

Navajo County Community College District Governing Board Meeting Minutes

April 21, 2026 – 10:00a.m.
Northland Pioneer College - Hopi Center
First Mesa (adjacent to Hopi Jr./Sr. High School)
Highway 264, Milepost 397 Keams Canyon, AZ 86034

Governing Board Member Present: Chair Everett Robinson; Ms. Rosie Sekayumtewa; Mr. Derrick Leslie

Governing Board Members Absent: Mr. Porter Black, Ms. Kristine Laughter

Others Present: President Von Lawson; EVPLSS Michael Solomonson; VPAS Maderia Ellison; VPHR Nicole Ulibarri; AVP Michael Jacob; AVP Rich Chanick; Dr. Michael Broyles; Andi De Bellis; Horatio Luna; Rennie Gonzales; Janalda Nash; Julia Wilson; NAVIT Superintendent Matt Weber; University of Arizona Tribal Engagement Liaison Bryan Tsabetsaye; University of Arizona Director of Learning Programs John Kramkowski

Remote Attendees: Alethia Broderick; Dr. Allison Landy; Andrew Farr; Ben Turner; Brynna Johnson; Candace Morehouse; Colleen Marsh; Cynthia Blevins; AVP Farah Bughio; Francis Skibicki; Gary Santillanes; Jeanette Hancock; Jennifer Brimhall; Dr. Jeremy Raisor; Jessica Kitchens; Jesse Reeck; Josh Rogers; Justin White; Karen Baker; Karen Zimmerman; AVP Katie Matott; Melody Niesen; Norvita Charleston; Pam Dominguez; Rebecca Hunt; Rebecca Sweet; Dr. Tabitha Stickel; Tonya Thacker; Tracy Meijas; United Way of Northern Arizona Executive Director Liz Archuleta

Agenda Item 1: Call to Order and Pledge of Allegiance

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

Agenda Item 2: Adoption of Agenda

Chair Robinson called for a motion to adopt the agenda. Mr. Leslie made a motion to adopt the agenda. Chair Robinson asked if there was a second to adopt the agenda. Ms. Sekayumtewa seconded the motion.

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

Agenda Item 3: Call for Public Comment

Hopi Center Manager Janalda Nash addressed the Board and welcomed them to the Hopi Center.

Agenda Item 4: Discussion Items

4.A Standing Presentations



4.A.1. Financial Position

Vice President Ellison reported that no financial report was presented due to ongoing challenges associated with the college's transition to the Anthology ERP system. Administration stated that generating reports remains difficult while staff continue learning the new platform. A catch-up report is expected next month.

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

No report.

4.A.3. NPC Faculty Association

Faculty Association Co-Chair Ms. Andi De Bellis invited board members to participate in commencement activities again this year. Events will begin at 8:30 a.m. in the Holbrook gymnasium and include recognition of retirees and faculty members earning advanced degrees before commencement activities begin. Refreshments and supplies would be available for participants.

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

No report.

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

NPC Friends and Family Director Jesse Reeck reported results from April's Arizona Gives Day which raised approximately \$40,918 for student scholarships. She reported that NPC placed second in the mid-sized nonprofit category and that these donations will directly support student scholarships. Ms. Reeck reported that 127 completed scholarship applications were received for the upcoming fall semester. By comparison: 55 applications were received during the same period last year. 88 applications were received during the previous fall cycle. Ms. Reeck stated this increase reflects both student need and improved accessibility in the new scholarship system. Ms. Reeck also reported on new programs approved by the NPCFF Board including the Kick Start Scholarship \$500 awards for students who enroll after the primary scholarship deadline. This scholarship is designed for returning or first-time NPC students. The Surgical Tech Capstone Award supports students completing intensive clinical work during their final semester. A new Transportation Grant available to students traveling more than 30 miles for in-person classes, regardless of tribal status.

4.A.6. Human Resources

VPHR Nicole Ulibarri reported that the next new employee orientation would be on May 6. She reported one new hire and no employee separations since the March report. She reported on recruitment efforts noting that recruitment statuses have largely shifted to "offer in progress" or "contract in progress." She said that NPC will transition to the NeoEd applicant tracking system on May 1. Training sessions for employees have been scheduled April 23 and April 29. The current employee turnover rate is 3.81%. The previous 12-month turnover rate was 7.58%. She reported that both figures remain below industry averages. Ms. Ulibarri reported that this month's wellness theme is "Metabolic Mastery". She reported wellness events including ☐ Zoom-accessible wellness sessions, Breathwork sessions at Hopi and Whiteriver Centers, and reflexology at the Silver Creek Campus.



4.A.7. Compensation Committee

No report.

4.A.8 Construction Report

- Director of Facilities Justin White provided the Board with an update on the Winslow and Kayenta projects. For the Kayenta area project, Mr. White reported that the permitting process was nearing completion. He reported that electrical plans coordination was completed with NTUA. Actual groundbreaking on the construction is expected within weeks. He reported that the site office was installed and fencing completed. For the Winslow project, Mr. White reported that it is currently in the design phase with soil testing completed. He reported that 90% design plans were expected within a few weeks before the bidding process begins. He reported that the parking lot improvements on campus are scheduled to begin this week and that the project is estimated to take four weeks.

4.A.9. Leadership Council

Leadership Council Chair Dr. Allison Landy provided the Board with an update. She reported that strategic planning discussions included deans, directors, and cross-departmental representatives. She reported that community priorities, institutional data, peer comparisons, and institutional capacity were evaluated. She said that Leadership Council's proposed priorities differed somewhat from the version presented by the President's Cabinet, but despite differences, the Leadership Council supported moving forward with approval of the 2025–2030 Strategic Plan.

Board member Derek requested clarification regarding which version of the strategic plan was under discussion. Dr. Landy clarified that the version on the current agenda, revised by the President's Cabinet, was the version recommended for approval.

4.A.10 ERP Implementation Update

Project Manager Colleen Marsh provided the Board an update on the ERP Go-Live Status. She reported that Finance and HCM systems went live in February and that Student Information System, Portal, and Reach modules were recently launched. She reported that the current Go-Live challenges are user access and permissions. She noted that staff permissions and account provisioning remain ongoing issues. She reported that incompatibility between Jenzabar and Anthology systems require manual data corrections. She reported that registration functionality and student outreach remain top priorities. Ms. Marsh reported that the future focus of the ERP team would be expanded training through NeoEd learning modules, reporting and analytics improvements, and change management and process refinement over summer months.

4.A.11 External Relations

AVP External Relations Rich Chanick provided a Legislative Update to the Board. He reported that state budget negotiations remain unresolved, and the administration anticipates no major cuts to community college funding. He reported on the Rural Health Transition Grant stating that the grant preparation focuses on medical assisting, nursing pipelines, workforce development and healthcare feasibility studies.



Mr. Leslie noted that there is interest from Whiteriver Hospital leadership in collaborating on nursing initiatives.

4.A.12. Arizona Association of Community College Trustees (AACCT)

Chair Robinson provided a report on AACCT activities including the upcoming AACCT Trustee retreat in Mesa. He reported on the early registration deadlines for the AACCT Congress in Chicago. He also noted the statewide leadership transitions among community college presidents.

Agenda Item 5: 2026 Commencement Invitation

Due to audio difficulties, Director of Campus Center Operations Jessica Kitchens was unable to make this invitation.

Agenda Item 6: 2026-27 Introductory Budget Analysis

Vice President of Administrative Services Maderia Ellison presented the Board with 2026-27 Introductory Budget Analysis information.

General Fund

- Primary revenue sources:
 - Property taxes (largest source)
 - State aid (mainly equalization, plus operating and rural funding)
 - Grants, contracts, and investment income
- The institution transfers about \$4 million annually to IT and facilities for operations and capital needs.
- Additional funding will support construction and renovation projects, including campus facilities and library systems.

Budget Size and Structure

- Total general fund budget: \$44 million, up from \$40 million the prior year.
- The budget is balanced (revenues equal expenses).
- A maximum property tax levy is planned for approval.
- Tuition will remain unchanged for three years.

Capital Funding and Constraints

- The state provides very limited capital funding (~\$350K), so most construction depends on institutional fund balance (savings).
- Fund balance is being used mainly for renovations and construction, not for ERP system costs going forward.
- Grants also support specific projects (e.g., the Kayenta site).

Budget Risks and Concerns

- Rural funding (~\$800K–\$1M) is uncertain and could be reduced or eliminated.
- If that happens, the institution would need to adjust its budget using contingency funds, though this would be challenging.
- Budget timing is difficult because decisions must be made before the state finalizes its budget.

Process and Timeline

- Budget planning begins each July and follows a structured calendar.
- Public notifications for tax-related items will be published in local newspapers.



- Assumptions guiding the budget were set earlier and have not changed.
- State funding trends show:
 - Equalization aid dominates
 - Operating aid declining (linked to enrollment)
 - Newer but smaller STEM and rural funding streams

State Budget Context

- Two key state perspectives are included:
 - Governor’s executive budget (January)
 - Joint Legislative Budget Committee (December)
- As of April, the legislature has not finalized funding decisions.

The Board took a break from 11:27am to 11:35am.

Agenda Item 7: President’s Report

Dr. Lawson provided the Board a report on strategic priorities including community engagement, student success, financial stability and long-term strategic planning. He talked about several student success challenges the College is facing including low graduation rates, underutilized scholarships, financial and social barriers, and limited advising capacity. He said that he is committed to expanding advising services and addressing financial aid and scholarship access. Dr. Lawson mentioned a potential expansion of the Promise Program and that a feasibility study is being planned regarding regional healthcare workforce needs. Dr. Lawson also said that student housing remains a major recruitment and retention issue. To address this Dr. Lawson said that NPC is evaluating converting a local hotel into student housing in Show Low. He is also looking at potentially leasing a block of hotel rooms in Winslow for students. Dr. Lawson is also exploring library renovations at the four campuses. Dr. Lawson said that his focus remains on improving completion rates and performance metrics and that strategic planning will remain a shared governance discussion topic.

Agenda Item 8: Consent Agenda

- Board Meeting Minutes for March 2026 Regular Meeting (Julia Wilson)
- 2026 NAVIT CTED IGA Addendum (Matt Weber)
- 2026-2031 United Way Memorandum of Agreement (Dr. Von Lawson/Liz Archuleta)
- Board Policy 1007
- Board Policy 1009
- Board Policy 1010
- New Board Policy 1023
- Board Policy 1107
- Board Policy 1110
- Board Policy 1138
- Board Policy 1315
- Board Policy 1527
- Board Policy 1560
- Board Policy 1562
- Section 1900 Board Policies (Maderia Ellison)
- All Other Board Policies Status Update



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

Agenda Item 9: For Discussion and Possible Action

9.A. Old Business

There was no old business to review.

9.B New Business

9.B.1 Request to approve FY26-27 Preliminary Operating Budget

VPAS Ellison requested the Board approve the FY 2026-27 Preliminary Operating Budget.

*Mr. Leslie made a motion to approve the FY 2026-2027 Preliminary Operating Budget. Ms. Sekayumptewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumptewa voting in favor. There were no votes against.***

9.B.2 Request to approve FY 2027-2029 Preliminary Capital Budget

VPAS Ellison requested the Board approve the FY 2027-29 Preliminary Capital Budget.

*Mr. Leslie made a motion to approve the FY 2027-2029 Preliminary Capital Budget. Ms. Sekayumptewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumptewa voting in favor. There were no votes against.***

9.B.3 Request to approve the 2028-2029 Academic Calendar

EVPLSS Solomonson requested the Board approve the 2028-2029 Academic Calendar.

*Mr. Leslie made a motion to approve the AY 2028-2029 Academic Calendar. Ms. Sekayumptewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumptewa voting in favor. There were no votes against.***

9.B.4 Request to accept funds from NoAZ Energy Future Grant

AVP Chanick requested the Board accept funds in the amount of \$25000 from Northern Arizona's Energy Future (NAEF) planning grant.

*Mr. Leslie made a motion to accept \$25000 in grant funds from Northern Arizona's Energy Future planning grant. Ms. Sekayumptewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumptewa voting in favor. There were no votes against.***



9.B.5 Request to approve job order contract for the Performing Arts Center HVAC Unit Replacement.

Director of Facilities Justin White requested the Board approve a job order contract with CORE Construction in the amount of \$725,370 to replace the HVAC units in the Performing Arts Center at the Snowflake Campus.

*Mr. Leslie made a motion to approve a job order contract with CORE Construction in the amount of \$725,370 to replace the HVAC units in the Performing Arts Center at the Snowflake Campus. Ms. Sekayumtewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumtewa voting in favor. There were no votes against.***

9.B.6 Request to approve additional design fees for Winslow Construction Projects.

Director of Facilities Justin White requested the Board approve an increase in the design fees to be paid to SPS+ Architects in the amount of \$190,772 for the Winslow Cosmetology program and \$176,810 for the Winslow Blunk Addition for a grand total of \$367,582.

*Mr. Leslie made a motion to approve additional design fees to SPS+ Architects in the amount of \$367,582 for the Winslow Cosmetology Program and the Winslow Blunk Addition. Ms. Sekayumtewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumtewa voting in favor. There were no votes against.***

9.B.7 Request to approve the 2026 – 2027 Compensation Request

VPHR Ulibarri requested the Board approve the 2026 – 2027 Compensation Request for a 3% economic adjustment for all employees and an additional amount of \$350,000 to address compression and bring-to-minimum adjustments for all staff positions.

*Mr. Leslie made a motion to approve the 2026 - 2027 Compensation Request for a 3% economic adjustment and an additional amount of \$350,000 to address compensation and minimum salary adjustments. Ms. Sekayumtewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumtewa voting in favor. There were no votes against.***

9.B.8 Request to approve the 2025 – 2030 Strategic Plan

President Lawson requested the Board approve the 2025 – 2030 Strategic Plan.

*Mr. Leslie made a motion to approve the 2025 - 2030 Strategic Plan. Ms. Sekayumtewa seconded the motion. **The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumtewa voting in favor. There were no votes against.***

The board voted to enter Executive Session at 11:35 p.m. and returned to public session at 12:02 p.m.



9.B.9 Executive Session 1

Pursuant to A.R.S. § 38.431.03(A)(1) the Board may vote to enter into Executive Session for discussion or consideration regarding the employment, assignment, promotion, salary, demotion, dismissal, disciplining, or resignation of a public officer.

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

9.B.10 Action from Executive Session 1

Mr. Leslie made a motion to direct the Board Chair and VPHR Nicole Ulibarri to make the necessary changes as discussed to the President’s employment contract. Ms. Sekayumptewa seconded the motion. *The motion carried upon a roll-call vote with Chair Robinson, Mr. Leslie, and Ms. Sekayumptewa voting in favor. There were no votes against.*

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

Chair Robinson requested information regarding contingency and evacuation planning for White Mountain Campus.

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

Chair Robinson prepared a document of several upcoming events that was distributed to the Board members present.

All Arizona Academic Team Event in Mesa, AZ on April 22.

AACCT Trustee Meeting in Mesa, AZ on April 22.

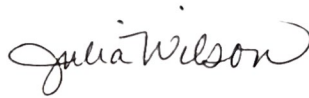
Agenda Item 15: Announcement of Next Regular Meeting

Chair Robinson announced the next regular meeting of the DGB would be held May 19, 2026, and will include the public hearing on the budget.

Agenda Item 16: Adjournment

Chair Robinson declared the meeting adjourned at 12:07 p.m.

Respectfully Submitted,



Julia Wilson
Recording Secretary to the Board

