fund in the FY 2024 Proposed Fund Transfers section.

Funding for this agency may be included in the Capital or the Statewide and Large Automation Projects sections.

As part of the Executive Budget, for some agencies, there are changes to Arizona Revised Statutes and General Appropriation Act footnotes in the Executive Budget Legislative Changes and Major Budget Footnote Changes sections.

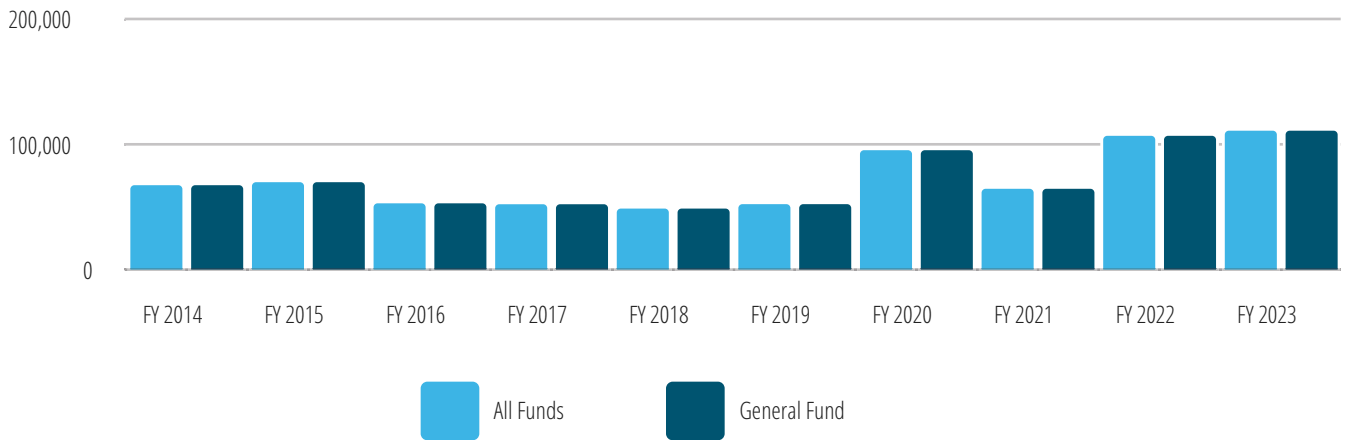
As reported by agency

Full-Time Equivalent Student Enrollment



Agency Expenditures

(in \$1,000s)



State Appropriations

| BY PROGRAM | FY 2023 Actual | FY 2024 Appropriation | FY 2025 Net Change | FY 2025 Executive Budget |
|---|-------------------|--------------------------|-----------------------|-----------------------------|
| SLI Additional Gila Workforce Development Aid | 200.0 | 400.0 | (200.0) | 200.0 |
| SLI College Items | 18,250.0 | 15,000.0 | (15,000.0) | 0.0 |
| SLI Dine College Remedial Education | 1,000.0 | 15,000.0 | (14,000.0) | 1,000.0 |
| SLI Equalization Aid | 38,328.5 | 41,577.3 | 3,043.5 | 44,620.8 |
| SLI Operating State Aid | 12,600.4 | 15,648.0 | (2,287.8) | 13,360.2 |
| SLI Rural Community College Aid | 21,000.0 | 24,000.0 | (10,000.0) | 14,000.0 |
| SLI Rural County Allocation | 4,582.0 | 5,722.3 | 0.0 | 5,722.3 |
| SLI Rural County Reimbursement Subsidy | 1,082.9 | 1,082.9 | 0.0 | 1,082.9 |
| SLI STEM and Workforce Programs State Aid | 14,722.8 | 14,193.1 | 75.6 | 14,268.7 |
| SLI Tribal Community Colleges | 1,220.9 | 1,220.9 | 0.0 | 1,220.9 |
| Agency Total - Appropriated Funds | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |

| BY EXPENDITURE OBJECT | FY 2023 Actual | FY 2024 Appropriation | FY 2025 Net Change | FY 2025 Executive Budget |
|--|-------------------|--------------------------|-----------------------|-----------------------------|
| Aid To Organizations & Individuals | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |
| Agency Total - Appropriated Funds | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |

| BY APPROPRIATED FUND | FY 2023 Actual | FY 2024 Appropriation | FY 2025 Net Change | FY 2025 Executive Budget |
|--|-------------------|--------------------------|-----------------------|-----------------------------|
| General Fund | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |
| Agency Total - Appropriated Funds | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |

Special Line Appropriations

| | FY 2023 Actual | FY 2024 Appropriation | FY 2025 Net Change | FY 2025 Executive Budget |
|---|-------------------|--------------------------|-----------------------|-----------------------------|
| SLI Additional Gila Workforce Development Aid | 200.0 | 200.0 | 0.0 | 200.0 |
| SLI Arizona Western College CTE and Workforce Expansion | 0.0 | 15,000.0 | (15,000.0) | 0.0 |
| SLI Cochise First Responders Academy | 6,250.0 | 0.0 | 0.0 | 0.0 |
| SLI Dine College Capital Improvements | 0.0 | 10,000.0 | (10,000.0) | 0.0 |
| SLI Dine College Remedial Education | 1,000.0 | 1,000.0 | 0.0 | 1,000.0 |
| SLI Dine College Student Center | 8,000.0 | 0.0 | 0.0 | 0.0 |
| SLI Equalization Aid Cochise | 8,771.4 | 9,759.6 | 816.2 | 10,575.8 |
| SLI Equalization Aid Graham | 19,114.0 | 19,912.0 | 1,220.4 | 21,132.4 |
| SLI Equalization Aid Navajo | 9,912.9 | 11,189.6 | 826.6 | 12,016.2 |
| SLI Equalization Aid Yuma/La Paz | 530.2 | 716.1 | 180.3 | 896.4 |
| SLI Navajo Technical University Laboratory | 4,000.0 | 0.0 | 0.0 | 0.0 |
| SLI Operating State Aid Cochise | 4,230.0 | 4,423.7 | (422.9) | 4,000.8 |
| SLI Operating State Aid Coconino | 1,369.6 | 1,415.9 | (23.4) | 1,392.5 |
| SLI Operating State Aid Gila | 155.3 | 151.4 | (1.7) | 149.7 |
| SLI Operating State Aid Graham | 1,532.3 | 1,661.9 | 97.0 | 1,758.9 |
| SLI Operating State Aid Mohave | 903.0 | 924.4 | 37.1 | 961.5 |

Special Line Appropriations

| | FY 2023 Actual | FY 2024 Appropriation | FY 2025 Net Change | FY 2025 Executive Budget |
|---|-------------------|--------------------------|-----------------------|-----------------------------|
| SLI Operating State Aid Navajo | 1,393.4 | 1,346.1 | 29.5 | 1,375.6 |
| SLI Operating State Aid Pima | 0.0 | 2,000.0 | (2,000.0) | 0.0 |
| SLI Operating State Aid Pinal | 818.2 | 1,090.9 | (58.0) | 1,032.9 |
| SLI Operating State Aid Santa Cruz | 0.0 | 0.0 | 54.6 | 54.6 |
| SLI Operating State Aid Yavapai | 300.4 | 373.0 | (1.7) | 371.3 |
| SLI Operating State Aid Yuma/La Paz | 1,898.2 | 2,260.7 | 1.7 | 2,262.4 |
| SLI Rural Community College Aid Cochise | 5,267.5 | 5,769.7 | (2,770.6) | 2,999.1 |
| SLI Rural Community College Aid Coconino | 1,343.4 | 1,520.6 | (627.8) | 892.8 |
| SLI Rural Community College Aid Gila | 421.8 | 439.5 | (181.6) | 257.9 |
| SLI Rural Community College Aid Graham | 1,633.2 | 1,917.8 | (678.5) | 1,239.3 |
| SLI Rural Community College Aid Mohave | 1,714.4 | 1,866.8 | (717.8) | 1,149.0 |
| SLI Rural Community College Aid Navajo | 1,305.6 | 1,322.4 | (507.4) | 815.0 |
| SLI Rural Community College Aid Pinal | 2,476.6 | 3,110.4 | (1,316.3) | 1,794.1 |
| SLI Rural Community College Aid Santa Cruz | 97.8 | 97.0 | 16.8 | 113.8 |
| SLI Rural Community College Aid Yavapai | 2,782.2 | 3,084.4 | (1,250.8) | 1,833.6 |
| SLI Rural Community College Aid Yuma/La Paz | 3,957.5 | 4,871.4 | (1,966.0) | 2,905.4 |
| SLI Rural County Allocation | 4,582.0 | 5,722.3 | 0.0 | 5,722.3 |
| SLI Rural County Reimbursement Subsidy | 1,082.9 | 1,082.9 | 0.0 | 1,082.9 |
| SLI San Carlos Apache Remedial Education | 0.0 | 2,000.0 | (2,000.0) | 0.0 |
| SLI Santa Cruz Provisional Community College Funding | 0.0 | 200.0 | (200.0) | 0.0 |
| SLI STEM and Workforce Programs State Aid Cochise | 895.2 | 954.7 | (121.3) | 833.4 |
| SLI STEM and Workforce Programs State Aid Coconino | 293.8 | 309.5 | (8.8) | 300.7 |
| SLI STEM and Workforce Programs State Aid Gila | 91.9 | 88.7 | (0.6) | 88.1 |
| SLI STEM and Workforce Programs State Aid Graham | 361.5 | 409.7 | 36.6 | 446.3 |
| SLI STEM and Workforce Programs State Aid Maricopa | 8,584.9 | 7,927.6 | 146.1 | 8,073.7 |
| SLI STEM and Workforce Programs State Aid Mohave | 373.8 | 378.6 | 14.0 | 392.6 |
| SLI STEM and Workforce Programs State Aid Navajo | 283.6 | 262.5 | 11.1 | 273.6 |
| SLI STEM and Workforce Programs State Aid Pima | 1,776.6 | 1,769.0 | (0.1) | 1,768.9 |
| SLI STEM and Workforce Programs State Aid Pinal | 551.1 | 656.7 | (21.9) | 634.8 |
| SLI STEM and Workforce Programs State Aid Santa Cruz | 21.8 | 21.2 | 20.6 | 41.8 |
| SLI STEM and Workforce Programs State Aid Yavapai | 611.1 | 637.2 | (0.6) | 636.6 |
| SLI STEM and Workforce Programs State Aid Yuma/La Paz | 877.5 | 777.7 | 0.5 | 778.2 |
| SLI Tohono O'odham Remedial Education | 0.0 | 2,000.0 | (2,000.0) | 0.0 |
| SLI Tribal Community Colleges | 1,220.9 | 1,220.9 | 0.0 | 1,220.9 |
| Agency Total - Appropriated Funds | 112,987.5 | 133,844.5 | (38,368.7) | 95,475.8 |

The special-line appropriations shown in this table are also included in the amounts displayed in the preceding tables.

The Executive Budget provides a lump-sum appropriation to the agency with special lines.

Arizona Community Colleges

| | FY 2023 ACTUAL | FY 2024 ESTIMATE | FY 2025 BASELINE |
|--|-------------------|---------------------|-------------------------|
| Equalization Aid | | | |
| Equalization Aid - Cochise | 8,771,400 | 9,759,600 | 10,575,800 |
| Equalization Aid - Graham | 19,114,000 | 19,912,000 | 21,132,400 |
| Equalization Aid - Navajo | 9,912,900 | 11,189,600 | 12,016,200 |
| Equalization Aid - Yuma/La Paz | 530,200 | 716,100 | 896,400 |
| <i>Subtotal - Equalization Aid</i> | <u>38,328,500</u> | <u>41,577,300</u> | <u>44,620,800</u> |
| Operating State Aid | | | |
| Operating Aid - Cochise | 4,230,000 | 4,423,700 | 4,000,800 |
| Operating Aid - Coconino | 1,369,600 | 1,415,900 | 1,392,500 |
| Operating Aid - Gila | 155,300 | 151,400 | 149,700 |
| Operating Aid - Graham | 1,532,300 | 1,661,900 | 1,758,900 |
| Operating Aid - Mohave | 903,000 | 924,400 | 961,500 |
| Operating Aid - Navajo | 1,393,400 | 1,346,100 | 1,375,600 |
| Operating Aid - Pima | 0 | 2,000,000 | 0 |
| Operating Aid - Pinal | 818,200 | 1,090,900 | 1,032,900 |
| Operating Aid - Yavapai | 300,400 | 373,000 | 371,300 |
| Operating Aid - Yuma/La Paz | 1,898,200 | 2,260,700 | 2,262,400 |
| <i>Subtotal – Operating Aid</i> | <u>12,600,400</u> | <u>15,648,000</u> | <u>13,305,600</u> |
| STEM Aid | | | |
| STEM Aid - Cochise | 895,200 | 954,700 | 833,400 |
| STEM Aid - Coconino | 293,800 | 309,500 | 300,700 |
| STEM Aid - Gila | 91,900 | 88,700 | 88,100 |
| STEM Aid - Graham | 361,500 | 409,700 | 446,300 |
| STEM Aid - Maricopa | 8,584,900 | 7,927,600 | 8,073,700 |
| STEM Aid - Mohave | 373,800 | 378,600 | 392,600 |
| STEM Aid - Navajo | 283,600 | 262,500 | 273,600 |
| STEM Aid - Pima | 1,776,600 | 1,769,000 | 1,768,900 |
| STEM Aid - Pinal | 551,100 | 656,700 | 634,800 |
| STEM Aid - Santa Cruz | 21,800 | 21,200 | 41,800 |
| STEM Aid - Yavapai | 611,100 | 637,200 | 636,600 |
| STEM Aid - Yuma/La Paz | 877,500 | 777,700 | 778,200 |
| <i>Subtotal – STEM Aid</i> | <u>14,722,800</u> | <u>14,193,100</u> | <u>14,268,700</u> |
| Rural Aid | | | |
| Rural Aid - Cochise | 5,267,500 | 5,769,700 | 2,999,100 |
| Rural Aid - Coconino | 1,343,400 | 1,520,600 | 892,800 |
| Rural Aid - Gila | 421,800 | 439,500 | 258,000 |
| Rural Aid - Graham | 1,633,200 | 1,917,800 | 1,239,300 |
| Rural Aid - Mohave | 1,714,400 | 1,866,800 | 1,149,000 |
| Rural Aid - Navajo | 1,305,600 | 1,322,400 | 815,000 |
| Rural Aid - Pinal | 2,476,600 | 3,110,400 | 1,794,100 |
| Rural Aid - Santa Cruz | 97,800 | 97,000 | 113,800 |
| Rural Aid - Yavapai | 2,782,200 | 3,084,400 | 1,833,600 |
| Rural Aid - Yuma/La Paz | 3,957,500 | 4,871,400 | 2,905,300 |
| <i>Subtotal – Rural Aid</i> | <u>21,000,000</u> | <u>24,000,000</u> | <u>14,000,000</u> |
| Additional Rural Aid | | | |
| Rural County Allocation | 4,582,000 | 5,722,300 | 5,722,300 ^{1/} |
| Rural County Reimbursement Subsidy | 1,082,900 | 1,082,900 | 1,082,900 ^{2/} |
| <i>Subtotal – Additional Rural Aid</i> | <u>5,664,900</u> | <u>6,805,200</u> | <u>6,805,200</u> |
| Tribal Aid | | | |
| Tribal Community Colleges | 1,372,200 | 1,372,200 | 1,372,200 ^{3/} |
| Dine College Capital Improvements | 0 | 10,000,000 | 0 |
| Dine College Remedial Education | 1,000,000 | 1,000,000 | 1,000,000 ^{4/} |
| Dine College Student Center | 8,000,000 | 0 | 0 |

| | FY 2023 ACTUAL | FY 2024 ESTIMATE | FY 2025 BASELINE |
|---|--------------------|---------------------|---------------------------------|
| Navajo Technical University Laboratory | 4,000,000 | 0 | 0 |
| San Carlos Apache College Remedial Education | 0 | 2,000,000 | 0 |
| Tohono O'odham Community College Remedial Education | 0 | 2,000,000 | 0 |
| <i>Subtotal – Tribal Aid</i> | 14,372,200 | 16,372,200 | 2,372,200 |
| Workforce Development Aid | | | |
| Additional Gila Workforce Development Aid | 200,000 | 200,000 | 200,000 |
| Arizona Western College CTE Workforce | 0 | 15,000,000 | 0 |
| Santa Cruz Provisional Community College Funding | 0 | 200,000 | 0 |
| <i>Subtotal – Workforce Development Aid</i> | 200,000 | 15,400,000 | 200,000 |
| Capital Aid | | | |
| Cochise First Responders Academy | 6,250,000 | 0 | 0 |
| AGENCY TOTAL | 113,138,800 | 133,995,800 | 95,572,500 ^{5/} |
| FUND SOURCES | | | |
| General Fund | 113,138,800 | 133,995,800 | 95,572,500 |
| SUBTOTAL - Appropriated Funds | 113,138,800 | 133,995,800 | 95,572,500 |
| Other Non-Appropriated Funds | 84,489,700 | 89,692,200 | 89,692,200 |
| TOTAL - ALL SOURCES | 197,628,500 | 223,688,000 | 185,264,700 |

AGENCY DESCRIPTION — The Arizona community college system is comprised of 10 college districts and 2 provisional districts. Arizona’s community colleges provide programs and training in the arts, sciences and humanities, and vocational education leading to an Associates degree, Baccalaureate degree, Certificate of Completion, or transfer to a Baccalaureate degree-granting college or university.

FOOTNOTES

- 1/ A.R.S. § 15-1469.01 provides that the General Fund will pay the initial cost of students attending community colleges who are from counties that are not part of an established community college district, and then the state will withhold these counties’ sales tax revenues to offset that cost. In FY 2025, that amount is estimated to be \$5,722,300. Because this appropriation is in permanent statute, it is not included in the General Appropriation Act.
- 2/ Of the \$1,082,900 appropriated to the rural county reimbursement subsidy line item, Apache county receives \$699,300 and Greenlee county receives \$383,600. (General Appropriation Act footnote)
- 3/ A.R.S. § 42-5031.01 directs the State Treasurer to annually transmit to the tribal colleges 10% of Transaction Privilege Tax (TPT) revenues collected from sources located on the reservation, or \$1,750,000, whichever is less, as well as 5% of TPT revenues collected on the reservation, or \$875,000, whichever is less, to a technical college on the same reservation. Because this appropriation is in permanent statute, it is not included in the General Appropriation Act.
- 4/ On or before October 15, 2025, the Diné college board of regents shall submit to the governor, the speaker of the house of representatives, the president of the senate, the secretary of state and the joint legislative budget committee a report that details the course completion rate for students who received remedial education during the 2024-2025 academic year. (General Appropriation Act footnote)
- 5/ General Appropriation Act funds are appropriated as District-by-District Special Line Items.

Equalization Aid

The Baseline includes \$44,620,800 from the General Fund in FY 2025 for Equalization Aid. Adjustments are as follows:

Property Value Changes

The Baseline includes an increase of \$3,043,500 from the General Fund in FY 2025 to reflect increased formula costs for funding Equalization Aid due to assessed valuation changes. Detail of specific district changes is shown in *Table 1*.

Table 1
FY 2025 Equalization Funding Changes

| District | FY 2024 | Year-over-Year Change | FY 2025 |
|--------------|---------------------|-----------------------|---------------------|
| Cochise | \$ 9,759,600 | \$816,200 | 10,575,800 |
| Graham | 19,912,000 | 1,220,400 | 21,132,400 |
| Navajo | 11,189,600 | 826,600 | 12,016,200 |
| Yuma/La Paz | 716,100 | 180,300 | 896,400 |
| Total | \$41,577,300 | \$3,043,500 | \$44,620,800 |

Background – The Equalization Aid line items provide additional state aid to community college districts with property tax bases that are less than the minimum assessed value specified in A.R.S. § 15-1402. Under the Equalization Aid formula, the minimum assessed valuation is revised by the average change in actual assessed valuation for the most recent year for all rural districts with populations of less than 500,000 persons, according to the most recent decennial census data. Actual assessed valuation for rural districts was 6.4% higher in TY 2023 than in the preceding year. Therefore, for the FY 2025 Equalization Aid formula calculation, the minimum assessed valuation increased 6.4% to approximately \$1.85 billion. (See Table 2 for the calculation of the growth rate.)

Equalization Aid is paid based on the difference between the minimum assessed valuation and the most recent actual assessed valuation for the district. Equalization Aid is calculated at the lesser of \$1.37 per \$100 of the district’s assessed valuation or the district’s levy rate.

In any one year a district’s equalization assistance will depend on 1) whether the district falls below the minimum threshold (\$1.85 billion in FY 2025), 2) whether

Table 2
Equalization Growth Factor for Tax Years (TY) 2022-2023

| District | TY 2022 Primary AV | TY 2023 Primary AV | TY 2022-2023 % Growth |
|----------------------------|-------------------------|-------------------------|-----------------------|
| Cochise* | \$ 1,023,219,900 | \$ 1,074,552,900 | 5.0 % |
| Graham* | 282,173,500 | 303,998,800 | 7.7 % |
| Navajo* | 918,845,900 | 969,413,100 | 5.5 % |
| Yuma/La Paz* | 1,683,333,600 | 1,781,073,400 | 5.8 % |
| Coconino | 2,077,032,200 | 2,171,931,000 | 4.6 % |
| Mohave | 2,298,472,300 | 2,427,679,000 | 5.6 % |
| Pinal | 3,118,901,200 | 3,390,905,700 | 8.7 % |
| Yavapai | 3,333,228,500 | 3,556,683,100 | 6.7 % |
| Total ^{1/} | \$14,735,207,100 | \$15,676,236,900 | 6.4 % |
| Minimum AV | \$1,735,602,600 | \$1,846,507,600 | 6.4 % |

^{1/} May not add to total due to rounding.
* These districts qualify to receive Equalization Aid under the state funding formula in FY 2025 since they fall below the minimum assessed value threshold of \$1.85 billion.

the district’s dollar change in assessed value was less than the rural districts’ average change, and 3) the applicable tax rate.

Operating State Aid

The Baseline includes \$13,305,600 from the General Fund in FY 2025 for Operating State Aid. Adjustments are as follows:

Enrollment Changes

The Baseline includes a decrease of \$(342,400) from the General Fund in FY 2025 to fund the statutory formula for Operating State Aid.

This amount funds statutory formula costs for a (475), or (1.9)%, decrease in Full Time Student Equivalent (FTSE) students in rural community colleges (see Table 3). The (475) net FTSE decrease consists of a (557) FTSE decrease in non-dual enrollment students and an 82 FTSE increase in dual enrollment students. A.R.S. § 15-1466.01 requires dual enrollment students be funded at 50% for state aid purposes. Dual enrollment refers to high school students who are enrolled in community college courses for both high school and community college credit.

Remove One-Time Pima Operating Aid

The Baseline includes a decrease of \$(2,000,000) from the General Fund in FY 2025 for the elimination of one-time Pima Community College District operating aid. This appropriation was not based on the statutory formula.

Background – With the exception of Maricopa and Pima, the Operating State Aid line items provide each community college district with funds for continuing

Table 3
Community College Enrollment

| | FY 2022 FTSE | FY 2023 FTSE | Percentage Change |
|------------------------|---------------|---------------|-------------------|
| Rural Districts | | | |
| Cochise | 5,999 | 5,244 | (12.6)% |
| Coconino | 1,581 | 1,561 | (1.3)% |
| Gila | 457 | 451 | (1.3)% |
| Graham | 1,994 | 2,167 | 8.7% |
| Mohave | 1,941 | 2,009 | 3.5% |
| Navajo | 1,375 | 1,425 | 3.6% |
| Pinal | 3,234 | 3,137 | (3.0)% |
| Santa Cruz | 101 | 199 | 97% |
| Yavapai | 3,207 | 3,206 | 0.0% |
| Yuma/La Paz | 5,065 | 5,080 | 0.3% |
| <i>Subtotal</i> | <i>24,954</i> | <i>24,479</i> | <i>(1.9)%</i> |
| Urban Districts | | | |
| Maricopa | 52,588 | 53,964 | 2.6% |
| Pima | 11,462 | 11,568 | 0.9% |
| Total | 89,004 | 90,011 | 1.1% |

operating and maintenance expenses pursuant to A.R.S. § 15-1466. The Operating State Aid formula adjusts state aid in an amount that reflects changes in the FTSE enrollment count. This enrollment adjustment is calculated by multiplying the change in the most recent year’s actual FTSE for each district by the average state aid per FTSE appropriated in the current fiscal year. (For FY 2025, the last actual FTSE data was from FY 2023.)

Maricopa and Pima Counties are also statutory recipients of Operating State Aid. However, a session law provision suspends the formula.

The full formula funding for Maricopa and Pima County cannot be calculated. The Operating State Aid formula adjusts the prior year’s appropriation based on the changes in FTSE enrollment count. Maricopa and Pima County have not received Operating State Aid since FY 2015.

STEM and Workforce Programs State Aid

The Baseline includes \$14,268,700 from the General Fund in FY 2025 for Science, Technology, Engineering and Mathematics (STEM) and Workforce Programs State Aid. Adjustments are as follows:

Enrollment Changes

The Baseline includes an increase of \$75,600 from the General Fund in FY 2025 to fund increased formula costs for STEM and Workforce Programs State Aid. This increase is the result of a net growth in enrollment in FY 2023.

Background – The STEM and Workforce Programs State Aid line items provide the community college districts with funds for partnerships, faculty, technology equipment, student services, facilities, and property needs pursuant to A.R.S. § 15-1464.

The STEM and Workforce Programs State Aid formula provides per capita funding to districts based on the district’s size and the most recent year’s actual audited FTSE. The FY 2025 Baseline continues to suspend the inflation adjustment required by statute and provides \$210 per FTSE for districts with 5,000 or less FTSE and \$160 per FTSE for districts with greater than 5,000 FTSE.

Rural Aid

The Baseline includes \$14,000,000 from the General Fund in FY 2025 for Rural Aid. Adjustments are as follows:

Remove One-Time Rural Aid

The Baseline includes a decrease of \$(10,000,000) from the General Fund in FY 2025 for the elimination of one-time aid to the 10 rural community college districts.

This funding is allocated to the 10 rural community college districts based on each district’s share of actual FY 2023 enrollment.

Additional Rural Aid

Rural County Allocation

The Baseline includes \$5,722,300 from the General Fund in FY 2025 for Rural County Allocation. These amounts are unchanged from FY 2024.

Background – The Rural County Allocation line item facilitates payment to community college districts for students enrolled from counties that are not a part of an established community college district. If a county is not part of a community college district, it is responsible for the cost of their students attending community college in another county. In practice, this provision affects Apache and Greenlee Counties. A.R.S. § 15-1469.01 provides that the General Fund will pay the initial cost for these counties and that the state will then withhold these counties’ Transaction Privilege Tax (TPT) revenues to offset a portion of that cost.

A.R.S. § 15-1469C prescribes the formula that calculates the amount that is owed by Apache and Greenlee Counties to the out of county community college districts. The formula is based on the number Apache and Greenlee students who attended school in an established community college district, as well as the average operating cost per student of that district. In calculating the TPT withholding for Apache and Greenlee Counties, however, the state only counts the average operating aid per student generated by the primary property tax levy. The difference between the average per student operating cost generated by primary property taxes and the average overall operating cost is effectively absorbed by the state General Fund.

The payments made on behalf of the counties are not included in county expenditure limits established in the Arizona Constitution. The county payments are partially offset by a state subsidy. (See next line item.)

Each year, the amount is determined by enrollment counts submitted to the JLBC Staff. The JLBC Staff is required by A.R.S. § 15-1469D to report the county withholdings to the Treasurer by May 15 for the upcoming

fiscal year. In May 2023, the JLBC Staff reported that the General Fund would pay a total \$5,722,300 in FY 2024, of which \$2,351,500 would be withheld from the two unestablished counties (\$1,794,100 for Apache and \$557,400 for Greenlee). After TPT revenue withholdings, the General Fund net cost was \$3,370,800.

Monies for the Rural County Allocation are authorized by A.R.S. § 15-1469.01, and therefore do not appear in the General Appropriation Act.

Rural County Reimbursement Subsidy

The Baseline includes \$1,082,900 from the General Fund in FY 2025 for Rural County Reimbursement Subsidy. This amount is unchanged from FY 2024.

This line item partially offsets the remaining cost to counties that are not part of an established community college district. The funding is appropriated to Apache and Greenlee. The Baseline continues a General Appropriation Act footnote allocating these monies. Of the \$1,082,900 subsidy, \$699,300 is distributed to Apache and \$383,600 to Greenlee.

After the reimbursement subsidy, FY 2024 net costs were \$1,094,300 to Apache and \$173,800 to Greenlee.

Tribal Aid

Tribal Community Colleges

The Baseline includes \$1,372,200 from the General Fund in FY 2025 for Tribal Community Colleges. This amount is unchanged from FY 2024.

The FY 2024 budget assumed tribal community colleges would receive \$1,220,900 from the General Fund in FY 2023 and FY 2024 based on prior year TPT distributions. This included \$890,700 to the Navajo Nation and \$330,200 for Tohono O'odham Community College.

Based on FY 2023 actual distributions, the Baseline adjusts the assumption upward to \$1,372,200 in FY 2024 and FY 2025. This includes a distribution of \$923,700 to the Navajo Nation, comprised of \$615,800 for Diné College and \$307,900 for Navajo Technical College. The Baseline also assumes \$448,500 will be distributed to Tohono O'odham Community College.

As described below, each of these amounts will depend on actual FY 2025 TPT revenue collections and the FY 2025 appropriation will adjust automatically.

Background – This funding is limited to qualified tribes that instituted a compact with the state before September 1, 2017, to receive a portion of Transaction Privilege Tax (TPT) revenues for support of tribe's postsecondary institution(s). A.R.S. § 42-5031.01 allows any qualifying tribal community college to receive \$1,750,000, or 10% of the TPT revenues collected from all sources located on the reservation, whichever is less. A.R.S. § 42-5031.01 also allows any additional technical college located on the same reservation to receive \$875,000, or 5% of the TPT revenues collected from sources located on the reservation, whichever is less. Actual amounts for FY 2025 will depend on FY 2025 collections. Given the language of A.R.S. § 42-5031.01, these monies do not appear in the General Appropriation Act. *(Please see the FY 2020 Appropriations Report for more information.)*

The monies received are used to support maintenance, renewal, and capital expenses on each college campus.

Diné College Capital Improvements

The Baseline includes no funding in FY 2025 for Diné College Capital Improvements. Adjustments are as follows:

Remove One-Time Funding

The Baseline includes a decrease of \$(10,000,000) from the General Fund in FY 2025 for the elimination of one-time Diné College Capital Improvement funding.

Diné College Remedial Education

The Baseline includes \$1,000,000 from the General Fund in FY 2025 for Diné College Remedial Education. This amount is unchanged from FY 2024.

This line item provides additional funding to Diné College to provide remedial education to help students prepare for college-level courses such as reading, writing and mathematics. In addition, the Baseline continues a General Appropriation Act footnote that requires the Diné College Board of Regents to submit a report that details the course completion rate for students who received remedial education during the 2024-2025 academic year to the JLBC, Governor's office, and legislative leaders on or before October 15, 2025.

Tohono O'odham Community College Remedial Education

The Baseline includes no funding in FY 2025 for Tohono O'odham Community College Remedial Education. Adjustments are as follows:

Remove One-Time Funding

The Baseline includes a decrease of \$(2,000,000) from the General Fund in FY 2025 for the elimination of one-time Tohono O'odham Community College Remedial Education funding.

The FY 2024 budget included a General Appropriation Act footnote that requires the Tohono O'odham Community College Board of Trustees to submit a report that details the course completion rate for students who received remedial education during the 2023-2024 academic year to the JLBC, Governor's office, and legislative leaders on or before October 15, 2024.

San Carlos Apache College Remedial Education

The Baseline includes no funding in FY 2025 for San Carlos Apache Community College Remedial Education. Adjustments are as follows:

Remove One-Time Funding

The Baseline includes a decrease of \$(2,000,000) from the General Fund in FY 2025 for the elimination of one-time San Carlos Apache College Remedial Education funding.

The FY 2024 budget included a General Appropriation Act footnote that requires the San Carlos Apache College Board of Regents to submit a report that details the course completion rate for students who received remedial education during the 2023-2024 academic year to the JLBC, Governor's office, and legislative leaders on or before October 15, 2024.

Workforce Development Aid

Arizona Western College CTE Workforce

The Baseline includes no funding in FY 2025 for Arizona Western College CTE Workforce. Adjustments are as follows:

Remove One-Time Funding

The Baseline includes a decrease of \$(15,000,000) from the General Fund in FY 2025 for the elimination of one-time Career Technical Education (CTE) Workforce program funding at Arizona Western College.

Additional Gila Workforce Development Aid

The Baseline includes \$200,000 from the General Fund in FY 2025 for Additional Gila Workforce Development Aid. This amount is unchanged from FY 2024.

Background – As a provisional community college district, Gila County is not eligible for a \$200,000 annual Workforce Development allocation from Proposition 301 monies (see A.R.S. § 42-5029).

Santa Cruz Provisional Community College Funding

The Baseline includes no funding in FY 2025 for Santa Cruz Provisional Community College Funding. Adjustments are as follows:

Remove One-Time Funding

The Baseline includes a decrease of \$(200,000) from the General Fund in FY 2025 for the elimination of one-time Santa Cruz Provisional Community College funding.

Other Issues

Statutory Changes

The Baseline would:

- As session law, continues to suspend the Operating State Aid funding at levels specified in the General Appropriation Act, which effectively means suspending the formula in FY 2025 for only Maricopa and Pima Counties.
- As session law, continues to set the Science, Technology, Engineering and Mathematics and Workforce Programs district funding at levels specified in the General Appropriation Act, which effectively means suspending the inflation adjustment in FY 2025 for all community college districts.

Long-Term Budget Impacts

As part of the Baseline's 3-year spending plan, Community College General Fund costs are projected to increase by \$3,022,700 in FY 2026 above FY 2025 and increase by \$3,311,600 in FY 2027 above FY 2026. These estimates are based on:

- Flat enrollment growth (so no change in costs for Operating State Aid or STEM and Workforce Programs State Aid for FY 2026 and FY 2027).

Table 4

Total Estimated Community College Revenues – FY 2024 ^{1/}

| District | State Aid ^{2/} | Tuition/Fees | Property | Grants | Other ^{3/} | FY 2024 | FY 2023 | % Change from FY 2022 |
|--------------------------|-------------------------|----------------------|------------------------|----------------------|---------------------|------------------------|------------------------|-----------------------|
| | | | Taxes | | | Total ^{4/} | Total ^{5/} | |
| Cochise | \$19,953,000 | \$9,482,700 | \$25,920,400 | \$34,594,200 | \$1,601,400 | \$91,551,700 | \$76,580,200 | 19.6% |
| Coconino | 2,936,500 | 6,918,700 | 13,153,200 | 8,963,700 | 1,096,300 | 33,068,400 | 28,988,500 | 14.1% |
| Gila ^{6/} | 590,900 | 0 | 5,843,200 | 615,400 | 355,000 | 7,404,500 | 6,840,200 | 8.2% |
| Graham | 23,491,700 | 8,121,000 | 7,918,300 | 12,948,100 | 5,756,000 | 58,235,100 | 66,376,900 | (12.3)% |
| Maricopa | 0 | 209,884,300 | 623,177,700 | 208,529,100 | 24,686,200 | 1,066,277,300 | 1,084,103,100 | (1.6)% |
| Mohave | 2,791,200 | 9,591,900 | 28,030,000 | 17,721,200 | 445,400 | 58,579,700 | 50,546,900 | 15.9% |
| Navajo | 13,858,100 | 3,800,000 | 16,999,600 | 6,457,800 | 3,879,500 | 44,995,000 | 47,146,600 | (4.6)% |
| Pima | 2,000,000 | 43,260,000 | 136,301,500 | 78,455,000 | 11,471,500 | 271,488,000 | 260,006,800 | 4.4% |
| Pinal | 4,201,300 | 8,351,000 | 65,105,400 | 19,292,900 | 4,110,000 | 101,060,600 | 97,222,900 | 3.9% |
| Santa Cruz ^{6/} | 97,000 | 800 | 1,778,100 | 274,800 | 25,900 | 2,176,600 | 2,104,200 | 3.4% |
| Yavapai | 3,457,400 | 12,896,000 | 53,649,000 | 17,542,800 | 6,290,200 | 93,835,400 | 84,568,900 | 11.0% |
| Yuma/La Paz | <u>7,848,200</u> | <u>13,695,000</u> | <u>42,286,200</u> | <u>50,520,000</u> | <u>4,120,200</u> | <u>118,469,600</u> | <u>97,228,700</u> | <u>21.8%</u> |
| Total | \$81,225,300 | \$326,001,400 | \$1,020,162,600 | \$455,915,000 | \$63,837,600 | \$1,947,141,900 | \$1,901,713,900 | 2.4% |

- ^{1/} The data in this table was provided by the Arizona Community College Coordinating Council.
- ^{2/} State Aid revenue includes Operating State Aid and Equalization Aid.
- ^{3/} Includes auxiliary programs, interest income, workforce development funds, and transfers.
- ^{4/} Total revenues do not include bond proceeds or district fund balances. Including these amounts, total revenues are estimated to be \$2,175,730,400 for FY 2024.
- ^{5/} Total revenues do not include bond proceeds or district fund balances. Including these amounts, total revenues are \$1,901,713,800 for FY 2023.
- ^{6/} Gila Provisional Community College contracts with Graham County’s Eastern Arizona College in order to provide degree programs. Therefore, Gila’s tuition and fee revenues are collected by Graham according to their contract agreement. Santa Cruz Provisional Community College contracts with Pima County’s Community College in order to provide degree programs. Therefore, Santa Cruz’s tuition and fee revenues are collected by Pima according to their contract agreement.

- An increase of \$3,022,700 for Equalization Aid in FY 2026 above FY 2025 and \$3,311,600 in FY 2027 above FY 2026. These estimates assume total Net Assessed Value (NAV) growth of 6.0% in FY 2025 and 6.2% FY 2026.

determines its primary and secondary property tax rates. (See *Table 5* for a summary of TY 2023 property tax rates.)

Community College Revenue Sources

In addition to state General Fund monies, Arizona’s community colleges receive revenues from a number of other sources, including student tuition and fees, local property taxes, grants, and other monies generated by the colleges. Of the total, the community colleges receive 4.2% of their revenues (excluding bond proceeds) from state aid.

For FY 2024, base operating revenues from all sources are estimated to be \$1,947,141,900 (See *Table 4* for a summary of FY 2024 total revenue estimates.)

Property taxes are the single largest revenue source for the community colleges, accounting for 52.4% of their revenues. There are 2 types of property taxes: primary and secondary. For the community colleges, primary property taxes are levied for operating purposes and secondary property taxes are levied to pay for capital outlay expenses. Both taxes are levied on limited property values. Each community college district

Table 5

Community College Tax Rates – TY 2023

| District | Primary Rate | Secondary Rate | Combined Rate | % Change Combined Rate from TY 2022 |
|-------------|--------------|----------------|---------------|-------------------------------------|
| | | | | |
| Cochise | \$2.43 | \$0.00 | \$2.43 | 0.0% |
| Coconino | 0.61 | 0.00 | 0.61 | 17.3% |
| Gila | 0.92 | 0.00 | 0.92 | (2.1)% |
| Graham | 2.60 | 0.00 | 2.60 | (4.1)% |
| Maricopa | 1.08 | 0.06 | 1.14 | (4.2)% |
| Mohave | 1.15 | 0.00 | 1.15 | (3.4)% |
| Navajo | 1.75 | 0.00 | 1.75 | 0.0% |
| Pima | 1.28 | 0.00 | 1.28 | (0.8)% |
| Pinal | 1.78 | 0.14 | 1.92 | (6.8)% |
| Santa Cruz | 0.43 | 0.00 | 0.43 | (4.4)% |
| Yavapai | 1.51 | 0.00 | 1.51 | 0.7% |
| Yuma/La Paz | 2.07 | 0.30 | 2.37 | (2.1)% |

Under A.R.S. § 42-17051, community colleges are allowed to collect 2% more in property tax revenues annually, not including revenue from new construction. Any increase over 2% requires voter approval, unless the district has foregone increases in prior years and consolidates those increases into a single year.

The community colleges also collect tuition and fees from enrolled students. These collections account for approximately 16.7% of total revenues. Tuition and fees are assessed on a per credit hour basis. FY 2024 weighted average tuition (weighted for each district’s proportion of the statewide FTSE count) is \$ 2,708 if a full-time student attends for 30 hours a year. The FY 2024 amount represents an increase of 6.5% from FY 2023. (See Table 6 for FY 2024 resident tuition and fee rates.)

Community colleges also receive grants and “other” revenue from a variety of sources. Combined, they account for approximately 26.7% of community college revenues.

Revenue listed in the “other” category includes auxiliary programs, interest incomes, workforce development funds, and transfers.

| District | Average Cost Per Credit Hour | Annual Cost ^{1/} | % Change from FY 2023 |
|-----------------|-------------------------------------|----------------------------------|------------------------------|
| Cochise | \$93 | \$2,790 | 17.7% |
| Coconino | 136 | 4,068 | 0.0% |
| Gila | 98 | 2,940 | 5.4% |
| Graham | 98 | 2,940 | 5.4% |
| Maricopa | 97 | 2,910 | 14.1% |
| Mohave | 81 | 2,430 | 0.0% |
| Navajo | 91 | 2,730 | 7.1% |
| Pima | 92 | 2,760 | 3.4% |
| Pinal | 75 | 2,250 | 50.0% |
| Santa Cruz | 46 | 1,380 | 5.7% |
| Yavapai | 83 | 2,472 | 5.1% |
| Yuma/La Paz | <u>94</u> | <u>2,820</u> | <u>2.2%</u> |
| Average | \$90 | \$2,708 | 9.7% |

^{1/} Annual cost is for 30 hours a year, or 15 hours per semester.

Total Community College Expenditures

Table 7 shows total budgeted FY 2024 community college expenditures. In FY 2024, total budgeted expenditures are \$2,283,941,800. As mentioned previously, base operating revenues for FY 2024 are \$1,947,141,900, however, this figure does not include allocated fund balances or bond proceeds. Including these amounts, total available revenues are \$2,175,730,400. Of the total \$2,283,941,800 in budgeted expenditures, \$1,816,810,400, or 79.5%, of these expenditures are from the community colleges’ General and Restricted Funds. This includes \$556,591,500, or 24.4%, for instruction and \$305,939,200, or 13.4%, for institutional support.

Expenditures for auxiliary enterprises, including revenue-generating retail and business services such as parking

| General/Restricted Funds | Total | % of Total |
|---------------------------------|------------------------|-------------------|
| Instruction | \$ 556,591,500 | 24.4% |
| Public Service | 117,147,000 | 5.1% |
| Academic Support | 187,631,500 | 8.2% |
| Student Services | 351,407,100 | 15.4% |
| Institutional Support | 305,939,200 | 13.4% |
| Operation & Maintenance | 73,875,200 | 3.2% |
| Scholarships & Grants | 156,107,400 | 6.8% |
| Contingency | <u>68,111,400</u> | <u>3.0%</u> |
| Subtotal ^{1/} | \$1,816,810,400 | 79.5% |
| Auxiliary Enterprises Fund | \$ 78,918,900 | 3.5% |
| Plant Fund | 307,262,500 | 13.5% |
| Debt Service | <u>80,950,000</u> | <u>3.5%</u> |
| Total ^{1/} | \$2,283,941,800 | 100% |

^{1/} May not add to subtotal and total due to rounding.

lots, bookstores, and food service, are \$78,918,900 or 3.5% of the total. Plant Fund expenditures, which generally include capital costs, are \$307,262,500, or 13.5% of the total. The remaining \$80,950,000, or 3.5%, is for debt service.

Community College Expenditure Limitations

The Arizona Constitution requires the Economic Estimates Commission to calculate the expenditure limitation for community college districts based on FY 1980 expenditures. The base limit is adjusted each year for enrollment and inflation.

The expenditure limitation does not apply to certain monies received by community college districts, such as tuition and fees or federal grants. A.R.S. § 15-1444 also excludes from the expenditure limitation auxiliary fees, entrepreneurial and commercial activities, research and development agreements, and grants from the state, political subdivisions, tribal governments, or special taxing districts.

As part of the annual budget submission process, the community college districts calculate their expenditures for the current year. These figures are then audited by the Auditor General after the end of each fiscal year. Table 8 includes the FY 2024 expenditure limits and the estimated expenditures reported by the districts. Of the 12 districts, 8 currently estimate that they will be at the limit in FY 2024.

A.R.S. § 41-1279.07 stipulates that a community college district that exceeds its expenditure limitation without authorization will have the following amount of operating state aid withheld, based on the percentage of the excess expenditure:

Table 8**Community College Expenditure Limits – FY 2024**

| <u>District</u> | <u>Expenditure Limit</u> | <u>Estimated Expenditures</u> |
|-----------------|--------------------------|-------------------------------|
| Cochise | \$73,550,812 | \$67,378,021 |
| Coconino | 17,110,159 | 17,110,159 |
| Gila* | 5,076,198 | 32,295,239 |
| Graham | 33,994,988 | 33,994,988 |
| Maricopa | 476,167,690 | 476,167,690 |
| Mohave | 26,196,489 | 26,196,489 |
| Navajo | 15,470,441 | 15,470,441 |
| Pima | 140,472,699 | 140,472,699 |
| Pinal | 44,910,384 | 44,910,384 |
| Santa Cruz* | 1,812,166 | 1,810,749 |
| Yavapai | 51,167,433 | 51,167,433 |
| Yuma/La Paz | 60,908,539 | 53,111,277 |

* Indicates provisional community college district

- If the excess expenditures are less than 5% of the limitation, the amount withheld is equal to the excess expenditures.
- If the excess expenditures are between 5% and 10% of the limitation or are less than 5% of the limitation and it is at least the second consecutive instance of excess expenditures, the amount withheld is equal to 3 times the excess expenditures.
- If the excess expenditures are equal to 10% or more of the limitation, the amount withheld is equal to 5 times the excess expenditures or one-third of the district's allocation of state aid, whichever is less.

| SUMMARY OF FUNDS | FY 2023 Actual | FY 2024 Estimate |
|---|---------------------------|-----------------------------|
| Smart and Safe Arizona Fund (varies by account/A.R.S. § 36-2856) | | Non-Appropriated |
| Source of Revenue: The fund receives revenues from a 16.0% excise tax on the sale of recreational marijuana products and license and registration fees. | | |
| Purpose of Fund: To pay costs incurred by state agencies to implement the provisions of Proposition 207, which legalized the adult use of recreational marijuana. After agencies pay administrative costs, the remaining funds are distributed 33.0% to community college districts, 31.4% to municipal police and fire departments, 25.4% to the Highway User Revenue Fund, 10.0% to the Justice Reinvestment Fund, and 0.2% to the Attorney General. | | |
| Funds Expended | 50,808,700 | 55,031,900 |
| Year-End Fund Balance | 0 | 0 |
| Tribal Assistance Fund (No Fund Number/A.R.S. § 42-5029) | | Non-Appropriated |
| Source of Revenue: A portion of the 0.6% education sales tax. The law directs each qualifying tribal community college to receive distributions in the same manner as the transfers to individual community college district workforce development accounts. A "qualifying Indian tribe" is an Indian tribe that owns, operates, and charters any community college located on its own reservation in this state. | | |
| Purpose of Fund: To fund workforce development and job training activities at a community college owned, operated, or chartered by a qualifying Indian tribe. | | |
| Funds Expended | 1,274,600 | 1,292,700 |
| Year-End Fund Balance | 0 | 0 |
| Workforce Development Accounts (varies by account/A.R.S. § 15-1472) | | Non-Appropriated |
| Source of Revenue: Three percent of collections from the 0.6% education sales tax, after debt service on state school facilities revenue bonds has been paid. This funding was authorized by voter approval of Proposition 301 in the November 2000 General Election. | | |
| Purpose of Fund: To fund workforce development and training activities at the community college districts. | | |
| Funds Expended | 32,406,400 | 33,367,600 |
| Year-End Fund Balance | 0 | 0 |

Navajo County Community College District Governing Board Meeting Minutes

February 20, 2024 – 10:00 a.m.

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

Governing Board Member Present: Ms. Kristine Laughter; Ms. Rosabel Sekayumptewa; Mr. Frank Lucero; Mr. Everett Robinson; Mr. Derrick Leslie.

Governing Board Member Absent:

Others Present: President Chato Hazelbaker; Vice President for Learning and Student Services (VPLSS) Michael Solomonson; Vice President for Administrative Services (VPAS) Maderia Ellison; Associate Vice President – Human Resources (AVPHR) Christine Schaefer; Chief Information Officer (CIO) Michael Jacob; Director of Institutional Effectiveness Judy Yip-Reyes; Farah Bughio, Recording Secretary to the Board; Paul Hempsey; Betsy Wilson; David Huish; Justin White; Allison Landy; Lia Keenan; Josh Rogers; Colleen Marsh; Janalda Nash; Russell Kupfer; Ruth Zimmerman; David Borofsky; Erin Pugh; Scott Flake; Debbie Huish; Terrie Shevat; Donna Soseman; Aaliyah Foster; Ryan Jones; Rich Chanick; Rich Harris; Jonathan Lawrence; Tanya Hayes; Olivia Jaquez; Matt Weber.

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

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

Agenda Item 3: Administrator Emeritus Award – David Huish

AVPHR Christine Schaefer awarded David Huish the Administrative Emeritus award.

Agenda Item 4: Call for Public Comment

None.

Agenda Item 5 Discussion Items

5.A.1. Financial Position

VPAS Ellison addressed the Board and expanded on the financial position of the college for the period July 1, 2023 to December 31, 2023. No questions.



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

Written report. No questions.

5.A.3. NPC Faculty Association

Ryan Jones, President of the Faculty Association, addressed the Board and expanded on the recommendation from members of the Faculty Association regarding the Gallagher Study and compensation study findings.

Mr. Lucero asked if the Faculty Association recommendation was based on the compensation study. Mr. Jones responded that the Faculty Association recommended a 3% raise for Cost of Living Adjustment (COLA) for all employees.

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

Janalda Nash, CASO President, and Jenna Herman addressed the Board expanding on CASO's recommendation based on the compensation study. CASO recommended a 1.5% raise for COLA.

Ms. Laughter asked for clarification on how wages are affected by certifications and degrees. Ms. Laughter also requested to see the gap in pay grades. President Hazelbaker responded that this request will be part of the Human Resources report for next District Governing Board meeting in March.

Mr. Lucero requested a hard copy of the Gallagher Study. President Hazelbaker stated that a hard copy would be mailed to each Board Member.

Mr. Leslie asked who was addressing concerns raised by employees during the compensation study. President Hazelbaker responded that these concerns will be addressed by the permanent compensation committee and shared governance.

Ms. Sekayumptewa thanked members for clarification on the Gallagher study. Ms. Sekayumptewa also stated she wanted to ensure that top talent is retained.

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

Betsy Wilson, Director of NPC Friends and Family, addressed the Board and expanded on the review of scholarships and applicants.

Ms. Laughter encouraged Director Wilson to contact a new tutor at the Kayenta Center regarding scholarships.

Mr. Lucero asked about Pedal the Petrified. Director Wilson responded with information about this year's Pedal the Petrified event.

5.A.6. Strategic Planning

Betsy Wilson, Director of NPC Friends and Family and as Chair of Leadership Council, addressed the Board and expanded on Leadership Council's Strategic Planning. No questions.



5.A.7. Human Resources

AVPHR Schaefer addressed the Board and expanded on the report provided in the packet.

Mr. Lucero requested a report distinguishing between staff and faculty turnover rates.

5.A.8 Construction Report

Justin White, Director of Facilities and Vehicles, addressed the Board and provided the report on construction projects at NPC. No questions.

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

Colleen Marsh, Project Manager, addressed the Board and expanded on an update on the implementation of Anthology. No questions.

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

Board Member Leslie presented a report on his recent trip to Washington D.C. for the ACCT National Legislative Summit.

Mr. Leslie asked about having a Student Board Member. Ms. Laughter stated that she would also like a Student Board Member. Dr. Borofsky, executive director of the Arizona Association of Community College Trustees and AC4, responded with clarification that only one district in Arizona has a Student Board Member but that student representatives from other community colleges do attend the national conferences.

Mr. Lucero asked if a Student Board Member is an elected position. Dr. Borofsky responded that it is a student-elected position.

Mr. Lucero asked VPAS Ellison for clarification on the current tax rate and requested more information for the next District Governing Board Meeting.

5.B. Compensation Recommendation

AVPHR Schaefer addressed the Board and expanded on the Compensation Committee's recommendation. President Hazelbaker addressed the Board and expanded on the President's recommendation.

Mr. Lucero requested a copy of the Impact of Salary Study slide.

Mr. Lucero asked if it was possible to implement different COLA raises based on salaries above and below \$50,000.00. President Hazelbaker stated that this would be a consideration in future years.

Ms. Laughter asked why there are differing recommendations based on the compensation study. President Hazelbaker clarified the difference in strategy between the President and the Compensation Committee in arriving at a recommendation.



Ms. Laughter requested the names and positions of the Compensation Committee members. AVPHR Schaefer listed the names of the Compensation Committee members.

Mr. Leslie asked for clarification on what recommendation the District Governing Board would be voting on. Mr. Leslie also requested clarification on the point of the Compensation Committee if the President is making a different recommendation. President Hazelbaker clarifies the District Governing Board will only be voting on the President's recommendation as this is what the Board has charged him with.

Mr. Leslie asks for clarification on increasing the COLA from 1% to 3% if the budget outlook improved later in the year. President Hazelbaker responded that there could be an additional 2% raise to the already 1% COLA should the budget outlook improve.

Mr. Lucero asked how many employees would be impacted by an increase of base salary to \$20 per hour. President Hazelbaker responded that 63 employees would be affected by this raise in base salary. Mr. Lucero asked if only staff members would be affected by this raise. President Hazelbaker responded that 61 staff members and 2 faculty would be affected by this raise. Mr. Lucero requested clarification on why there are two faculty members that would be affected by the raise. President Hazelbaker responded that the two faculty members have particularities in their discipline and position at the College compared to other faculty with regard to the results of the Gallagher Study (compensation report).

Mr. Leslie requested clarification on whether the \$20-per-hour base raise alone would affect 63 employees or if compression was also a factor. President Hazelbaker stated that compression was also a factor.

5.C. Office of Institutional Effectiveness Report Written Report.

Mr. Leslie asked about the strategic direction being updated for the Higher Learning Commission (HLC). Director Yip-Reyes responded that there will be an update this year.

Mr. Leslie asked if the HLC is still DEI oriented. Director Yip-Reyes responded that the HLC has not changed the way they address DEI.

Mr. Leslie requested the dates of the HLC site visit. Director Yip-Reyes responded that the HLC will be visiting Northland Pioneer College April 8 and 9.

5.D. Financial Aid Practices and Student Completion

Marletha Baloo, Director of Financial Aid, addressed the Board and expanded on the Financial Aid report.

Mr. Leslie asked if the Financial Aid Office had experienced any delays due to the roll-out of the FASFA simplification. Director Baloo replied that there have been issues and there will be a delay in when the office can see student's applications.



Mr. Leslie asked how many students are selected for verification. Director Baloo responded that 6-15% of students are selected for verification. Director Baloo also noted that this year the percentage will drop due to the delays.

Mr. Leslie asked if there is a dedicated person for financial analysis. Director Baloo responded that yes, there was a dedicated financial analyst.

Ms. Laughter thanked Director Baloo.

Ms. Sekayumptewa asked if students are able to correct any errors on their first FASFA application. Director Baloo responded that currently students are encouraged to start a new application when errors occur.

Ms. Sekayumptewa asked if Native students could apply for aid through their Tribal organization if they are denied financial aid through FAFSA. Director Baloo responded that Native students are usually not given aid through their Tribe if they have been denied financial aid through FAFSA. Ms. Sekayumptewa asked if there was anything students can do in this situation. Director Baloo responded that NPC Friends and Family is an option for these students. Director Baloo further stated that Tribal Entities will also aid in remaining unmet needs and that most students are not completely denied aid for reasons other than application issues.

Ms. Sekayumptewa asked if the early college advisors are at high schools. Director Baloo responded that early college advisors are located at the NPC campuses.

Ms. Sekayumptewa asked if anyone reaches out with financial aid information to Ganado High School in Apache county. Director Baloo responded that this high school is not currently being assisted with financial aid information but that they can be included in the next round of outreach.

5.E. 2024-2026 Tuition and Fees

VPAS Ellison addressed the Board and expanded on the tuition and fees projection.

Mr. Lucero asked about a question mark in proposed fees for STEM Instruction in the Early Childhood Classroom. VPAS Ellison clarified that the symbol was a dollar sign and not a question mark, which indicated zero fees.

Mr. Leslie asked who was the vendor for official transcripts. VPAS Ellison responded that The National Student Clearinghouse is the official transcript vendor.

Mr. Leslie asked if it was possible to lower the official transcript fee to near zero. VPAS Ellison responded that request could be taken under advisement but the college passes the fee from the vendor on to the student. Chair Robinson stated that students could also obtain an unofficial transcript at no cost.



Agenda Item 6: President's Summary of Current Events

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

Agenda Item 7: Consent Agenda

- A. **January 16, 2024 Board Meeting Minutes** (Paul Hempsey)
- B. **Program Modification** - Associate of Arts, Early Childhood (AAEC). (Michael Broyles)
- C. **Program Modification** - Early Childhood Studies Certificate. (Michael Broyles)

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

Agenda Item 8: For Discussion and Possible Action

8.A. Old Business

None.

8.B. New Business

8.B.1. Request to Reduce Summer Tuition

VPAS Ellison addressed the Board and expanded on the request to reduce summer tuition to zero dollars.

Mr. Lucero sought clarification on a number of subjects such as; the number of years the reduction would be in place; the number of credits a student could have waived; current enrollment numbers and projected increases; potential revenue loss and future gains; faculty pay and course offerings for the summer. Multiple staff provided answers with relevant data when available.

*Mr. Lucero made a motion to reduce the tuition for one year only, and limit the number of credits a student could take. **The motion failed due to lack of a second.***

Board members discussed the potential for retention of students from the summer to fall semester, when and how the college might see the offset in revenue loss, the overall impact to the college, and the need for future reports and potential amendments to the tuition rate. President Hazelbaker committed to providing a report when information became available.

*Ms. Laughter made a motion to approve summer tuition reduction to zero dollars for three summers. Ms. Sekayumptewa seconded the motion. **The motion carried upon a roll-call vote with Mr. Leslie, Ms. Laughter, Ms. Sekayumptewa and Chair Robinson voting in favor. Mr. Lucero votes against.***

8.B.2. Request to Lease Copy Machine

Russell Kupfer, Director of Financial Services, addressed the Board and expanded on the request to lease a copy machine.



Mr. Lucero asked if it was a fancy copy machine.

Chair Robinson asked which machine this was to replace.

Mr. Lucero made a motion to approve the lease of a copy machine. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumptewa and Chair Robinson voting in favor. There were no votes against.

8.B.3. Request to Accept the Financial Audit for Fiscal Year Ended June 30, 2023

Russell Kupfer, Director of Financial Services, addressed the Board and expanded on the request to approve the acceptance of the Financial Audit for Fiscal Year Ended June 30, 2023.

Chair Robinson called for a motion.

Mr. Leslie made a motion to approve the acceptance of the Financial Audit for Fiscal Year Ended June 2023. Mr. Lucero seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Laughter, Ms. Sekayumptewa and Chair Robinson voting in favor. There were no votes against.

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

Mr. Leslie would like to know the process for an agenda item coming from a cabinet member v. shared governance.

Agenda Item 10: Board Report/Summary of Current and Upcoming Events

Chair Robinson announced the community items in the next month.

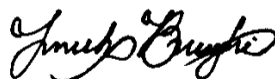
Agenda Item 11: Announcement of Next Regular Meeting

March 19

Agenda Item 12: Adjournment

The meeting was adjourned at 1:19 p.m. upon a motion by Chair Robinson and a second by Mr. Lucero. The motion carried upon a roll-call vote with Ms. Laughter, Ms. Sekayumptewa, Mr. Lucero, Mr. Leslie and Chair Robinson voting in favor. There were no votes against.

Respectfully submitted,



Farah Bughio
Recording Secretary to the Board



Navajo County Community College District Governing Board Work Session Minutes

February 20, 2024 – 1:40 p.m.
Painted Desert Campus, Tiponi Community Center
2251 East Navajo Boulevard, Holbrook, Arizona

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

Governing Board Member Absent:

Others Present: President Chato Hazelbaker; Farah Bughio; Dr. David Borofsky.

Agenda Item 1: Call to Order

Chair Robinson called the meeting to order at 1:40 p.m.

Agenda Item 2: Adoption of Agenda

Ms. Laughter moved to adopt the agenda as presented. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Chair Robinson, Mr. Leslie, Ms. Laughter and Ms. Sekayumtewa voting in favor. There were no votes against.

Agenda Item 3: Discussion

3.A. Effective Board Conversation about Diversity, Equity and Inclusion.

Dr. David Borofsky lead a discussion about DEI with Board Members.

Mr. Lucero left the meeting at 2:06 p.m. Upon Mr. Lucero's exit Ms. Laughter suggested it would be best to reschedule the remaining discussion to a time when Mr. Lucero could be present. Ms. Laughter left the meeting at 2:08 p.m.

Remaining Board Members discussed an option of rescheduling this work session at a later date.

Agenda Item 4: Adjournment

The meeting was adjourned at 2:10 p.m. upon a motion by Mr. Leslie and a second by Ms. Sekayumtewa. The motion carried upon a roll-call vote with Mr. Leslie, Chair Robinson and Ms. Sekayumtewa voting in favor. There were no votes against.

Respectfully submitted,



Farah Bughio

Recording Secretary to the Board



REQUEST TO APPROVE MODIFICATION OF THE NURSING ASSISTANT CP

Recommendation: The Instructional Council (IC) recommends approval of modifications to the Nursing Assistant Certificate of Proficiency (CP).

Summary: The Nursing Assistant Training Department seeks to remove from the Nursing Assistant CP courses that are not prerequisites to the Registered Nursing Associate of Applied Science (AAS) and subsequently add courses that are. Doing so will align the CP with an AAS degree pathway. The specific changes are:

1. Removal of HES 120 (Law and Ethics of the Health Care Professional) and HES 145 (Nutrition).
2. Addition of PSY 240 (Developmental Psychology) and BIO 181 (General Biology I).
3. A relevant increase to the total credits.
4. Categorizing the courses appropriately.
5. Relevant updates to the program narrative.



Nursing Assistant (NAT)

Certificate of Proficiency (CP)

The Nursing Assistant Certificate of Proficiency (CP) is designed to provide a curriculum to improve student knowledge about the **healthcare** field. Successful completion includes the required course content and hours specified by the Arizona Nurse Practice Act making a student eligible to take the Arizona state test to become a Certified Nursing Assistant (CNA) or Licensed Nursing Assistant (LNA).

This certification not only establishes direct-to-work credentials, it is a **creditable** foundation for students interested in pursuing other allied health careers. Licensed Nursing Assistant (LNA) is a mandatory requirement for entering the NPC Nursing Program.

To qualify for NAT 101, students must provide a DPS Fingerprint Clearance Card prior to enrollment to meet Department of Health Services requirements. Upon completion of NAT 101, students seeking the LNA credential must submit a second set of fingerprints to the Arizona State Board of Nursing and pay an additional fee.

Cost & Time for Completion

The U.S. Department of Education requires NPC to annually publish cost and time for completion data on Career & Technical Education certificate programs.

You can access the current data at www.npc.edu/nursing-assistant.

Career Opportunities

According to the U.S. Bureau of Labor Statistics, employment opportunity for nursing assistants is expected to grow faster than the average for all occupations through 2024. This is due to long-term care needs of a growing elderly population, plus the many advancements of modern medical technology that save and extend lives, increasing the need for long-term care provided by nursing assistants.

Requirements:

To earn the Certificate of Proficiency in Nursing Assistant, a student must complete ~~the program~~ **all courses** with a ~~grade point average of 'C' or better~~. Additionally, under the Arizona Nurse Practice Act, an applicant can be denied certification as a nursing assistant if convicted of a felony or addicted to habit-forming drugs or if the applicant in any other way fails to meet qualifications required by law. To enter the ~~course~~ **program**, a Department of Public Safety (DPS) **Level 1** Fingerprint Clearance Card, a current TB skin test and immunization (Hep B, ~~and~~ MMR, ~~and~~ **Varicella**) records are required.

Additional Costs and Requirements

Current Hepatitis B, MMR, Varicella immunizations and a COVID-19 vaccination or clinical agency-approved waiver are required. Clinical agency-approved waivers MAY be available.



Northland Pioneer College

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Tuition, course fee, media fee, a current negative TB test, textbook, royal blue scrubs, nursing shoes, a watch with a second hand and current costs of testing and certification examination and fingerprinting.

Students applying for the certification exam must provide proof of legal presence in the United States, provide an additional set of fingerprints for a criminal background check if seeking the LNA credential and compliance with A.R.S. § 32-1606(B)(17) regarding felony/misdemeanor convictions.

Nursing Assistant (CP) • ~~20 credits~~ **21 credits**

| | |
|---|-------------------------|
| General Education Courses..... | 10 credits |
| <i>Communications</i> | <i>3 credits</i> |
| ENL 101 or higher, with grade of “c” or better..... | 3 credits |
| <i>Mathematics</i> | 3 credits |
| Select any course under the Mathematics General Education Course Options (for CAS and AAS Degrees) on page 66 EXCEPT for MAT101 | |
| <i>Physical and Biological Science</i> | <i>4 credits</i> |
| BIO 181 General Biology 1 | 4 credit |
| Core Requirements..... | 5 credits |
| NAT 101..... | 5 credits |
| *Students must submit DPS Fingerprint Clearance card BEFORE enrolling in this course. | |
| Additional Requirements..... | 6 credits |
| HES 170 Medical Terminology..... | 3 credits |
| PSY 240 Developmental Psychology | 3 credits |
| HES 120 Law and Ethics of the Health Care Professional..... | 3 credits |
| HES 145 Nutrition..... | 3 credits |

Note: Students planning to enter the NPC Nursing Program must acquire Licensed Nursing Assistant (LNA) certification from the Arizona State Board of Nursing instead of the Certified Nursing Assistant (CNA) certification. LNA requirements are almost identical to the CNA requirements as there is no difference in the curricular or examination requirements. The LNA applicant must pay an additional \$100 and provide fingerprints for a complete criminal background check prior to issuance of the LNA license. The fingerprint clearance by the Nursing Board is at a higher level of oversight than the DPS Level I Clearance Card, acceptable at some healthcare facilities. The renewal requirements are also different. LNAs are required to practice a minimum of 160 hours within the past two years to renew their license, while the CNA practice requirement to renew is only eight hours every two years.

See an academic adviser or Nursing Department for details.



REQUEST TO APPROVE MODIFICATION OF THE ADMINISTRATION OF JUSTICE STUDIES PROGRAM

Recommendation: The Instructional Council (IC) recommends approval of modifications to the Administration of Justice Studies Program. These modifications include the addition of a Criminal Justice Certificate of Proficiency (CP) and a subsequent modification to the Administration of Justice Studies Certificate of Applied Science (CAS).

Summary: Currently, the Administration of Justice Studies Program allows for only one track for students to earn their Certificate of Proficiency (CP), Certificate of Applied Science (CAS), or Associate of Applied Science (AAS). This single track includes awarding a Peace Officer CP upon completion of the AZPOST police academic training program. This then leads into their CAS and AAS. The proposed change is to keep the current police academy track and Peace Officer CP and add a second track with a Criminal Justice CP that can be completed through coursework. With this proposed change, students will be able to obtain a Criminal Justice CP by taking courses not affiliated with the police academy. The Criminal Justice CP can then apply to the CAS and AAS in the same manner that the Peace Officer CP does. This change will reach a broader number of students who are interested in other administration of justice fields within our community. These fields may include probation officer, paralegal, court clerk, judge, dispatcher, and more.



Administration of Justice Studies (AJS)

Certificate of Proficiency (CP) & Certificate of Applied Science (CAS)

Northland Pioneer College's Administration of Justice Studies program is designed to:

- 1) Prepare students for a career in judicial studies, law enforcement, corrections, and 911 dispatching.
- 2) Provide students with a better understanding of criminal justice and public safety services.
- 3) Meet the minimum standards of training for those that wish to be law enforcement officers in Arizona.
- 4) Provide a basic understanding of the role administration of justice plays in society.

The Associate of Applied Science in Administration of Justice Studies provides students with opportunities for continuing education and professional growth in support of career promotions. Students wishing to transfer to four-year institutions will have the academic foundation applicable to various career fields such as corrections, patrol officers, deputies, park rangers, fish and game wardens, and court officers.

Degree Requirements

The Peace Officer (CP) program prepares students for service as a sworn police officer by completing the Arizona Peace Officers Standards and Training (AZPOST) curriculum. AZPOST establishes the minimum requirements for recruits in police academies in Arizona.

Peace Officer (CP) • 36 credits

AJS 102 Intensive Police Academy..... 36 credits

Students who graduated from an AZPOST police academy or Land Management Police Training program from the Federal Law Enforcement Training Center (FLETC) will have fulfilled the above CP requirement toward an Administration of Justice degree. Graduates from other police academies will be evaluated on a case-by-case basis.

Criminal Justice (CP) • 36 credits

Core Requirements.....18 credits

AJS 101 Introduction to Criminal Justice 3 credits

AJS 109 Substantive Criminal Law 3 credits

AJS 230 The Police Function 3 credits

AJS 240 The Corrections Function 3 credits



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AJS 260 Criminal Procedure 3 credits
AJS 275 Criminal Investigation 3 credits

Additional Requirements.....18 credits

Choose from the following or any unduplicated Administration of Justice course at the 100-level or above.

Law

AJS 106 Public Safety Telecommunicator-Dispatch..... 3 credits
AJS 110 Forensic Law Enforcement Phlebotomy..... 3 credits
AJS 111 Law Enforcement Community Education (Internship) 1-6 credits
AJS 212 Juvenile Justice Procedures..... 3 credits
AJS 225 Criminology..... 3 credits
AJS 270 Community Policing 3 credits

Computer Security

CIS 105 Computer Applications and Information Technology3 credits
CIS 130 Information Security Fundamentals 3 credits
CIS 146 Security+ Certification Preparation 3 credits
CIS 231 Digital Forensics and Investigations..... 3 credits

Behavioral Health

BHS 155 Professional Resiliency and Well Being 3 credits
BHS 175 Trauma and Crisis Management 3 credits
BHS 180 Child, Family & Adult Advocacy..... 3 credits
BHS 185 Multicultural Competency 3 credits
BHS 210 De-escalation and Conflict Resolution..... 1 credit

Fire

EMT 104 Healthcare Provider CPR and First Aid5 credit
FRS 110 HazMat 2 credits
FRS 150 Wildland Firefighter 2 credits
FRS 203 Fire Prevention 3 credits

Administration of Justice Studies (CAS) • 45 credits

Complete the Peace Officer, CP or Criminal Justice, CP 36 credits

PLUS

Communications 3 credits

ENL 101 College Composition I 3 credits

Mathematics..... 3 credits

Select any course under the **Mathematics** General Education Course Options (for CAS and AAS Degrees) on page 66. A transferable mathematics course is recommended.

Core Requirements.....3 credits

AJS 124 Ethics and the Administration of Justice 3 credits



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Administration of Justice Studies (AJS)

Associate of Applied Science (AAS) Degree

First Responders

Not only is the field of administration of justice dangerous and complex, as a law enforcement officer you are frequently the first emergency personnel at the scene of a traffic accident or medical emergency and may be called upon to treat injuries or perform other vital functions. Through cooperation with local police departments, you'll train to deal with these and other critical situations, as well as the use of firearms and specialized emergency equipment.

Career Opportunities

Would you rather have an office job or an officer job? Local governments employ about 80% of law enforcement workers, and 20% are employed by the federal government. Police jobs are expected to grow by 10% over the next decade, with an edge going to applicants with a college education.

Administration of Justice Studies (AAS) • 64 credits

Complete the Administration of Justice Studies CAS 45 credits

PLUS

General Education Courses.....3 credits

Communications..... 3 credits

Select any course under the **Communications** General Education Course Options (for AAS Degrees) on page 66.

Discipline Studies 13 credits

Arts and Humanities..... 3 credits

Select any course under the **Arts and Humanities** General Education Course Options on page 66.

Physical and Biological Sciences 4 credits

Select any course under the **Physical and Biological Science** General Education Course Options on page 66.

Social and Behavioral Sciences 6 credits

Select any courses under the **Social and Behavioral Science** General Education Course Options on page 66.

PLUS

Electives..... 3 credits

(Choose from any unduplicated courses at the 100-level or above)



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REQUEST TO APPROVE MODIFICATION OF THE ASSOCIATE OF SCIENCE

Recommendation: The Instructional Council (IC) recommends approval of modifications to the Associate of Science degree.

Summary: The Science Department is proposing changing the Science/Mathematics Options category to a range of 6-9 credits, and then adjusting the Transferable Electives from the current fixed 28 credits to a range of 25-28 credits.

Currently, the AS degree includes a category for Science/Mathematics Options listed at 6 credits. Of these, students are expected to choose 2 courses. Of the course options listed, all but one course (BIO 241 - Human Genetics) are 4 credit courses. Meaning that students effectively cannot satisfy this requirement in under 7 credits.

The proposed change to a range of credits enables students to take two, 3-credit courses in the event that 3-credit courses are developed in the future. In addition, some Calculus classes at other colleges are 5 credits. The proposed range ensures students take a minimum of two courses from the list but gives flexibility for changes to those courses.



Transfer Degree

Associate of Science (AS) Degree

The Associate of Science (AS) degree helps develop comprehensive knowledge and good communications skills while providing a firm grounding in mathematics and the natural sciences. An Associate of Science degree is foundational for students looking toward biological, health and medical undergraduate degrees. Students who plan on going into business, engineering or agriculture may also want to consider this degree.

The Associate of Science degree is a transfer degree designed for students planning to continue their education by transferring to one of the three Arizona public universities. The electives component must consist of credits that will transfer to all three Arizona public universities. Check with your academic adviser on transferability.

NPC Requirements

The Associate of Science (AS) degree requires a minimum of **64 hours of course credits** with a grade of “C” or better in all courses and a minimum cumulative grade-point average of 2.0 on a 4.0 scale.

Some courses have **placement requirements** or **prerequisites** that may result in coursework beyond 64 credits. These courses, too, require a grade of “C” or better. For information about prerequisites, see an academic adviser.

In most general education courses, special emphasis is placed on developing written communication skills with intensive writing requirements. Race and ethnic issue awareness is embedded throughout the general education requirements. Specific courses, as noted, meet the requirement for Contemporary Global/International or Historical Awareness.



Associate of Science (AS) • 64 credits

Completion of the 36 general education and discipline studies course credits fulfills requirements for the Arizona General Education Curriculum (AGEC-S) for the Associate of Science degree.

General Education Courses

- Communications 6 credits**
 - ENL 101 College Composition I..... 3 credits
 - ENL 102 College Composition II..... 3 credits
- Mathematics..... 4 credits**
 - MAT 221 Calculus I..... 4 credits
 - Or any mathematics course for which MAT 221 is a prerequisite.

Discipline Studies

- Arts and Humanities..... 6 credits**

(Select two courses from at least two disciplines from the list on page 66)
- Physical and Biological Science 8 credits**

(Select two courses from the **SAME** discipline)

 - BIO 181 General Biology I..... 4 credits
 - BIO 182 General Biology II..... 4 credits
 - CHM 151 General Chemistry I..... 4 credits
 - CHM 152 General Chemistry II..... 4 credits
 - GLG 101 Introduction to Geology I - Physical 4 credits



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GLG 102 Introduction to Geology II - Historical 4 credits
 PHY 111 General Physics I 4 credits
 PHY 112 General Physics II 4 credits

Social and Behavioral Sciences 6 credits

(Select two courses from two different disciplines, with at least one asterisk (*) course to meet requirements for Contemporary Global, International or Historical Awareness from the list on page 66)

Science/Mathematics Option 6-9 credits

(Select two courses not taken to satisfy **Physical and Biological Sciences** requirements listed above.)

ANT 104 Biological Anthropology and Human Origins 4 credits
 BIO 105 Environmental Biology..... 4 credits
 BIO 160 Introduction to Human Anatomy and Physiology 4 credits
 BIO 181 General Biology I..... 4 credits
 BIO 182 General Biology II..... 4 credits
 BIO 201 Human Anatomy and Physiology I 4 credits
 BIO 202 Human Anatomy and Physiology II 4 credits
 BIO 205 Microbiology..... 4 credits
 BIO 241 Human Genetics 3 credits
 CHM 151 General Chemistry I 4 credits
 CHM 152 General Chemistry II 4 credits
 GEO 111 Physical Geography 4 credits
 GLG 101 Introduction to Geology I - Physical 4 credits
 GLG 102 Introduction to Geology II - Historical 4 credits
 GLG 110 Natural Disasters..... 4 credits
 MAT 231 Calculus II..... 4 credits
 MAT 241 Calculus III..... 4 credits
 PHY 111 General Physics I 4 credits
 PHY 112 General Physics II 4 credits

Transferable Electives 25-28 credits

Successful completion of 28 credits of unduplicated-transferable electives, as described on page 67.



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Policy 1402 Student Admissions and Financial Aid

The president, or designee, is authorized to establish procedures for student admissions and financial aid, regardless of religion, gender, creed, national origin, race, age, and disability, consistent with Federal and State laws prohibiting discrimination in employment, and provision of education services.

(Revised 5/17/2022)

Policy 1410 Enrollment of High School Students

The president, or designee, is authorized to develop procedures authorizing the enrollment of high school students.

(Revised 5/17/2022)

Policy 1411 Students Under High School Age

The president, or designee, is authorized to develop procedures to admit below high school age students.

(Reviewed 5/17/2022)

Policy 1431 Hazing Prevention

Northland Pioneer College (NPC) seeks to promote a safe learning environment. Hazing is antithetical to that goal. Hazing by organizations, groups or individuals is strictly prohibited at NPC. All students, faculty, and staff shall take reasonable measures within the scope of their individual authority to prevent violations of the Hazing Prevention Procedure, including reporting incidents of hazing when they occur.

I. Definitions

"Hazing" means any intentional, knowing or reckless act committed by a student, faculty, or staff whether individually or in concert with other persons, against another student, and in which both of the following apply:

- The act was committed in connection with an initiation into, an affiliation with or the maintenance of membership in any organization that is affiliated with an educational institution.

- The act contributes to a substantial risk of potential physical injury, mental harm or degradation or causes physical injury, mental harm or personal degradation.

A partial list of examples of hazing includes:

- paddling in any form
- physical or psychological shocks
- late work sessions that interfere with scholastic activities
- advocating or promoting alcohol or substance abuse
- tests of endurance
- submission of members or prospective members to potentially dangerous or hazardous circumstances or activities which have a foreseeable potential for resulting in personal injury
- any activity which by its nature may have the potential to cause mental distress, panic, human degradation, or embarrassment.

2. "**Organization**" means an athletic team, association, order, society, corps, cooperative, club or other similar group that is affiliated with an educational institution and whose membership consists primarily of students enrolled at that educational institution.

3. "**Student**" means, for purposes of this procedure, any person who is enrolled at NPC, any person who has been accepted for enrollment at NPC or any person who intends to enroll at NPC within the next twelve (12) calendar months. A person who meets the definition of a student for purposes of this paragraph shall continue to be defined as a student for purposes of this procedure until the person graduates, transfers, or withdraws from NPC.

II. Prohibited Conduct

1. Hazing is prohibited at NPC.
2. Any solicitation to engage in hazing is prohibited.
3. Aiding and abetting another person who is engaged in hazing is prohibited.
4. It is not a defense to a violation of the hazing prevention procedure if the hazing victim consented to or acquiesced in the hazing activity.
5. All students, faculty and staff shall take reasonable measures within the scope of their individual authority to prevent violations of the hazing prevention procedure.

III. Complaints and Reports

Duty to Report.

Any employee or student who witnesses, becomes aware of, or is the victim of hazing shall immediately report the incident to the Director of Student Services

(DofSS). If an employee is involved or a victim of hazing the employee should report the incident to their direct supervisor or Chief Human Resource Officer(CHRO). If the DofSS is unavailable, a report to the DofSS would involve a conflict of interest, or the DofSS is the accused the employee or student shall report the hazing to the Vice President for Learning and Student Services. Report directly to the CHRO or DofSS:

Employees involved in or victim of hazing:

Name: Nicole Ulibarri

Title IX Deputy Coordinator - Employees
EEO and ADA/504 Coordinator

Office of Human Resources

Tiponi Community Center, Human Resources Room 302 300, Painted Desert
Campus, Holbrook

(928) 524-7471

Email: nicole.ulibarri@npc.edu

Student involved in or victim of hazing:

Name: Josh Rogers

Title IX Deputy Coordinator - Students

Office of Student Services

Student Center, Room 107, Silver Creek Campus, Snowflake

(928) 536-6227

Email: joshua.rogers@npc.edu

Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address listed above.

Report online, using the reporting form posted at: www.npc.edu/report-it

1. Investigation.

All complaints or reports of hazing shall be promptly and thoroughly investigated. To the extent possible, a hazing complaint will be treated as confidential; however, the College has a responsibility to all employees and students to investigate hazing charges, which may include interviewing the offenders and any possible witnesses. If the hazing incident that has been reported falls under the definition of Sexual Harassment as defined in our Equal Opportunity, Harassment, and Nondiscrimination Policy ([Policy 1102](#)), the Title IX Coordinator will follow the procedure as outlined in [Procedure 2110, Process A, Section 14](#). If not, or if no formal complaint is filed under Process A, The Director of Student Services will follow the procedure as outlined in [Procedure 2110, Process B, Section 6](#). Both Process A and Process B include an appeals process.

2. Sanctions.

Violations of this procedure shall be considered a grave violation of the [Student Conduct Code](#) (Procedure [2602](#)) and will subject a student to discipline up to and including dismissal. Any employee who knowingly permitted, authorized or condoned the hazing activity in violation of this Procedure shall be considered cause for discipline up to and including dismissal. In addition to these consequences, an Organization as defined in this Procedure may be disciplined by the revocation or suspension of an organization's permission to conduct operations at NPC if the organization knowingly permitted, authorized or condoned the hazing activity. Other sanctions against an Organization may include:

1. loss of campus privileges for the student organization.
2. restitution for damages that may have resulted from the incident.
3. a statement of warning.
4. a probationary period.

Reinstatement of the Organization may be conditioned on compliance with any of the foregoing or any other reasonable conditions imposed by NPC. An Organization shall be afforded a pre-suspension hearing before the president or his designee to afford it an opportunity to rebut the allegations against it. Any substantiated hazing activity that involves a violation of criminal law by any person shall be reported to local law enforcement personnel.

IV. Retaliation

Students and employees are prohibited from retaliation, intimidation, threats, coercion or other discrimination against any individual for exercising that individual's rights or responsibilities under this procedure. Any such acts of retaliation should be reported to the Director of Student Services in the case of students or to the Chief Human Resource Officer in the case of employees.

V. Intention

This Procedure is not intended to prohibit:

1. Customary athletic events, contests or competitions that are sponsored by an educational institution.
2. Any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program or a legitimate military training program.

(Revised 5/17/2022)

Policy 1445 Student Clubs & Organizations

The president, or designee, shall provide for co-curricular activities, the establishment of student clubs and organizations, and for the administration of such activities.

(Revised 5/17/2022)

Policy 1465 Student Liability Insurance

The president, or designee, will designate the programs and activities for which students are required to obtain specified professional liability insurance at their expense.

(Revised 5/17/2022)

Policy 1470 Student Record Confidentiality

The president, or designee, shall establish procedures for the protection of confidential student records and the release of information thereon. Procedures shall be in full compliance with the Family Educational Rights and Privacy Act of 1974, as amended.

(Reviewed 5/17/2022)

2024-25 Salary & Wage Recommendation

Recommendation:

Staff recommends increasing salaries and wages by 1% for all eligible employees and increasing all of the current salary ranges by 1%. Staff also recommends implementing option 2 of the Gallagher study which resets our base hourly rate at \$20.00 per hour and addresses issues of competitiveness and compression with a total estimate for both items being \$577,150. This excludes new position which are still under discussion.

Summary:

Salaries & Wages

According to the Bureau of Labor Statistics, the all-items CPI index rose 3.6% for the 12 months ending December, 2023. This is down from 6.2% for the 12 months ending December 2022. See attached document for more information on CPI in the West Region.

Once the District Governing Board has made their decision on the hourly anchor compensation rate and the percentage of COLA, the Human Resources department will begin implementing the decision, effective July 1, 2024.

In addition, the Compensation Committee will begin work on implementing the new grade/salary structure, based on the new hourly anchor, as developed by the Gallagher study. Our current grade structure is listed below.

Employee Related Expenses

Health Insurance: Mountain Public Employee Benefit Trust will continue to offer a High Deductible Health Plan (HDHP) and a PPO plan. The cost sheets for dental, medical and vision will be released shortly. The increase for medical coverage, paid by the college, will be 3% or approximately \$75,000. There will be no increase in medical coverage purchased by the employee for their dependents. NPC pays all or nearly all of the health insurance for each employee, and the employee is responsible for coverage for their family. Dental and vision benefits are voluntary benefits and paid solely by the employee electing the coverage for themselves and their family.

ASRS: Employee and employer ASRS contributions will decrease from 12.29% to 12.27% as of July 1, 2024. The Alternate Contribution Rate (ACR) will be applied to all ASRS retirees who



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are employed under the ASRS Return to Work (RTW) provisions. The ACR is paid by NPC, and the rate will increase from 9.99% to 10.19 on July 1, 2024. The impact is minimal.



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**CURRENT Northland Pioneer College
2023-24 Faculty Salary Schedule Draft**

| | | Grade | | | | | | | | | | |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|
| Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | |
| 1 | \$50,437 | \$51,345 | \$52,269 | \$53,210 | \$54,168 | \$55,143 | \$56,135 | \$57,146 | \$58,174 | \$59,221 | \$60,287 | |
| 2 | \$51,194 | \$52,115 | \$53,053 | \$54,008 | \$54,980 | \$55,970 | \$56,977 | \$58,003 | \$59,047 | \$60,110 | \$61,192 | |
| 3 | \$51,961 | \$52,897 | \$53,849 | \$54,818 | \$55,805 | \$56,809 | \$57,832 | \$58,873 | \$59,933 | \$61,011 | \$62,110 | |
| 4 | \$52,741 | \$53,690 | \$54,657 | \$55,640 | \$56,642 | \$57,662 | \$58,699 | \$59,756 | \$60,832 | \$61,927 | \$63,041 | |
| 5 | \$53,532 | \$54,496 | \$55,476 | \$56,475 | \$57,492 | \$58,526 | \$59,580 | \$60,652 | \$61,744 | \$62,856 | \$63,987 | |
| 6 | \$54,335 | \$55,313 | \$56,309 | \$57,322 | \$58,354 | \$59,404 | \$60,474 | \$61,562 | \$62,670 | \$63,798 | \$64,947 | |
| 7 | \$55,150 | \$56,143 | \$57,153 | \$58,182 | \$59,229 | \$60,295 | \$61,381 | \$62,486 | \$63,610 | \$64,755 | \$65,921 | |
| 8 | \$55,977 | \$56,985 | \$58,011 | \$59,055 | \$60,118 | \$61,200 | \$62,301 | \$63,423 | \$64,564 | \$65,727 | \$66,910 | |
| 9 | \$56,817 | \$57,840 | \$58,881 | \$59,941 | \$61,020 | \$62,118 | \$63,236 | \$64,374 | \$65,533 | \$66,713 | \$67,913 | |
| 10 | \$57,669 | \$58,707 | \$59,764 | \$60,840 | \$61,935 | \$63,050 | \$64,185 | \$65,340 | \$66,516 | \$67,713 | \$68,932 | |
| 11 | \$58,534 | \$59,588 | \$60,660 | \$61,752 | \$62,864 | \$63,995 | \$65,147 | \$66,320 | \$67,514 | \$68,729 | \$69,966 | |
| 12 | \$59,412 | \$60,482 | \$61,570 | \$62,679 | \$63,807 | \$64,955 | \$66,124 | \$67,315 | \$68,526 | \$69,760 | \$71,016 | |
| 13 | \$60,303 | \$61,389 | \$62,494 | \$63,619 | \$64,764 | \$65,930 | \$67,116 | \$68,324 | \$69,554 | \$70,806 | \$72,081 | |
| 14 | \$61,208 | \$62,310 | \$63,431 | \$64,573 | \$65,735 | \$66,919 | \$68,123 | \$69,349 | \$70,598 | \$71,868 | \$73,162 | |
| 15 | \$62,126 | \$63,244 | \$64,383 | \$65,542 | \$66,721 | \$67,922 | \$69,145 | \$70,390 | \$71,657 | \$72,946 | \$74,259 | |
| 16 | \$63,058 | \$64,193 | \$65,348 | \$66,525 | \$67,722 | \$68,941 | \$70,182 | \$71,445 | \$72,731 | \$74,041 | \$75,373 | |
| 17 | \$64,004 | \$65,156 | \$66,329 | \$67,523 | \$68,738 | \$69,975 | \$71,235 | \$72,517 | \$73,822 | \$75,151 | \$76,504 | |
| 18 | \$64,964 | \$66,133 | \$67,324 | \$68,535 | \$69,769 | \$71,025 | \$72,303 | \$73,605 | \$74,930 | \$76,278 | \$77,651 | |
| 19 | \$65,938 | \$67,125 | \$68,333 | \$69,563 | \$70,816 | \$72,090 | \$73,388 | \$74,709 | \$76,054 | \$77,423 | \$78,816 | |
| 20 | \$66,927 | \$68,132 | \$69,358 | \$70,607 | \$71,878 | \$73,172 | \$74,489 | \$75,830 | \$77,194 | \$78,584 | \$79,998 | |
| 21 | \$67,931 | \$69,154 | \$70,399 | \$71,666 | \$72,956 | \$74,269 | \$75,606 | \$76,967 | \$78,352 | \$79,763 | \$81,198 | |
| 22 | \$68,950 | \$70,191 | \$71,455 | \$72,741 | \$74,050 | \$75,383 | \$76,740 | \$78,122 | \$79,528 | \$80,959 | \$82,416 | |
| 23 | \$69,985 | \$71,244 | \$72,527 | \$73,832 | \$75,161 | \$76,514 | \$77,891 | \$79,293 | \$80,721 | \$82,174 | \$83,653 | |
| 24 | \$71,034 | \$72,313 | \$73,615 | \$74,940 | \$76,289 | \$77,662 | \$79,060 | \$80,483 | \$81,931 | \$83,406 | \$84,907 | |
| 25 | \$72,100 | \$73,398 | \$74,719 | \$76,064 | \$77,433 | \$78,827 | \$80,246 | \$81,690 | \$83,160 | \$84,657 | \$86,181 | |
| 26 | \$73,181 | \$74,499 | \$75,840 | \$77,205 | \$78,594 | \$80,009 | \$81,449 | \$82,915 | \$84,408 | \$85,927 | \$87,474 | |
| 27 | \$74,279 | \$75,616 | \$76,977 | \$78,363 | \$79,773 | \$81,209 | \$82,671 | \$84,159 | \$85,674 | \$87,216 | \$88,786 | |
| 28 | \$75,393 | \$76,750 | \$78,132 | \$79,538 | \$80,970 | \$82,427 | \$83,911 | \$85,421 | \$86,959 | \$88,524 | \$90,118 | |
| 29 | \$76,524 | \$77,902 | \$79,304 | \$80,731 | \$82,184 | \$83,664 | \$85,170 | \$86,703 | \$88,263 | \$89,852 | \$91,469 | |
| 30 | \$77,672 | \$79,070 | \$80,493 | \$81,942 | \$83,417 | \$84,919 | \$86,447 | \$88,003 | \$89,587 | \$91,200 | \$92,842 | |
| 31 | \$78,837 | \$80,256 | \$81,701 | \$83,171 | \$84,668 | \$86,192 | \$87,744 | \$89,323 | \$90,931 | \$92,568 | \$94,234 | |
| 32 | \$80,020 | \$81,460 | \$82,926 | \$84,419 | \$85,938 | \$87,485 | \$89,060 | \$90,663 | \$92,295 | \$93,956 | \$95,648 | |
| 33 | \$81,220 | \$82,682 | \$84,170 | \$85,685 | \$87,228 | \$88,798 | \$90,396 | \$92,023 | \$93,680 | \$95,366 | \$97,082 | |

Adjunct Faculty Rate/Load Unit

| | |
|---------|---------|
| Level 1 | \$915 |
| Level 2 | \$944 |
| Level 3 | \$1,004 |

Substitute Rate/Hour

| | |
|----|-------|
| \$ | 30.50 |
| \$ | 31.47 |
| \$ | 33.47 |

**CURRENT Northland Pioneer College
Hourly Rate 2023-2024 Schedule
Hourly Rate - Nonexempt Staff**

| Step | Grade > | | | | | | | | | | |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1 | \$ 17.73 | \$ 18.09 | \$ 18.45 | \$ 18.81 | \$ 19.17 | \$ 19.53 | \$ 19.89 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 |
| 2 | \$ 18.09 | \$ 18.45 | \$ 18.81 | \$ 19.17 | \$ 19.53 | \$ 19.89 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 |
| 3 | \$ 18.45 | \$ 18.81 | \$ 19.17 | \$ 19.53 | \$ 19.89 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 |
| 4 | \$ 18.81 | \$ 19.17 | \$ 19.53 | \$ 19.89 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 |
| 5 | \$ 19.17 | \$ 19.53 | \$ 19.89 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 |
| 6 | \$ 19.53 | \$ 19.89 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 |
| 7 | \$ 19.89 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 |
| 8 | \$ 20.25 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 |
| 9 | \$ 20.61 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 |
| 10 | \$ 20.97 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 | \$ 24.57 |
| 11 | \$ 21.33 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 | \$ 24.57 | \$ 24.93 |
| 12 | \$ 21.69 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 | \$ 24.57 | \$ 24.93 | \$ 25.29 |
| 13 | \$ 22.05 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 | \$ 24.57 | \$ 24.93 | \$ 25.29 | \$ 25.65 |
| 14 | \$ 22.41 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 | \$ 24.57 | \$ 24.93 | \$ 25.29 | \$ 25.65 | \$ 26.01 |
| 15 | \$ 22.77 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 | \$ 24.57 | \$ 24.93 | \$ 25.29 | \$ 25.65 | \$ 26.01 | \$ 26.37 |
| 16 | \$ 23.13 | \$ 23.49 | \$ 23.85 | \$ 24.21 | \$ 24.57 | \$ 24.93 | \$ 25.29 | \$ 25.65 | \$ 26.01 | \$ 26.37 | \$ 26.73 |
| | Level 1 | | Level 2 | | | | Level 3 | | | | |

Hourly Rate - Technical and Skilled Craft

| Step | Grade > | | | | | | | | | | |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1 | \$ 19.97 | \$ 20.33 | \$ 20.69 | \$ 21.05 | \$ 21.41 | \$ 21.77 | \$ 22.13 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 |
| 2 | \$ 20.33 | \$ 20.69 | \$ 21.05 | \$ 21.41 | \$ 21.77 | \$ 22.13 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 |
| 3 | \$ 20.69 | \$ 21.05 | \$ 21.41 | \$ 21.77 | \$ 22.13 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 |
| 4 | \$ 21.05 | \$ 21.41 | \$ 21.77 | \$ 22.13 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 |
| 5 | \$ 21.41 | \$ 21.77 | \$ 22.13 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 |
| 6 | \$ 21.77 | \$ 22.13 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 |
| 7 | \$ 22.13 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 |
| 8 | \$ 22.49 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 |
| 9 | \$ 22.85 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 |
| 10 | \$ 23.21 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 | \$ 26.81 |
| 11 | \$ 23.57 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 | \$ 26.81 | \$ 27.17 |
| 12 | \$ 23.93 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 | \$ 26.81 | \$ 27.17 | \$ 27.53 |
| 13 | \$ 24.29 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 | \$ 26.81 | \$ 27.17 | \$ 27.53 | \$ 27.89 |
| 14 | \$ 24.65 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 | \$ 26.81 | \$ 27.17 | \$ 27.53 | \$ 27.89 | \$ 28.25 |
| 15 | \$ 25.01 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 | \$ 26.81 | \$ 27.17 | \$ 27.53 | \$ 27.89 | \$ 28.25 | \$ 28.61 |
| 16 | \$ 25.37 | \$ 25.73 | \$ 26.09 | \$ 26.45 | \$ 26.81 | \$ 27.17 | \$ 27.53 | \$ 27.89 | \$ 28.25 | \$ 28.61 | \$ 28.97 |
| | Level T1 | | | Level T2 | | | Level T3 | | | | |

Northland Pioneer College
Exempt Salary Range Chart 2023-2024

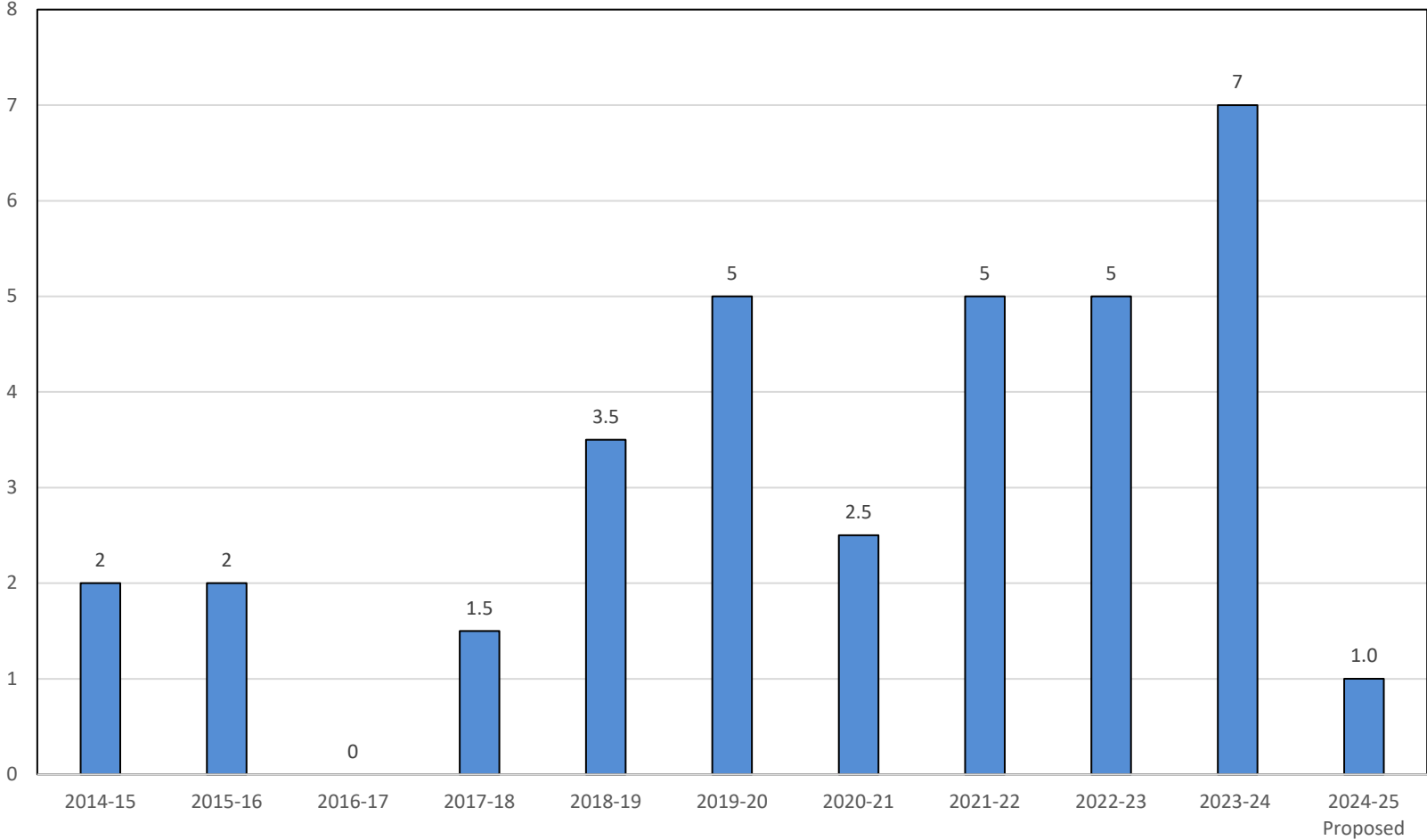
| 12 Month Staff | | |
|----------------|-----------|-----------|
| Group | Base | Max |
| B2 | \$42,701 | \$59,779 |
| B1 | \$46,342 | \$64,939 |
| C3 | \$47,527 | \$66,536 |
| C2 | \$52,043 | \$72,859 |
| C1 | \$55,390 | \$77,544 |
| D3 | \$61,800 | \$86,518 |
| D2 | \$77,363 | \$108,312 |
| D1 | \$100,712 | \$135,963 |
| E2 | \$116,081 | \$156,404 |
| E1 | \$127,207 | \$171,730 |

| 11 Month Staff | | |
|----------------|----------|----------|
| Group | Base | Max |
| B2 | \$38,596 | \$54,035 |
| B1 | \$41,889 | \$58,642 |
| C3 | \$42,957 | \$60,140 |
| C2 | \$47,039 | \$65,853 |
| C1 | \$50,065 | \$70,090 |

| 10 Month Staff | | |
|----------------|----------|----------|
| Group | Base | Max |
| B2 | \$35,310 | \$49,433 |
| B1 | \$38,320 | \$53,648 |
| C3 | \$39,300 | \$55,020 |
| C2 | \$43,032 | \$60,247 |
| C1 | \$45,802 | \$67,807 |

| Positions by Salary Group | |
|---------------------------|---|
| B2 | Center Manager |
| B2 | Community Recruiter North |
| B2 | Community Recruiter South |
| B2 | Data Analyst |
| B2 | Financial Aid Systems Technician |
| B2 | Graphic Design & Digital Media Specialist |
| B2 | Maintenance III |
| B2 | SBDC Program Coordinator |
| B2 | System Support Technician |
| B2 | Technical Designer/Production Manager |
| B1 | Network Support Technician II |
| B1 | Associate Librarian |
| B1 | Campus Manager |
| B1 | Small Business Analyst |
| C3 | Academic Advisor |
| C3 | Academic Advisor - Apache County |
| C3 | Early College Advisor |
| C3 | Manager of Career Services |
| C2 | Administrative Assistant to CIO |
| C2 | Assistant Registrar |
| C2 | Assistant to the President |
| C2 | Assistant to the VP for Admin Services |
| C2 | Assistant to the VP for Learning & Student Services |
| C2 | HRIS Specialist |
| C2 | Grant Accountant |
| C2 | Manager of Emergency Services & Public Safety |
| C2 | Manager of Financial Aid Operations |
| C2 | Media Relations Coordinator |
| C2 | Science Lab Manager |
| C2 | Student Accounts Manager |
| C1 | Administrative System Analyst |
| C1 | Benefits & Compensation Coordinator |
| C1 | Budget & Accounting Analyst |
| C1 | Desktop Support Engineer |
| C1 | FIPSE Early College Facilitator |
| C1 | Grant Project Coordinator-Instructor |
| C1 | Institutional Research Analyst |
| C1 | Lead Academic Advisor |
| C1 | Lead Campus Manager |
| C1 | Network & Systems Engineer |
| C1 | Office of Accessibility and Inclusion Coordinator |
| C1 | Procurement Manager |
| C1 | Specialist, Safety & Security Systems |
| C1 | System Analyst |
| C1 | Systems Engineer |
| D3 | Coordinator of Technical Services |
| D3 | Controller |
| D3 | Director of Early College Programs |
| D3 | Director of Financial Aid |
| D3 | Director of IT Infrastructure & Operation |
| D3 | Director of Library Services |
| D3 | FIPSE Grant Project Director |
| D2 | Associate Dean of CCP |
| D2 | Associate Dean, Educator Preparation Programs |
| D2 | Database Administrator |
| D2 | Director of Communications |
| D2 | Director of Facilities & Transportation |
| D2 | Director of Enrollment Management/Registrar |
| D2 | Director of Institutional Effectiveness |
| D2 | Director of Public Safety Education |
| D3 | Director of Small Business Development Center |
| D2 | Director of Total Rewards |
| D2 | Director of Student Services |
| D1 | Dean of Arts and Science |
| D1 | Dean of Career and Technical Education |
| D1 | Director of Construction |
| D1 | Dean of Instructional Innovation |
| D1 | Dean of Nursing & Allied Health |
| D1 | Director, Employee Relations and Staffing/Apache |
| D1 | County Coordinator |
| D1 | Director of Financial Services |
| D1 | Program Director - NPC Friends & Family |
| E2 | Assoc VP/ Chief Information Officer |
| E2 | Assoc VP/Chief Human Resources Officer |
| E1 | VP for Learning & Student Services |
| E1 | VP for Administrative Services/CFO |

NPC Historical Salary Increase Percent



FY2020-21 - 2.5% is related to Faculty & Exempt; Nonexempt employees received a \$1.00/hour increase
 FY2016-17 - \$1390 per employee (\$550 stipend plus employer paid \$360 for medical/HSA & \$480 for dental)



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Contacts

Technical information:

(415) 625-2270
BLInfoSF@bls.gov
www.bls.gov/regions/west

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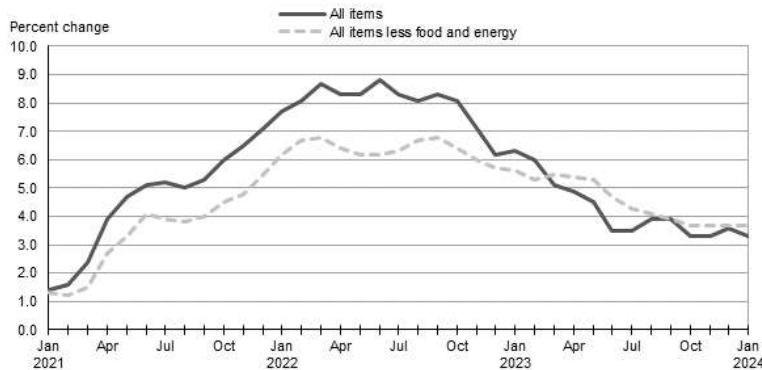
Consumer Price Index, West Region — January 2024

Area prices were up 0.7 percent over the past month, up 3.3 percent from a year ago

Prices in the West Region, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), advanced 0.7 percent in January, the U.S. Bureau of Labor Statistics reported today. (See [table A.](#)) The January increase was influenced by higher prices for shelter. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U advanced 3.3 percent. (See [chart 1](#) and [table A.](#)) Food prices increased 2.9 percent. Energy prices fell 0.9 percent, largely the result of a decrease in the price of natural gas service. The index for all items less food and energy increased 3.7 percent over the year. (See [table 1.](#))

Chart 1. Over-the-year percent change in CPI-U, West region, January 2021–January 2024



[View Chart Data](#)

Food

Food prices advanced 0.8 percent for the month of January. (See [table 1.](#)) Prices for food at home rose 0.8 percent, led by higher prices for nonalcoholic beverages and beverage materials (2.5 percent) and fruits and vegetables (2.4 percent). Prices for food away from home advanced 0.7 percent for the same period.

Over the year, food prices increased 2.9 percent. Prices for food at home advanced 1.6 percent since a year ago, with higher prices in five of the six grocery categories. Prices for food away from home rose 5.3 percent.

The energy index fell 0.3 percent over the month. The decrease was mainly due to lower prices for gasoline (-3.7 percent). Prices for electricity advanced 4.9 percent, and prices for natural gas service increased 1.6 percent for the same period.

Energy prices fell 0.9 percent over the year, largely due to lower prices for natural gas service (-25.8 percent). Prices paid for gasoline fell 0.7 percent, while prices for electricity rose 11.3 percent during the past year.

All items less food and energy

The index for all items less food and energy advanced 0.7 percent in January. Higher prices for recreation (1.2 percent) and shelter (0.6 percent) were partially offset by lower prices for used cars and trucks (-3.7 percent).

Over the year, the index for all items less food and energy increased 3.7 percent. Components contributing to the increase included shelter (4.9 percent) and medical care (4.1 percent). Partly offsetting the increases were price decreases in used cars and trucks (-3.6 percent) and apparel (-0.3 percent).

Table A. West region CPI-U 1-month and 12-month percent changes, all items index, not seasonally adjusted

| Month | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | |
|-----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| | 1-month | 12-month | 1-month | 12-month | 1-month | 12-month | 1-month | 12-month | 1-month | 12-month |
| January | 0.3 | 2.9 | 0.2 | 1.4 | 0.9 | 7.7 | 0.9 | 6.3 | 0.7 | 3.3 |
| February | 0.4 | 3.1 | 0.5 | 1.6 | 0.8 | 8.1 | 0.5 | 6.0 | | |
| March | -0.2 | 2.5 | 0.7 | 2.4 | 1.3 | 8.7 | 0.5 | 5.1 | | |
| April | -0.4 | 1.3 | 1.0 | 3.9 | 0.7 | 8.3 | 0.5 | 4.9 | | |
| May | 0.1 | 0.8 | 0.8 | 4.7 | 0.8 | 8.3 | 0.4 | 4.5 | | |
| June | 0.4 | 1.2 | 0.9 | 5.1 | 1.2 | 8.8 | 0.3 | 3.5 | | |
| July | 0.5 | 1.7 | 0.6 | 5.2 | 0.1 | 8.3 | 0.1 | 3.5 | | |
| August | 0.3 | 1.9 | 0.2 | 5.0 | 0.0 | 8.1 | 0.4 | 3.9 | | |
| September | 0.0 | 1.6 | 0.2 | 5.3 | 0.3 | 8.3 | 0.4 | 3.9 | | |
| October | 0.2 | 1.2 | 0.8 | 6.0 | 0.7 | 8.1 | 0.1 | 3.3 | | |
| November | 0.0 | 1.4 | 0.5 | 6.5 | -0.4 | 7.1 | -0.4 | 3.3 | | |
| December | -0.1 | 1.5 | 0.4 | 7.1 | -0.4 | 6.2 | -0.1 | 3.6 | | |

The February 2024 Consumer Price Index for the West Region is scheduled to be released on March 12, 2024.

Technical Note

The Consumer Price Index for the West Region is published monthly. The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 93 percent of the total U.S. population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers approximately 29 percent of the total U.S. population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 75 urban areas across the country from about 6,000 housing units and approximately 22,000 retail establishments—department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

The index measures price changes from a designated reference date; for most of the CPI-U the reference base is 1982-84 equals 100. An increase of 7 percent from the reference base, for example, is shown as 107.000. Alternatively, that relationship can also be expressed as the price of a base period market basket of goods and services rising from \$100 to \$107. For further details see the CPI home page on the internet at www.bls.gov/cpi and the CPI section of the BLS Handbook of Methods available on the internet at www.bls.gov/opub/hom/cpi/.

In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The West Region covered in this release is comprised of the following thirteen states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; Telecommunications Relay Service: 7-1-1.

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods

West (1982-84=100 unless otherwise noted)

| Item and Group | Indexes | | | | Percent change from- | | |
|----------------|-----------------|-----------|-----------|-----------|----------------------|-----------|-----------|
| | Historical data | Nov. 2023 | Dec. 2023 | Jan. 2024 | Jan. 2023 | Nov. 2023 | Dec. 2023 |
| | | | | | | | |

| Item and Group | Indexes | | | | Percent change from- | | |
|--|-----------------|-----------|-----------|-----------|----------------------|-----------|-----------|
| | Historical data | Nov. 2023 | Dec. 2023 | Jan. 2024 | Jan. 2023 | Nov. 2023 | Dec. 2023 |
| Expenditure category | | | | | | | |
| All Items | | 326.299 | 325.932 | 328.053 | 3.3 | 0.5 | 0.7 |
| All items (December 1977=100) | | 527.444 | 526.851 | 530.280 | - | - | - |
| Food and beverages | | | | | | | |
| Food | | 337.657 | 338.478 | 341.068 | 2.9 | 1.0 | 0.8 |
| Food at home | | 316.867 | 316.944 | 319.595 | 1.6 | 0.9 | 0.8 |
| Cereals and bakery products | | 332.976 | 332.779 | 331.333 | 1.4 | -0.5 | -0.4 |
| Meats, poultry, fish, and eggs | | 342.927 | 344.486 | 343.304 | 0.4 | 0.1 | -0.3 |
| Dairy and related products | | 280.532 | 283.943 | 283.177 | -1.9 | 0.9 | -0.3 |
| Fruits and vegetables | | 395.785 | 393.629 | 403.229 | 2.1 | 1.9 | 2.4 |
| Nonalcoholic beverages and beverage materials | | 224.183 | 221.911 | 227.536 | 2.4 | 1.5 | 2.5 |
| Other food at home | | 274.282 | 274.641 | 277.074 | 3.1 | 1.0 | 0.9 |
| Food away from home | | 366.415 | 368.744 | 371.193 | 5.3 | 1.3 | 0.7 |
| Alcoholic beverages | | 300.099 | 299.663 | 301.567 | 2.0 | 0.5 | 0.6 |
| Housing | | | | | | | |
| Shelter | | 419.200 | 420.452 | 422.948 | 4.9 | 0.9 | 0.6 |
| Rent of primary residence(1) | | 448.966 | 450.336 | 451.299 | 5.3 | 0.5 | 0.2 |
| Owners' equiv. rent of residences(1)(2) | | 442.812 | 444.763 | 446.985 | 5.2 | 0.9 | 0.5 |
| Owners' equiv. rent of primary residence(1)(2) | | 442.599 | 444.556 | 446.778 | 5.2 | 0.9 | 0.5 |
| Fuels and utilities | | 411.251 | 410.166 | 424.202 | 1.7 | 3.1 | 3.4 |
| Household energy | | 361.707 | 360.040 | 374.501 | -0.3 | 3.5 | 4.0 |
| Energy services(1) | | 364.567 | 362.837 | 377.989 | -0.1 | 3.7 | 4.2 |
| Electricity(1) | | 397.880 | 397.308 | 416.928 | 11.3 | 4.8 | 4.9 |
| Utility (piped) gas service(1) | | 307.628 | 302.884 | 307.590 | -25.8 | 0.0 | 1.6 |
| Household furnishings and operations | | 157.691 | 156.869 | 158.462 | 1.3 | 0.5 | 1.0 |
| Apparel | | | | | | | |
| Apparel | | 123.079 | 120.719 | 123.555 | -0.3 | 0.4 | 2.3 |
| Transportation | | | | | | | |
| Private transportation | | 275.724 | 271.388 | 269.967 | 1.8 | -2.1 | -0.5 |
| Private transportation | | 274.738 | 270.826 | 268.437 | 1.9 | -2.3 | -0.9 |
| New and used motor vehicles(3) | | 123.871 | 123.366 | 122.166 | -1.7 | -1.4 | -1.0 |
| New vehicles | | 176.246 | 175.712 | 176.123 | 0.1 | -0.1 | 0.2 |
| New cars and trucks(3)(4) | | - | - | - | - | - | - |
| New cars(4) | | 175.617 | 174.694 | 175.287 | -0.1 | -0.2 | 0.3 |
| Used cars and trucks | | 178.979 | 179.115 | 172.443 | -3.6 | -3.7 | -3.7 |
| Motor fuel | | 363.616 | 337.053 | 324.445 | -1.1 | -10.8 | -3.7 |
| Gasoline (all types) | | 360.984 | 334.565 | 322.269 | -0.7 | -10.7 | -3.7 |
| Gasoline, unleaded regular(4) | | 356.870 | 330.231 | 317.806 | -0.9 | -10.9 | -3.8 |
| Gasoline, unleaded midgrade(4)(5) | | 345.099 | 320.846 | 309.601 | -0.2 | -10.3 | -3.5 |
| Gasoline, unleaded premium(4) | | 354.576 | 330.653 | 319.526 | 0.2 | -9.9 | -3.4 |
| Medical Care | | | | | | | |
| Medical care commodities | | 460.946 | 461.457 | 462.342 | 4.1 | 0.3 | 0.2 |
| Medical care services | | 635.226 | 641.361 | 642.190 | 4.1 | 1.1 | 0.1 |
| Professional services | | 414.332 | 420.718 | 420.967 | 5.3 | 1.6 | 0.1 |
| Recreation(3) | | | | | | | |
| Recreation(3) | | 129.894 | 130.609 | 132.189 | 3.4 | 1.8 | 1.2 |
| Education and communication(3) | | | | | | | |
| Education and communication(3) | | 142.182 | 142.559 | 143.688 | -0.2 | 1.1 | 0.8 |
| Tuition, other school fees, and child care(6) | | 1,648.584 | 1,650.569 | 1,655.928 | 1.6 | 0.4 | 0.3 |
| Other goods and services | | | | | | | |
| Other goods and services | | 549.509 | 547.520 | 553.901 | 8.0 | 0.8 | 1.2 |
| Commodity and Service Group | | | | | | | |
| All Items | | 326.299 | 325.932 | 328.053 | 3.3 | 0.5 | 0.7 |
| Commodities | | 226.762 | 224.793 | 225.376 | 0.7 | -0.6 | 0.3 |
| Commodities less food & beverages | | 175.125 | 172.490 | 172.341 | -0.6 | -1.6 | -0.1 |
| Nondurables less food & beverages | | 234.318 | 227.825 | 226.246 | 0.5 | -3.4 | -0.7 |
| Nondurables less food, beverages, and apparel | | 312.291 | 302.904 | 298.333 | 0.8 | -4.5 | -1.5 |
| Durables | | 123.923 | 123.523 | 124.230 | -1.4 | 0.2 | 0.6 |
| Services | | 418.580 | 419.994 | 423.617 | 4.9 | 1.2 | 0.9 |

| Item and Group | Indexes | | | | Percent change from- | | |
|---|-----------------|-----------|-----------|-----------|----------------------|-----------|-----------|
| | Historical data | Nov. 2023 | Dec. 2023 | Jan. 2024 | Jan. 2023 | Nov. 2023 | Dec. 2023 |
| Rent of shelter(2) | ☒ | 447.013 | 448.326 | 450.979 | 4.9 | 0.9 | 0.6 |
| Transportation services | ☒ | 384.817 | 385.594 | 391.805 | 7.4 | 1.8 | 1.6 |
| Other services | ☒ | 407.481 | 409.393 | 412.587 | 3.9 | 1.3 | 0.8 |
| Special aggregate indexes: | | | | | | | |
| All items less medical care | ☒ | 313.959 | 313.376 | 315.543 | 3.3 | 0.5 | 0.7 |
| All items less food | ☒ | 324.626 | 324.090 | 326.141 | 3.4 | 0.5 | 0.6 |
| All items less shelter | ☒ | 289.673 | 288.635 | 290.616 | 2.4 | 0.3 | 0.7 |
| Commodities less food | ☒ | 179.800 | 177.180 | 177.073 | -0.5 | -1.5 | -0.1 |
| Nondurables | ☒ | 285.001 | 281.772 | 282.155 | 1.8 | -1.0 | 0.1 |
| Nondurables less food | ☒ | 239.499 | 233.298 | 231.891 | 0.6 | -3.2 | -0.6 |
| Nondurables less food and apparel | ☒ | 310.682 | 302.113 | 298.102 | 0.9 | -4.0 | -1.3 |
| Services less rent of shelter(2) | ☒ | 429.311 | 431.036 | 436.415 | 4.9 | 1.7 | 1.2 |
| Services less medical care services | ☒ | 403.360 | 404.452 | 408.246 | 5.0 | 1.2 | 0.9 |
| Energy | ☒ | 369.686 | 353.908 | 352.784 | -0.9 | -4.6 | -0.3 |
| All items less energy | ☒ | 326.202 | 326.774 | 329.111 | 3.6 | 0.9 | 0.7 |
| All items less food and energy | ☒ | 325.113 | 325.647 | 327.948 | 3.7 | 0.9 | 0.7 |
| Commodities less food and energy commodities | ☒ | 160.543 | 159.826 | 160.886 | -0.3 | 0.2 | 0.7 |
| Energy commodities | ☒ | 370.205 | 343.570 | 330.784 | -1.3 | -10.6 | -3.7 |
| Services less energy services | ☒ | 423.386 | 424.978 | 428.035 | 5.2 | 1.1 | 0.7 |
| Footnotes | | | | | | | |
| (1) This index series was calculated using a Laspeyres estimator. All other item stratum index series were calculated using a geometric means estimator. | | | | | | | |
| (2) Indexes on a December 1982=100 base. | | | | | | | |
| (3) Indexes on a December 1997=100 base. | | | | | | | |
| (4) Special index based on a substantially smaller sample. | | | | | | | |
| (5) Indexes on a December 1993=100 base. | | | | | | | |
| (6) Indexes on a December 1977=100 base. | | | | | | | |
| - Data not available | | | | | | | |
| Regions defined as the four Census regions. West includes Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. | | | | | | | |
| NOTE: Index applies to a month as a whole, not to any specific date. Data not seasonally adjusted. | | | | | | | |

Last Modified Date: Tuesday, February 13, 2024

U.S. BUREAU OF LABOR STATISTICS Western Information Office Attn: EA & I, 90 Seventh Street Suite 14-100 San Francisco, CA 94103-6715

Telephone: 1-415-625-2270 www.bls.gov/regions/west [Contact Western Region](#)



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Home Members

Contribution Rates

ASRS Defined Benefit Plan

The Arizona State Retirement System Defined Benefit Plan provides for lifelong monthly retirement income for qualified members.

The plan is tax-qualified under section 401(a) of the Internal Revenue Code. It is a "cost-sharing" model, meaning both the member and the employer contribute equally. Members also participate and contribute to the ASRS Long Term Disability Income Plan, which provides benefits for actively contributing members.

Contribution rates as a percent of pay are actuarially determined and adjusted annually to ensure the plan remains fiscally sound and able to meet current and future obligations.

There are two portions to the ASRS contribution rate - the Retirement Pension & Health Insurance Benefit, and the Long Term Disability Income Plan. The Pension Plan contribution is a pre-tax deduction, and the Long-Term Disability deduction is post-tax. Tax on pension benefits is deferred until payment is made to the member as a benefit or refund.

The Fiscal Year, How Rates Are Determined, How Often They Change

The fiscal year for the ASRS is from July 1 to the following June 30. Each July 1, the new contribution rate takes effect. This rate could increase, decrease, or stay the same from the previous year. Based on current projections, we're optimistic that contribution rates will remain stable for the foreseeable future.

Contribution Rates

Fiscal Year 2023-24. Effective July 1, 2023

| | PENSION & HEALTH INSURANCE BENEFIT | LONG TERM DISABILITY INCOME PLAN | TOTAL |
|----------|------------------------------------|----------------------------------|--------|
| Employee | 12.14% | 0.15% | 12.29% |
| Employer | 12.14% | 0.15% | 12.29% |

Fiscal Year 2024-25. Effective July 1, 2024

| | PENSION & HEALTH INSURANCE BENEFIT | LONG TERM DISABILITY INCOME PLAN | TOTAL |
|----------|------------------------------------|----------------------------------|--------|
| Employee | 12.12% | 0.15% | 12.27% |
| Employer | 12.12% | 0.15% | 12.27% |

Alternate Contribution Rate - for Retired, Returned to Work Members For members who retire, then returned to work for an ASRS employer while keeping their monthly pension, an Alternate Contribution Rate (ACR) is required. Read more on the [ACR](#) page.

[Historical Contribution Rates: 1953-present](#)

Log in to Check Your Balance

By logging in to your secure myASRS account, you can see your contribution history as well as service credit and benefit estimates based on those contributions.

myASRS Login

Why do contribution rates fluctuate?



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Alternate Contribution Rate

General Information

Legislation passed in 2011 under Senate Bill 1609 authorizes the ASRS to implement an Alternate Contribution Rate (ACR) to employers who hire ASRS retirees who return to work. The rate will be charged to and remitted to the ASRS by the employer. The purpose of the legislation is to mitigate the potential actuarial impact that retired members who return to work may have on the Trust Fund.

Here is a summary of the provisions now contained in Arizona Revised Statute 38-766.02:

Effective August 27, 2019, an amendment to this statute provides that an employer is not required to pay alternate contributions if the retired member is working in a position that is currently filled by another employee who is actively contributing to the ASRS. This means if an active member employee is on paid leave (and therefore actively contributing to the ASRS), and the employer hires a retired member to fill in during the active member's paid leave, then the employer is not required to pay ACR for the retired member. For further information please refer to the Employer Manual Chapter 6 page 11.

Beginning July 1, 2012, requires employers to pay an Alternate Contribution Rate (ACR) for members who return to work in any capacity and in a position ordinarily filled by an employee of the employer.

Charges the ACR starting the first day after retirement for a member who reached normal retirement and for a member who is an early retiree working less than 20/20 for as long as that member stays in service and for any future employment periods during which the member does not suspend their benefits and resume active membership.

States that the retired member does not accrue credited service, member service (for UORP), account balances, retirement benefits or LTD Program benefits, and the time is not later eligible for service purchase.

Requires employers to pay the ACR on behalf of any retiree that it employs regardless of 20/20 status, direct/leasing/contracting arrangement, or whether the retiree satisfied the 12-month break in service without working in a leased or contract arrangement.

States that late contributions are subject to interest (7.5%) and may be recovered in court or by state revenue offsets.

Requires employers to submit any reports, data, paperwork, or materials required by the ASRS to determine the function, utilization, efficacy or operation of the return to work program.

Current ACR Information

Alternate Contribution Rate

Fiscal year 2023-24, effective July 1, 2023: 9.99%

Fiscal year 2024-25, effective July 1, 2024: 10.19%

[ACR Guide](#) - Step-by-step instructions for online alternate contribution rate processing and payment. (Updated March 2016)

[ACR Template](#) - This template is for web-based contribution reporting employers to provide the required ACR data to the ASRS.

Frequently Asked Questions

When is the ACR effective?

The ACR became effective on July 1, 2012 and applies only to wages earned on and after that date.

Is there a grandfather clause?

For which ASRS retirees is the ACR applicable?

What is the ACR this year, and how is it determined?

How is the ACR applied?

Does the ACR apply to ASRS retirees who are hired to work less than 20 hours per week or less than 20 weeks?

What kind of data is collected for ACR payments?

Includes a Legislative Intent clause that states the purpose of the legislation is to mitigate the potential actuarial impact that retired members who return to work might have on the Trust Fund.

ASRS Return to Work - Violations

Clarifies the period for which a member shall repay suspended pensions to the ASRS starts with the date the ASRS notifies the member in writing that their employment violated the statute, the date the ASRS determines the member knew or should have known that their employment violated the statute, or any other time period that approximates the duration of the violation, as determined by the ASRS.

Requires an employer that employed a member whose pension was suspended to pay the ASRS the ACR starting with the date the member returned to employment. The employer is required to make the ACR payment through the earlier of:

- The date the member terminates employment,
- The date the employer begins making the ACR payment required by the new Return to Work statute, or
- The date the member resumes active membership in the ASRS.

Was this page helpful?:

Average: 3.8 (44 votes)

What if an employer uses a third party employer for staffing purposes?

How are ACR data and payments submitted to ASRS?

Can there be multiple files for the same pay period?

How frequently is ACR due?

Can the employer pass the cost of the contribution required by the ACR on to the employee?

About Us

For more than 50 years, the Arizona State Retirement System has provided retirement security to Arizona's public servants, including teachers, municipal workers and other government employees. The ASRS proudly serves more than a half-million members, including more than 100,000 retired members.

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Select Language | ▼

2026-2027 Academic Calendar

Recommendation:

The Instructional Council and Vice President for Learning and Student Services Council recommend adoption of the 2026-2027 academic calendar as presented.

Summary:

The Instructional Council and Vice President for Learning and Student Services Council have developed and reviewed the academic calendar for 2026-2027. The academic calendar is approved two years in advance to allow for advance planning by the College and its CTED and K-12 partners. The structure of the recommended calendar follows the General Guidelines for Academic Calendars approved by the Instructional Council.



3rd - 10-month Faculty return
 17th - 9-month Faculty return/Convocation
 19th - Division Day
 24th - First day of class

| AUGUST 2026 | | | | | | | |
|-------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| | | 27 | 28 | 29 | 30 | 31 | 1 |
| | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 1 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 2 | 30 | 31 | | | | | |

| SEPTEMBER 2026 | | | | | | | |
|----------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| | | | | 1 | 2 | 3 | 4 |
| 2 | | | | | | | |
| 3 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 4 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 5 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 6 | 27 | 28 | 29 | 30 | | | |

7th - Labor Day

| OCTOBER 2026 | | | | | | | |
|--------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| | | | | | | | |
| 6 | | | | | 1 | 2 | 3 |
| 7 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 8 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 9 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 10 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| NOVEMBER 2026 | | | | | | | |
|---------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| 11 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 12 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 13 | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 14 | 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 15 | 29 | 30 | | | | | |

11th - Veterans Day
 26th-27th - Thanksgiving Break

11th - Last day of Fall
 15th - Grades due
 24th - 1st College closed

| DECEMBER 2026 | | | | | | | |
|---------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| 15 | | | | | | | |
| 16 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | 27 | 28 | 29 | 30 | 31 | | |

| JANUARY 2027 | | | | | | | |
|--------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| | | | | | | 1 | 2 |
| | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 1 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 2 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 3 | 31 | | | | | | |

1st - New Year's
 11th Convocation
 13th - Division Day
 18th - MLK Day
 19th - First day of Spring semester

| FEBRUARY 2027 | | | | | | | |
|---------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| 3 | | 1 | 2 | 3 | 4 | 5 | 6 |
| 4 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 5 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 6 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 7 | 28 | | | | | | |

| MARCH 2027 | | | | | | | |
|------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| 7 | | 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 9 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 10 | 28 | 29 | 30 | 31 | | | |

15th-19th - Spring Break

| APRIL 2027 | | | | | | | |
|------------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| | | | | | | | |
| 10 | | | | | 1 | 2 | 3 |
| 11 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 12 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 13 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 14 | 25 | 26 | 27 | 28 | 29 | 30 | |

| MAY 2027 | | | | | | | |
|----------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| 14 | | | | | | | 1 |
| 15 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 16 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| | 30 | 31 | | | | | |

15th Last day of Spring/
 Commencement & last day for 9-month Faculty
 18th - Grades due
 28th - Last day for 10-month Faculty
 31st - Memorial Day

7th - First day of Summer

| JUNE 2027 | | | | | | | |
|-----------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| | | | 1 | 2 | 3 | 4 | 5 |
| 1 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 2 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 3 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 4 | 27 | 28 | 29 | 30 | | | |

| JULY 2027 | | | | | | | |
|-----------|----|----|----|----|----|----|----|
| W | S | M | T | W | Th | F | S |
| 4 | | | | | 1 | 2 | 3 |
| 5 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 7 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 8 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

4th & 5th - Independence Day
 30th - Last day of Summer
 August 3rd - Grades due

Request to Approve Purchase of Laptops

Recommendation:

Staff recommends approval to purchase 175 laptops from Dell Technologies at a total cost of \$208,851.60

Procurement Process and Budget Information:

Funds budgeted in Fiscal Year 2024 by the Technology Advancement and Support (TAS) division and Dell Technologies Contract #: C000001039509 are utilized to ensure the better value at a cost savings for the college.

Summary:

This purchase is related to the technology refresh and lifecycle. Better value was found in utilizing Dell Technologies Contract # C000001039509 and working with NAU for a discount.

The total for laptop purchases is \$191,378.75. The tax for purchase is \$17,472.85. The total amount for purchase is \$208,851.60.





A quote for your consideration

Based on your business needs, we put the following quote together to help with your purchase decision. Below is a detailed summary of the quote we've created to help you with your purchase decision.

To proceed with this quote, you may respond to this email, order online through your [Premier page](#), or, if you do not have Premier, use this [Quote to Order](#).

| | | | |
|----------------------|-------------------------------------|-------------------|---------------------------|
| Quote No. | 3000173101605.1 | Sales Rep | Fatima Hameed |
| Total | \$208,851.60 | Phone | (800) 456-3355, 6183747 |
| Customer # | 530033676565 | Email | Fatima_Hameed@Dell.com |
| Quoted On | Feb. 29, 2024 | Billing To | BUS OFFICE |
| Expires by | Mar. 09, 2024 | | NORTHLAND PIONEER COLLEGE |
| Contract Name | NAU Contract For Goods and Services | | PO BOX 610 |
| Contract Code | C000001039509 | | HOLBROOK, AZ 86025-0610 |
| Customer Agreement # | P22KJ006 | | |
| Deal ID | 26747576 | | |

Message from your Sales Rep

Message from your Sales Rep: Please contact me at 512-728-9710 or at fatima_hameed@dell.com if you have any questions or when you're ready to place an order. Thank you for shopping with Dell! Best Regards, Fatima Hameed

Regards,
Fatima Hameed

Shipping Group

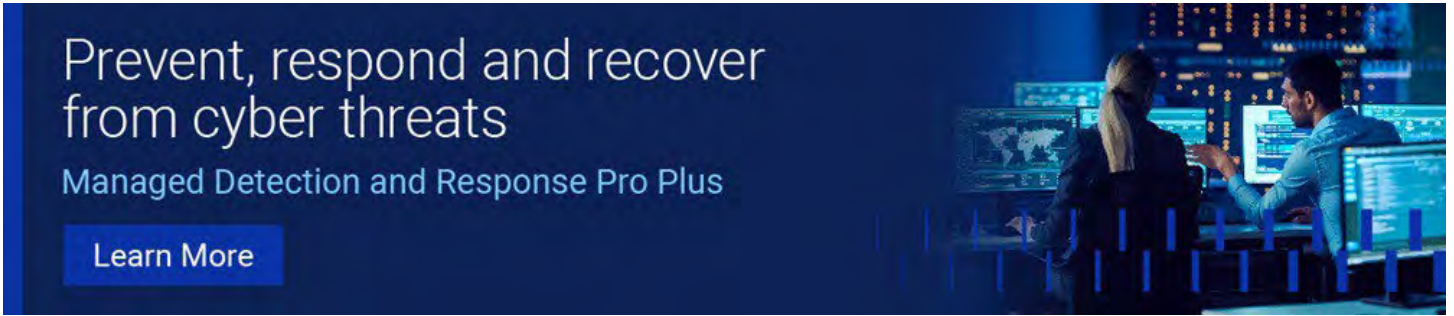
| | |
|--|------------------------|
| Shipping To | Shipping Method |
| MARY SHEA NORTHLAND PIONEER COLLEGE 102 N 1ST AVE HOLBROOK, AZ 86025-2902 (928) 524-7432 | Standard Delivery |

| Product | List Price | Unit Price | DOL | Quantity | Subtotal |
|--------------------|------------|------------|-----|----------|--------------|
| Dell Latitude 5540 | \$2,377.12 | \$1,259.87 | 47% | 25 | \$31,496.75 |
| Dell Latitude 5440 | \$2,267.83 | \$1,065.88 | 53% | 150 | \$159,882.00 |

| | |
|---------------------|--------------|
| Subtotal: | \$191,378.75 |
| Shipping: | \$0.00 |
| Non-Taxable Amount: | \$6,089.00 |
| Taxable Amount: | \$185,289.75 |
| Estimated Tax: | \$17,472.85 |
| <hr/> | |
| Total: | \$208,851.60 |

License Subtotal for Commitment Term: \$0.00
 *Excludes Taxes

Special pricing may be available for qualified customers. Please contact your DFS Sales Representative for details.



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Shipping Group Details

Shipping To

MARY SHEA
NORTHLAND PIONEER COLLEGE
102 N 1ST AVE
HOLBROOK, AZ 86025-2902
(928) 524-7432

Shipping Method

Standard Delivery

| | Unit Price | Quantity | Subtotal |
|--|-------------------|-----------|--------------------|
| Dell Latitude 5540 | \$1,259.87 | 25 | \$31,496.75 |
| Estimated delivery if purchased today: Mar. 06, 2024 Contract # C000001039509 Customer Agreement # P22KJ006 | | | |

| Description | SKU | Unit Price | Quantity | Subtotal |
|---|----------|------------|----------|----------|
| Dell Latitude 5540 BTX Base | 210-BGBJ | - | 25 | - |
| 13th Gen Intel Core i7-1355U (12 MB cache, 10 cores, 12 threads, up to 5.0 GHz Turbo) | 379-BFBS | - | 25 | - |
| Windows 11 Pro, English, Brazilian Portuguese PT-BR, French, Spanish | 619-ARSB | - | 25 | - |
| No Microsoft Office License Included - 30 day Trial Offer Only | 658-BCSB | - | 25 | - |
| Intel(R) Rapid Storage Technology Driver | 409-BCWS | - | 25 | - |
| Intel vPro Management Disabled | 631-ADPS | - | 25 | - |
| 16 GB, 2 x 8 GB, DDR4, 3200 MT/s, dual-channel, Non-ECC | 370-AFVQ | - | 25 | - |
| M.2 2230 PCIe NVMe Gen4x4 512GB SSD Class 35 | 400-BOVY | - | 25 | - |
| 15.6" FHD (1920x1080) Non-Touch, AG, IPS, 250 nits, FHD IR Cam, WLAN/WWAN(4G) | 391-BHEM | - | 25 | - |
| English US backlit keyboard with numeric keypad, 99-key | 583-BHBG | - | 25 | - |
| Wireless Intel AX211 WLAN Driver MOD-SRV | 555-BJDC | - | 25 | - |
| Intel(R) Wi-Fi 6E (6 if 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth Wireless Card | 555-BHHU | - | 25 | - |
| 3- cell, 54Wh Battery, Express Charge Capable | 451-BDBL | - | 25 | - |
| 65W AC adapter, USB Type-C, TCO Gen9 compliant | 492-BDHS | - | 25 | - |
| Single Pointing, Smart Card Reader, Finger Print Reader (w/ControlVault 3) | 346-BINO | - | 25 | - |
| E4 Power Cord 1M for US | 537-BBDO | - | 25 | - |
| Latitude 5540 Quick Start Guide | 340-DDHL | - | 25 | - |
| ENERGY STAR Qualified | 387-BBPC | - | 25 | - |
| Fixed Hardware Configuration | 998-GDKK | - | 25 | - |
| Dell Additional Software | 658-BFQB | - | 25 | - |
| Packaging BTS 65W Adapter (WHN) | 340-DJVJ | - | 25 | - |
| POD Label | 389-EDJB | - | 25 | - |
| Assembly Base | 338-CHGG | - | 25 | - |
| Intel 13th Generation i7-1355U Trans., Intel Integrated Graphics, Thunderbolt | 338-CHGM | - | 25 | - |
| Latitude 5540 Bottom Door, Intel 13th Gen U-Series CPU, Intel Integrated Graphics | 321-BJTL | - | 25 | - |

| | | | | |
|--|----------|-------------------|-----------------|---------------------|
| FHD/IR Camera, Temporal Noise Reduction, Camera Shutter, Mic | 319-BBIE | - | 25 | - |
| EPEAT 2018 Registered (Gold) | 379-BDZB | - | 25 | - |
| Dell Limited Hardware Warranty | 997-8317 | - | 25 | - |
| Onsite/In-Home Service After Remote Diagnosis, 1 Year | 997-8328 | - | 25 | - |
| | | Unit Price | Quantity | Subtotal |
| | | \$1,065.88 | 150 | \$159,882.00 |

Dell Latitude 5440

Estimated delivery if purchased today:
 Mar. 11, 2024
 Contract # C000001039509
 Customer Agreement # P22KJ006

| Description | SKU | Unit Price | Quantity | Subtotal |
|--|----------|------------|----------|----------|
| Dell Latitude 5440 BTX Base | 210-BFZV | - | 150 | - |
| 13th Gen Intel Core i5-1345U vPro (12 MB cache, 10 cores, 12 threads, up to 4.7 GHz Turbo) | 379-BFBR | - | 150 | - |
| Windows 11 Pro, English, Brazilian Portuguese PT-BR, French, Spanish | 619-ARSB | - | 150 | - |
| No Microsoft Office License Included - 30 day Trial Offer Only | 658-BCSB | - | 150 | - |
| Intel 13th Generation Core i5-1345U vPro, Intel Integrated Graphics, TBT4 | 338-CHFP | - | 150 | - |
| Intel(R) Rapid Storage Technology Driver | 409-BCWR | - | 150 | - |
| Intel vPro Enterprise Technology Enabled | 631-ADPZ | - | 150 | - |
| 16 GB, 2 x 8 GB, DDR4, 3200 MT/s, dual-channel, Non-ECC | 370-AFVQ | - | 150 | - |
| 512 GB, M.2 2230, PCIe NVMe, SSD, Class 35 | 400-BOLI | - | 150 | - |
| 14.0" FHD (1920x1080) Non-Touch, AG, IPS, 250 nits, FHD IR Cam, WLAN/WWAN(4G) | 391-BHEF | - | 150 | - |
| English US backlit keyboard, 79-key | 583-BHCH | - | 150 | - |
| Wireless Intel AX211 WLAN Driver | 555-BJFN | - | 150 | - |
| Intel(R) Wi-Fi 6E (6 if 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth Wireless Card | 555-BHHU | - | 150 | - |
| 3- cell, 54Wh Battery, Express Charge Capable | 451-BDBL | - | 150 | - |
| 65W AC adapter, USB Type-C, TCO Gen9 compliant | 492-BDHS | - | 150 | - |
| Single Pointing, Smart Card Reader, Finger Print Reader (w/ControlVault 3) | 346-BINX | - | 150 | - |
| E4 Power Cord 1M for US | 537-BBDO | - | 150 | - |
| Latitude 5440 Quick Start Guide | 340-DDHM | - | 150 | - |
| ENERGY STAR Qualified | 387-BBPC | - | 150 | - |
| Fixed Hardware Configuration | 998-GDBG | - | 150 | - |
| Dell Additional Software | 658-BFQB | - | 150 | - |
| BTS 15W CPU + UMA + 65W Adapter VN | 340-DKTX | - | 150 | - |
| Intel Core i5 vPro Enterprise Label | 340-CYNW | - | 150 | - |
| POD Label | 389-EDJB | - | 150 | - |
| Latitude 5440 Bottom Door (Big Door), Intel 13th Gen U-Series CPU | 321-BJTH | - | 150 | - |
| FHD/IR Camera, Temporal Noise Reduction, Camera Shutter, Mic | 319-BBIE | - | 150 | - |
| EPEAT 2018 Registered (Gold) | 379-BDZB | - | 150 | - |
| Dell Limited Hardware Warranty | 997-8317 | - | 150 | - |
| Onsite/In-Home Service After Remote Diagnosis, 1 Year | 997-8328 | - | 150 | - |

| | |
|-----------------------|---------------------|
| Subtotal: | \$191,378.75 |
| Shipping: | \$0.00 |
| Estimated Tax: | \$17,472.85 |
| <hr/> | |
| Total: | \$208,851.60 |

Important Notes

Terms of Sale

This Quote will, if Customer issues a purchase order for the quoted items that is accepted by Supplier, constitute a contract between the entity issuing this Quote ("Supplier") and the entity to whom this Quote was issued ("Customer"). Unless otherwise stated herein, pricing is valid for thirty days from the date of this Quote. All product, pricing and other information is based on the latest information available and is subject to change. Supplier reserves the right to cancel this Quote and Customer purchase orders arising from pricing errors. Taxes and/or freight charges listed on this Quote are only estimates. The final amounts shall be stated on the relevant invoice. Additional freight charges will be applied if Customer requests expedited shipping. Please indicate any tax exemption status on your purchase order and send your tax exemption certificate to Tax_Department@dell.com or ARSalesTax@emc.com, as applicable.

Governing Terms: This Quote is subject to: (a) a separate written agreement between Customer or Customer's affiliate and Supplier or a Supplier's affiliate to the extent that it expressly applies to the products and/or services in this Quote or, to the extent there is no such agreement, to the applicable set of Dell's Terms of Sale (available at www.dell.com/terms or www.dell.com/oemterms), or for cloud/as-a-Service offerings, the applicable cloud terms of service (identified on the Offer Specific Terms referenced below); and (b) the terms referenced herein (collectively, the "Governing Terms"). Different Governing Terms may apply to different products and services on this Quote. The Governing Terms apply to the exclusion of all terms and conditions incorporated in or referred to in any documentation submitted by Customer to Supplier.

Supplier Software Licenses and Services Descriptions: Customer's use of any Supplier software is subject to the license terms accompanying the software, or in the absence of accompanying terms, the applicable terms posted on www.Dell.com/eula. Descriptions and terms for Supplier-branded standard services are stated at www.dell.com/servicecontracts/global or for certain infrastructure products at www.dellemc.com/en-us/customer-services/product-warranty-and-service-descriptions.htm.

Offer-Specific, Third Party and Program Specific Terms: Customer's use of third-party software is subject to the license terms that accompany the software. Certain Supplier-branded and third-party products and services listed on this Quote are subject to additional, specific terms stated on www.dell.com/offeringspecificterms ("Offer Specific Terms").

In case of Resale only: Should Customer procure any products or services for resale, whether on standalone basis or as part of a solution, Customer shall include the applicable software license terms, services terms, and/or offer-specific terms in a written agreement with the end-user and provide written evidence of doing so upon receipt of request from Supplier.

In case of Financing only: If Customer intends to enter into a financing arrangement ("Financing Agreement") for the products and/or services on this Quote with Dell Financial Services LLC or other funding source pre-approved by Supplier ("FS"), Customer may issue its purchase order to Supplier or to FS. If issued to FS, Supplier will fulfill and invoice FS upon confirmation that: (a) FS intends to enter into a Financing Agreement with Customer for this order; and (b) FS agrees to procure these items from Supplier. Notwithstanding the Financing Agreement, Customer's use (and Customer's resale of and the end-user's use) of these items in the order is subject to the applicable governing agreement between Customer and Supplier, except that title shall transfer from Supplier to FS instead of to Customer. If FS notifies Supplier after shipment that Customer is no longer pursuing a Financing Agreement for these items, or if Customer fails to enter into such Financing Agreement within 120 days after shipment by Supplier, Customer shall promptly pay the Supplier invoice amounts directly to Supplier.

Customer represents that this transaction does not involve: (a) use of U.S. Government funds; (b) use by or resale to the U.S. Government; or (c) maintenance and support of the product(s) listed in this document within classified spaces. Customer further represents that this transaction does not require Supplier's compliance with any statute, regulation or information technology standard applicable to a U.S. Government procurement.

For certain products shipped to end users in California, a State Environmental Fee will be applied to Customer's invoice. Supplier encourages customers to dispose of electronic equipment properly.

Electronically linked terms and descriptions are available in hard copy upon request.

2024-2026 Tuition and Fees

Recommendation:

Staff recommends approving the course fees and general fees as presented. No action is needed for tuition, which was previously approved.

Summary:

Staff is providing the current approved tuition schedule and proposed rates for course fees and general fees.

The tuition rates and fees are set in accordance the Budget Development Guidelines and includes the following assumptions for tuition and fees:

Tuition and general fees will be set at a rate that:

- A. gives consideration to the impact on students, student enrollment, and student retention rates;*
- B. increases incrementally; and*
- C. is competitive in our market by maintaining a comparative position to the average tuition at other Arizona community colleges.*

Course fees will be set at a rate calculated to offset expendable supplies and equipment.

Tuition

The District Governing Board (DGB) approves tuition on a three-year cycle to help students properly plan for tuition costs. The attached schedule covers the period 2024 to 2026 and was approved in March 2023 and amended in February 2024 for the reduction in summer tuition. No further action is needed for tuition.

Course Fees

Instructional staff review course fees to assure fees are based on cost of consumable supplies and other course specific expenses. Proposed course fee changes are expected to cover new courses and the increased cost of course supplies, equipment maintenance, and course-specific operational expenses. Changes in the fees are noted by bold type.



General Fees

General fees include the Media Fee, transcript fees, testing fees and other. These fees are per transaction and not assessed on a credit hour basis. Changes in the fees are noted by bold type.



Northland Pioneer College

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**NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
NORTHLAND PIONEER COLLEGE**

Approved 3/21/23

Summer Tuition Revised & Approved 2/20/24

| TUITION | Approved 2023-24 | Approved 2024-25 | Approved 2025-26 |
|--|--|---|---|
| IN-DISTRICT (Navajo & Apache Counties) | Approximately 80% of in-state rate (\$70 per credit hour) | Approximately 80% of in-state rate (\$73 per credit hour) | Approximately 80% of in-state rate (\$75 per credit hour) |
| IN-STATE (All AZ Counties except Navajo & Apache) | \$88 per credit hour | \$91 per credit hour | \$94 per credit hour |
| OUT-OF-STATE | \$410 per credit hour | \$410 per credit hour | \$410 per credit hour |
| EARLY COLLEGE IN-DISTRICT (Navajo & Apache Counties) | Approximately 80% of in-state rate (\$70 per credit hour) | Approximately 80% of in-state rate (\$73 per credit hour) | Approximately 80% of in-state rate (\$75 per credit hour) |
| EARLY COLLEGE IN-STATE (All AZ Counties except Navajo & Apache) | \$88 per credit hour | \$91 per credit hour | \$94 per credit hour |
| EARLY COLLEGE OUT-OF-STATE | \$88 per credit hour | \$91 per credit hour | \$94 per credit hour |
| SENIOR CITIZENS 60 years or older | 50% of the applicable rate: In-District, In-State, or Out-of-State. (Does not apply to non-credit courses) | | |
| BACHELOR COURSES (3XX & 4XX) | 150% of the applicable In-State or Out-State rate. No discounts. | | |
| CCP COURSES | 50% of the applicable rate: In-District, In-State, or Out-of-State. (Does not apply to non-credit courses) | | |
| SUMMER SESSION COURSES | Summer course will be discounted 100%. Free tuition for In-District, In-State, or Out-of-State. (Does not apply to non-credit courses or Bachelor Courses) <i>Effective for Summer 2024, 2025 & 2026 only</i> | | |
| WICHE WUE | 150% of the In-State rate | | |
| REFUNDS FOR TUITION | 100% through the second week of the semester. 100% if NPC cancels the class. | | |
| SUMMER SESSION REFUNDS | 100% through the first week of the semester. 100% if NPC cancels the class. | | |
| SHORT-TERM COURSE REFUNDS | 100% before the first day of class. 100% if NPC cancels the class. | | |

Notes:

*50% discounts are not to be combined

Bold items indicate a change from prior year

**NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
NORTHLAND PIONEER COLLEGE
2024-2025
Course Fees**

| ARTS & SCIENCES | | | Approved 2023-24 | Proposed 2024-25 |
|----------------------------|------------|---|-----------------------------|-----------------------------|
| ANT | 104 | Biological Anthropology & Human Origins | \$40.00 | \$40.00 |
| ART | 103 | Basic Design | \$- | \$- |
| ART | 105 | Beginning Drawing I | \$25.00 | \$25.00 |
| ART | 110 | Figure Drawing I | \$25.00 | \$25.00 |
| ART | 121 | Digital Photography I | \$25.00 | \$25.00 |
| ART | 140 | Lettering | \$25.00 | \$25.00 |
| ART | 150 | Advertising Design | \$25.00 | \$25.00 |
| ART | 155 | Printmaking | \$25.00 | \$25.00 |
| ART | 170 | Sculpture I | \$25.00 | \$25.00 |
| ART | 175 | Painting | \$25.00 | \$25.00 |
| ART | 180 | Watercolor | \$25.00 | \$25.00 |
| ART | 185 | Handbuilding Pottery | \$35.00 | \$40.00 |
| ART | 186 | Clay Sculpture | \$35.00 | \$40.00 |
| ART | 187 | Raku Pottery | \$35.00 | \$40.00 |
| ART | 190 | Ceramics | \$35.00 | \$40.00 |
| ART | 199 | Photography Enrichment | \$25.00 | \$25.00 |
| ART | 199 | Ceramic Enrichment | \$35.00 | \$40.00 |
| ART | 205 | Drawing II | \$25.00 | \$25.00 |
| ART | 206 | Figure Drawing II | \$25.00 | \$25.00 |
| ART | 220 | Painting II | \$25.00 | \$25.00 |
| ART | 221 | Digital Photography II | \$25.00 | \$25.00 |
| ART | 222 | Digital Photography Practicum | \$25.00 | \$25.00 |
| ART | 225 | Watercolor II | \$25.00 | \$25.00 |
| ART | 245 | Ceramics II | \$35.00 | \$40.00 |
| ART | 246 | Ceramics III | \$35.00 | \$40.00 |
| ART | 247 | Ceramics IV | \$35.00 | \$40.00 |
| ART | 280 | Art Studio – 2 Dimensional | \$25.00 | \$25.00 |
| ART | 281 | Art Studio – 3 Dimensional | \$25.00 | \$25.00 |
| ART | 289 | Figurative Ceramics | \$35.00 | \$40.00 |
| BIO | 100 | Biological Concepts | \$40.00 | \$40.00 |
| BIO | 160 | Intro. to Human Anatomy & Physiology | \$40.00 | \$40.00 |
| BIO | 181 | General Biology I | \$40.00 | \$40.00 |
| BIO | 182 | General Biology II | \$40.00 | \$40.00 |
| BIO | 201 | Human Anatomy & Physiology I | \$40.00 | \$40.00 |
| BIO | 202 | Human Anatomy & Physiology II | \$40.00 | \$40.00 |
| BIO | 205 | Microbiology | \$40.00 | \$40.00 |
| CHM | ALL | All Courses | \$40.00 | \$40.00 |

| ARTS & SCIENCES (cont'd) | | | Approved 2023-24 | Proposed 2024-25 |
|--------------------------|------------|---|---------------------|---------------------|
| ECD | 208 | Observation and Assessment in Early Childhood (new course number, no change in fee) | \$20.00 | \$20.00 |
| ECD | 128 | Culture, Language and Community | \$20.00 | \$20.00 |
| ECD | 141 | Healthy and Safe Early Childhood Practices | \$40.00 | \$40.00 |
| ECD | 175 | Professionalism | \$20.00 | \$20.00 |
| ECD | 184 | Early Social and Emotional Development | \$40.00 | \$40.00 |
| ECD | 186 | Effective Interactions for Learning | \$20.00 | \$20.00 |
| ECD | 187 | Supporting STEM in Early Childhood | \$20.00 | \$20.00 |
| ECD | 290 | Early Childhood Practicum I | \$40.00 | \$40.00 |
| ECD | 297 | ECD Capstone I | \$40.00 | \$40.00 |
| ECD | 387 | STEM Instruction in the Early Childhood Classroom | \$20.00 | \$- |
| ECD | 390 | EC Practicum II | \$40.00 | \$60.00 |
| ECD | 391 | EC Practicum III | \$40.00 | \$60.00 |
| ECD | 490 | Capstone/Student Teaching B-PreK | \$60.00 | \$60.00 |
| ECD | 491 | Capstone/Student Teaching K-3 | \$60.00 | \$60/\$300 |
| | | | | |
| EDP | 301 | Foundations in Reading | \$20.00 | \$145.00 |
| | | | | |
| EDU | 223 | Classroom Observation Skills | \$- | \$20.00 |
| EDU | 280 | Introduction to Structured English Immersion | \$55.00 | \$30.00 |
| | | | | |
| GEO | 111 | Physical Geography | \$40.00 | \$40.00 |
| | | | | |
| GLG | ALL | All Geology Courses | \$40.00 | \$40.00 |
| | | | | |
| MUS | 155 | Music Applied (all) | \$120.00 | \$120.00 |
| | | | | |
| POS | 221 | Arizona Constitution and Government | \$20.00 | \$20.00 |
| POS | 222 | U.S. Constitution | \$20.00 | \$20.00 |
| | | | | |
| PHY | ALL | All Physics Courses | \$40.00 | \$40.00 |
| | | | | |
| SPT | 130 | Introduction to Theatre | \$50.00 | \$50.00 |
| SPT | 178 | Stage Makeup | \$100.00 | \$100.00 |

Notes:

- Bold items indicate a change from prior year.
- ART fees are increased to meet increasing supply costs.
- ECD 491: The general fee for student teaching will be \$60.00. Some students will be eligible to complete their capstone using a Student Intern Teaching Certificate (STIC). The STIC requires students to pass two exams in addition to supervision. The additional \$240.00 for STIC candidates accounts for these exam fees.
- EDP 301: This fee will cover the cost of the new ADE required literacy exam through Pearson. Upon completion of the course, students will receive a voucher to take the exam. This allows us the student to access FTF funding/scholarship as a course fee and no cost is incurred by the student.
- EDU 223: Course will now include a practicum component.

**NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
NORTHLAND PIONEER COLLEGE
2024-2025
Course Fees**

| CAREER & TECHNICAL EDUCATION | | | Approved 2023-24 | Proposed 2024-25 |
|---|-----|---|-----------------------------|-----------------------------|
| AJS | 102 | Intensive Police Academy | \$300 | \$300 |
| AJS | ALL | All Administration of Justice courses except AJS102 | \$15 | \$15 |
| ATO | ALL | All Automotive Courses except ATO116 | \$135 | \$155 |
| ATO | 116 | Introduction to Auto and Safety | \$145 | \$160 |
| BUS | 179 | Medical Coding | \$50 | \$85 |
| CIS | ALL | All CIS Courses except CIS 141, 142, and 145 | \$15 | \$15 |
| CIS | 141 | A+ Certification Preparation I | \$150 | \$150 |
| CIS | 142 | A+ Certification Preparation II | \$150 | \$150 |
| CIS | 145 | Network+ Certification Preparation | \$150 | \$150 |
| CON | ALL | All Construction Courses except CON102 & CON107 | \$50 | \$50 |
| CON | 102 | Introduction to Construction Methods | \$75 | \$75 |
| CON | 107 | Safety and Job Hazard Recognition | \$25 | \$25 |
| COS | ALL | All Cosmetology Courses except COS142 and COS143 | \$25 | \$30 |
| COS | 142 | Introduction to Hair Care | \$25 | \$30 |
| COS | 143 | Introduction to Basic Skin Care | \$50 | |
| DRF | ALL | All Drafting Courses | \$30 | \$30 |
| EIT | ALL | All Energy and Industrial Technician Courses except EIT100 & EIT201 | \$150 | \$150 |
| EIT | 100 | Introduction to Advanced Manufacturing | \$175 | \$175 |
| EIT | 201 | Introduction to an Industrial Environment | \$175 | \$175 |
| ITT | ALL | All Industrial Technology Trades Courses except ITT100 | - | \$150 |
| ITT | 100 | Craft Skills Core Curriculum | - | \$175 |
| EMT | 104 | Healthcare Provider CPR & First Aid | \$15 | \$20 |
| EMT | 130 | EMT Preparation Course | \$10 | \$10 |
| EMT | 131 | Emergency Medical Training | \$350 | \$365 |
| EMT | 133 | Refresher Course - EMT Recertification | \$50 | \$50 |
| EMT | 135 | EMT IVC | \$90 | \$90 |
| EMT | 240 | Basic ECG & Pharmacy | \$30 | \$30 |
| EMT | 241 | ALS Refresher | \$200 | \$210 |
| EMT | 246 | Paramedic Training I | \$950 | \$1,045 |
| EMT | 247 | Paramedic Training II | \$950 | \$1,045 |

| CAREER & TECHNICAL EDUCATION (cont'd) | | | Approved 2023-24 | Proposed 2024-25 |
|---------------------------------------|-----|--|---------------------|---------------------|
| FRS | 101 | Principles of Fire and Emergency Service Administration | \$15 | \$15 |
| FRS | 103 | Firefighter I | \$220 | \$220 |
| FRS | 105 | Firefighter II | \$220 | \$220 |
| FRS | 110 | HazMat First Responder | \$55 | \$55 |
| FRS | 126 | Rope Rescue I | \$60 | \$60 |
| FRS | 127 | Rope Rescue II | \$60 | \$60 |
| FRS | 128 | Rope Rescue III | \$60 | \$60 |
| FRS | 130 | Incident Command System | \$15 | \$15 |
| FRS | 132 | Fire Investigation I | \$15 | \$15 |
| FRS | 135 | Fire Protection Hydraulics & Water Supply | \$15 | \$15 |
| FRS | 137 | Strategies and Tactics | \$15 | \$15 |
| FRS | 138 | Legal Aspects of Emergency Services | \$15 | \$15 |
| FRS | 139 | Confined Space Operations | \$40 | \$40 |
| FRS | 141 | Fire Service Communication | \$15 | \$15 |
| FRS | 150 | Wild Land Firefighter | \$35 | \$35 |
| FRS | 200 | Fire Behavior and Combustion | \$15 | \$15 |
| FRS | 201 | Fire Protection Systems | \$15 | \$15 |
| FRS | 202 | Principles of Emergency Services | \$15 | \$15 |
| FRS | 203 | Fire Prevention | \$15 | \$15 |
| FRS | 207 | Building Construction for Fire Prevention | \$15 | \$15 |
| FRS | 208 | Principles of Fire Emergency Services, Safety & Survival | \$15 | \$15 |
| | | | | |
| HES | 109 | Phlebotomy | \$275 | \$275 |
| HES | 180 | Basic Pharmacology | \$10 | \$10 |
| HES | 190 | Human Body in Health and Disease— ON CAMPUS | \$60 | \$60 |
| HES | 190 | Human Body in Health and Disease--- ONLINE | \$0 | \$0 |
| | | | | |
| HPE | 113 | Foundations of Strength and Conditioning | \$35 | \$35 |
| HPE | 146 | Personal Training | \$35 | \$35 |
| HPE | 162 | Exercise Physiology | \$35 | \$35 |
| HPE | 178 | Professional Activities in Weight Training | \$35 | \$35 |
| HPE | 179 | Professional Activities in Aerobic Training | \$35 | \$35 |
| HPE | 200 | Rehabilitative Techniques | \$35 | \$35 |
| HPE | 210 | Prevention and Care of Athletic Injuries | \$35 | \$35 |
| HPE | 250 | Physical Therapy Technician | \$35 | \$35 |
| | | | | |
| INA | ALL | All Industrial Arts Courses | \$45 | \$45 |
| | | | | |
| MDA | 124 | Clinical Procedures I | \$295 | \$295 |
| MDA | 125 | Clinical Procedures II | \$345 | \$345 |
| | | | | |
| PHT | 103 | Pharmacy Technician | \$55 | \$55 |
| PHT | 104 | Pharmacy Technician | \$105 | \$105 |

| CAREER & TECHNICAL EDUCATION (cont'd) | | | Approved 2023-24 | Proposed 2024-25 |
|---------------------------------------|-----|--|---------------------|---------------------|
| SGT | 121 | Surgical Sterile Technique and Instrumentation | \$105 | \$175 |
| SGT | 122 | Surgical Techniques | \$160 | \$310 |
| SGT | 221 | Perioperative Procedures | \$105 | \$310 |
| SGT | 222 | Surgical Concepts and Specialty Procedures | | \$310 |
| | | | | |
| TMP | 108 | A & P with Kinesiology Techniques I | \$65 | \$65 |
| TMP | 109 | A & P with Kinesiology Techniques II | \$65 | \$65 |
| TMP | 240 | Massage Therapy Clinical Practice | \$115 | \$115 |
| | | | | |
| WLD | ALL | All Welding Courses except WLD 100 and WLD170 | \$150 | \$180 |
| WLD | 100 | Safety and Math | \$35 | \$60 |

Notes:

- **Bold** items indicate a change from prior year.
- Increases related to increased supply costs and testing fees.

**NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
NORTHLAND PIONEER COLLEGE
2024-2025
Course Fees**

| NURSING | | | Approved 2023-24 | Proposed 2024-25 |
|---------|-----|---------------------------|---------------------|---------------------|
| NUR | 116 | LPN to RN Transition | \$495 | \$495 |
| NUR | 117 | Pharmacology I | \$10 | \$10 |
| NUR | 118 | Pharmacology II | \$10 | \$10 |
| NUR | 121 | Nursing I | \$495 | \$495 |
| NUR | 122 | Nursing II | \$495 | \$495 |
| NUR | 123 | Paramedic to Nurse Bridge | \$495 | \$495 |
| NUR | 221 | Nursing III | \$495 | \$495 |
| NUR | 222 | Nursing IV | \$495 | \$495 |
| NUR | 291 | RN Refresher Course | \$450 | \$450 |

Notes:

- **Bold** items indicate a change from prior year.
- Increases related to increased supplies and testing fees.
- 199-299 and non-credit/special interest courses have variable fees determined by the length and type of each.
 - **NUR199 IV Cert for LPN \$120**

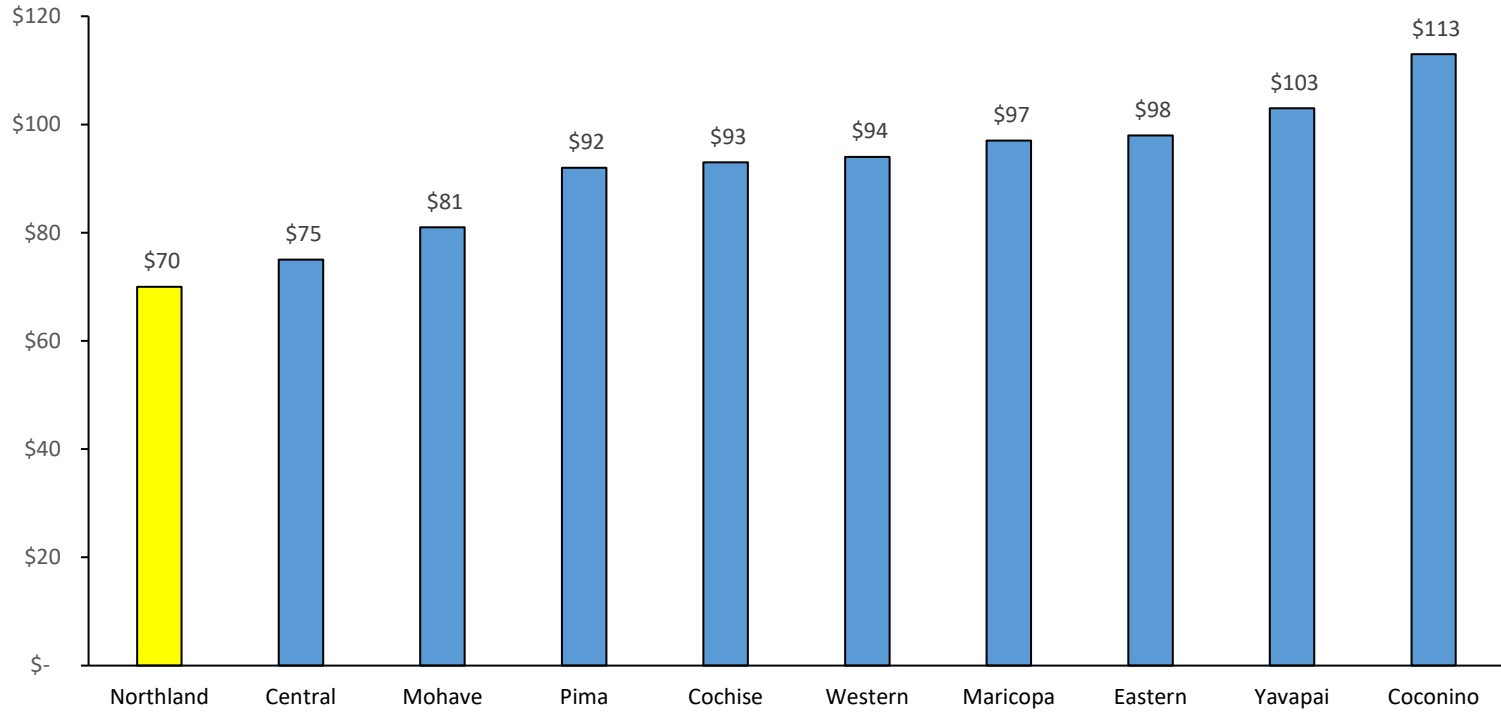
**NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
NORTHLAND PIONEER COLLEGE
2024-2025**

| FEES | Approved 2023-24 | Proposed 2024-25 |
|---|------------------------------|-------------------------|
| GENERAL | | |
| Media Fee ① | \$47/semester | \$47/semester |
| SPECIAL | | |
| Transcript (each) Online Order | \$11 | \$12 |
| Transcript + On Demand Fee (\$5) | \$16 | \$17 |
| Diploma/Certificate Replacement | \$15 | \$15 |
| Credit by Exam | 50% of in-state tuition rate | \$0 |
| Proctoring | - | \$25 |
| Credit by Evaluation Fee (non-refundable) ② | \$45 | \$45 |
| ACCUPLACER Testing ③ | \$20 | \$20 |
| HESI Testing | \$65 | \$65 |
| NSF Check Collection | \$35 | \$35 |
| Money Card Replacement (Bank Mobile): | | |
| ACTIVE card | \$10 | \$10 |
| INACTIVE card | \$10 | \$10 |
| Student ID Replacement Fee | \$5 | \$5 |

Bold items indicate a change from prior year.

- ① Assessed to all students enrolling in three (3) or more credit hours.
- ② Evaluation of Learning Certificates (Assessed Credits) from business, industry, government, and non-regionally accredited institutions without waiver agreement.
- ③ Includes up to three (3) tests.

Arizona Community Colleges FY24 Tuition per Credit Hour



Notes:

Other colleges are currently evaluating rates for FY25

Faculty Summer Pay

| | 2022 | 2023 |
|------------------------------|----------------------|---------------------|
| A&S | \$ 224,724.24 | \$ 225,666.57 |
| CCP | \$ 115,825.13 | \$ 106,549.64 |
| CTE | \$ 151,363.83 | \$ 182,504.85 |
| EPP | \$ 17,891.30 | \$ 24,527.47 |
| NAH | \$ 45,173.70 | \$ 71,312.90 |
| Total | \$ 554,978.20 | \$ 610,561.43 |
| CCP Less Grant Funded | \$ 105,860.51 | \$ 54,517.11 |
| Total less grant funds | \$ 449,117.69 | \$ 556,044.32 |

Governing Board Work Session Agenda

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

The meeting location will be open to the public at 9:55am at the latest.

Or you can join on [WebEx](#) (Passcode Mar24DGB).

Date: March 19, 2024

Time: After regular meeting

| Item | Description | Resource |
|-------------|--|------------------------------|
| 1. | Call to Order..... | Chair Robinson |
| 2. | Adoption of the Agenda..... (Action) | Chair Robinson |
| 3. | Discussion: A. Strategic Plan 2025-2030 Directors Wilson and Yip-Reyes will discuss the 2025-2030 Strategic Plan with Board Members. | Directors Wilson & Yip-Reyes |
| 4. | 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.



Northland Pioneer College

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