

Notice of Public Meeting

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Navajo County Community College District Governing Board (Board) and to the general public that the Board will hold a Regular District Governing Board Meeting open to the public, on **January 20, 2026 beginning at 10am**. 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 Jan26DGB.

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

The public is invited to check on addenda that may be posted up to 24 hours prior to the meetings. Copies of the meeting agenda may be obtained through the Office of the President, Northland Pioneer College, Painted Desert Campus, 2251 E. Navajo Blvd., Holbrook, AZ, telephone (928) 524-7418 or (800) 266-7845 Ext. 7418, at least 24 hours in advance of the meeting. If any disabled person needs any type of accommodation, please notify Julia Wilson at the above address or telephone number at least 24 hours prior to the scheduled start time.

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).

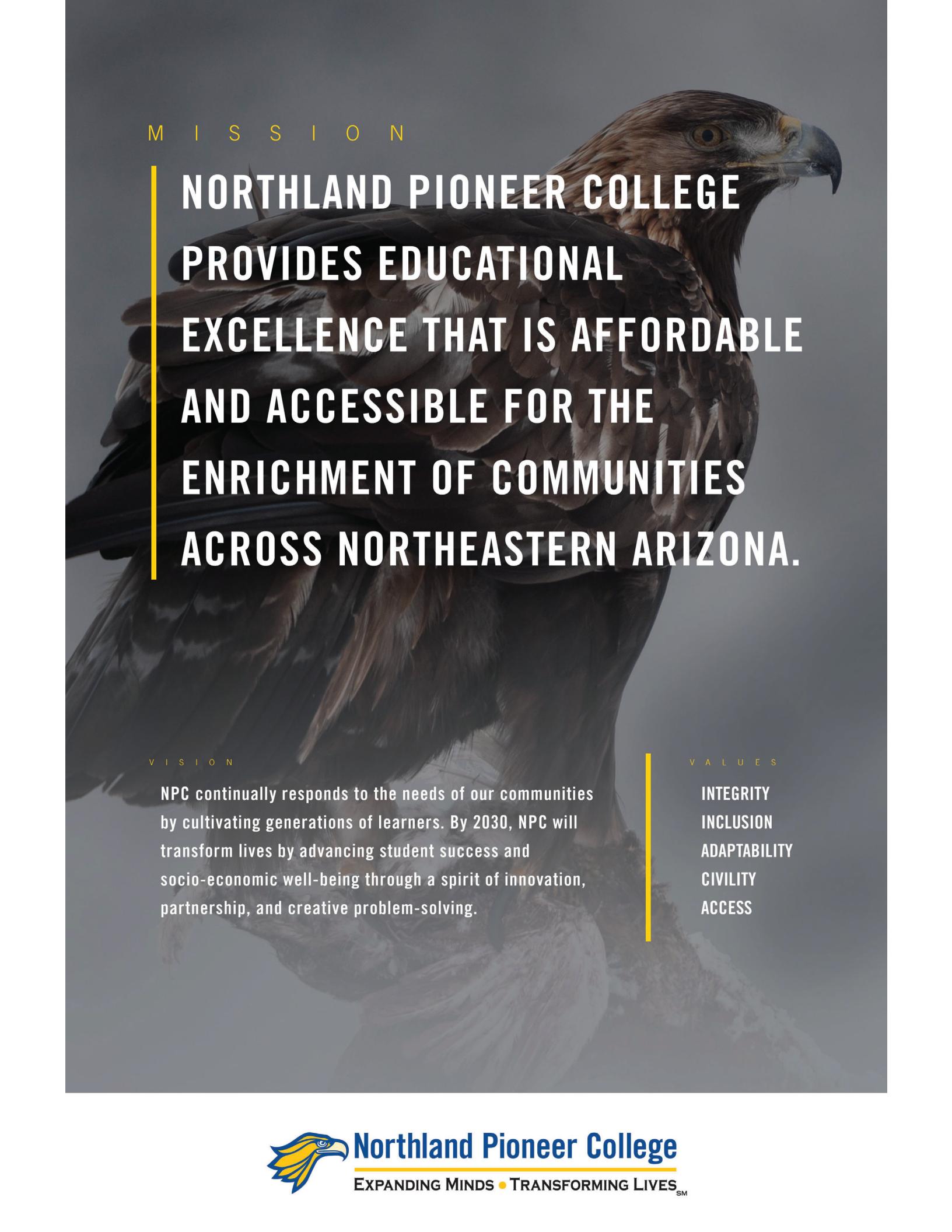
I, Julia Wilson, certify that this notice of public meeting, prepared pursuant to A.R.S. § 38-431.02, was posted on or before the 19th day of January, 2026, at 10:00am.

Julia Wilson
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

INTEGRITY
INCLUSION
ADAPTABILITY
CIVILITY
ACCESS



Northland Pioneer College
EXPANDING MINDS • TRANSFORMING LIVESSM

Governing Board Meeting Agenda

Painted Desert Campus, Tiponi Community Center, Tiponi Board Room
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 Jan26DGB).

Date January 20, 2026

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.	Election of Board Officers and AACCT Representatives	Chair Robinson
4.	Call for Public Comment 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.	Chair
5.	Discussion Items: A. Standing Presentations: 1. Financial PositionController Scott Flake will provide a report on the financial position of the college. for period July 1, 2025 to November 30, 2025.	Mr. Flake
	2. NPC Student Government Association (SGA)SGA Senator Megan Paddock will provide a verbal report to the Board.	Ms. Paddock
	3. NPC Faculty AssociationFaculty Association Co-chair Andi Debellis will provide a verbal report to the Board.	Ms. Debellis
	4. Classified & Administrative Staff Organization (CASO)CASO President Cynthia Blevins will provide a verbal report to the Board.	Ms. Blevins
	5. Northland Pioneer College (NPC) Friends and FamilyFriends & Family Executive Director Jesse Reeck will provide a report to the Board.	Ms. Reeck
	6. Human ResourcesInterim Human Resources Vice President Nicole Ulibarri will provide a report to the Board.	Ms. Ulibarri
	7. Compensation Committee	Mr. White
	Compensation Committee Co-chair Justin White will provide a verbal report to the Board	
	8. Construction Report	Mr. White
	Director of Facilities and Transportation Justin White will provide a verbal report to the Board	
	9. Leadership Council No report	No report.
	10. Enterprise Resource Planning (ERP) Implementation Update ... AVP/CIO Michael Jacob will provide a verbal report to the Board.	Mr. Jacob
	11. External Relations	Mr. Chanick
	Associate Vice President of External Relations Rich Chanick will provide a verbal report to the Board.	
	12. ACCT Federal & State Update Mr. Leslie will provide an update on ACCT activities	Mr. Leslie
6.	Instructional Support Department Update Dr. Michael Broyles, Chair of the Instructional Support Department, will present an update to the board on recent department restructuring.	Dr. Broyles
7.	President's Report	President Lawson
	President Von Lawson will provide a verbal report to the Board.	

8.	Consent Agenda for Action.....	Chair
A.	Board Meeting Minutes Approval (Julia Wilson)	
1.	Sept 4, 2025 Special Meeting	
2.	October 3, 2025 Special Meeting	
3.	November 18, 2025 Regular Meeting	
4.	December 9, 2025 Special Meeting	
5.	December 18, 2025 Special Meeting	
B.	2025-27 5th Amendment to IGA between Navajo County Community College District and Apache County (Nicole Ulibarri)	
C.	General Education Course Option Modification (Michael Broyles)	
9.	For Discussion and Possible Action:	
A.	Old Business:	
	None.	
B.	New Business:	
1.	FY2026-27 Budget Review	Mr. Flake
	Controller Scott Flake will lead a review on the FY26-27 budget.	
2.	Request to approve 3-year contract renewal with HyeTech	Mr. Jacob
	AVP Michael Jacob will request the Board approve a 3 year contract renewal for SolarWinds services from HyeTech Network & Security Solutions, LLC	
3.	Request to approve purchase of Anthology Account Automation	Mr. Jacob
	AVP Michael Jacob will request the Board approve the purchase of an Account Automation package from Anthology.	
4.	Request to approve purchase of VMWARE services from HyeTech	Mr. Jacob
	AVP Michael Jacob will request the Board approve the purchase of VMWARE services from HyeTech Network & Security Solutions, LLC.	
5.	Request to accept Local First Funds	Mr. Chanick
	AVP Rich Chanick will request the board accept funds from Local First for the Northern Arizona Good Jobs Network program.	
6.	Request to Explore Joint-Use Facility Development	Dr. Lawson
	President Von Lawson will request the Board to approve the exploration of a Joint-Use Facility in Holbrook	
7.	Request to Approve Board Travel	Ms. Wilson
	DGB Recording Secretary Julia Wilson will request the Board approve funds for travel for Mr. Robinson to the ACCT National Legislative Summit.	
8.	Executive Session 1	Chair
	Pursuant to A.R.S. § 38.431.03(A)(1) the Board may vote to enter Executive Session to discuss the annual Board self-evaluations.	
9.	Executive Session 2	Chair
	Pursuant to A.R.S. § 38.431.03(A)(1) the Board may vote to enter Executive Session to discuss the annual evaluation of President Von Lawson.	
10.	Action from Executive Sessions 1 and 2	Chair
	The Board may take action related to Executive Sessions 1 and 2	
10.	DGB Agenda Items and Informational Needs for Future Meetings	Chair
11.	Board Report/Summary of Current Events.....	Board Members
12.	Announcement of Next Regular Meeting on February 17, 2026.....	Chair
13.	Adjournment.....(Action)	Chair

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 to approve, or may take other action, regarding all items of New Business, Old Business, Standing and Informational Needs for Future Meetings. 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 (4)(3). 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

NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT

Statement of Financial Position

July 1, 2025 to October 31, 2025

Budget Period Expired

33%

Tax Supported Funds		Current General Fund			
		Revised Budget	Current Month Actual	Y-T-D Actual	%
REVENUES					
Primary Tax Levy		19,127,708	2,944,319	3,246,532	17%
State Aid:					
Maintenance and Operations		1,430,400	357,600	715,200	50%
Equalization		12,885,200	3,221,300	6,442,600	50%
Rural Aid		852,600	213,150	426,300	50%
Tuition and Fees		4,100,000	27,742	1,111,651	27%
Investment earnings		2,750,000	318,990	1,446,771	53%
Grants and Contracts		3,230,000	610,600	656,127	20%
Other Miscellaneous		350,000	21,392	43,038	12%
Fund Balance		10,426,729	-	-	0%
Transfers		(14,926,729)	(629,551)	(1,601,392)	11%
TOTAL REVENUES		\$ 40,225,908	\$ 7,085,542	\$ 12,486,827	31%
EXPENDITURES					
Salaries and Benefits		28,193,418	2,284,954	9,108,902	32%
Operating Expenditures		12,032,490	616,188	2,975,563	25%
TOTAL EXPENDITURES		\$ 40,225,908	\$ 2,901,142	\$ 12,084,465	30%
Unrestricted Plant					
		Revised Budget	Current Month Actual	Y-T-D Actual	%
REVENUES					
State Aid:					
Capital/STEM		295,700	73,875	147,750	50%
Fund Balance		13,626,729	670,956	2,148,040	16%
Transfers In		4,000,000	516,235	1,363,076	34%
TOTAL REVENUES		\$ 17,922,429	\$ 1,261,066	\$ 3,658,866	20%
EXPENDITURES					
Capital Expenditures - Construction and ERP		10,000,000	744,831	2,221,915	22%
Capital Expenditures - Other		7,900,329	516,235	1,436,951	18%
TOTAL EXPENDITURES		\$ 17,900,329	\$ 1,261,066	\$ 3,658,866	20%

NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT

Statement of Financial Position

July 1, 2025 to October 31, 2025

Budget Period Expired

33%

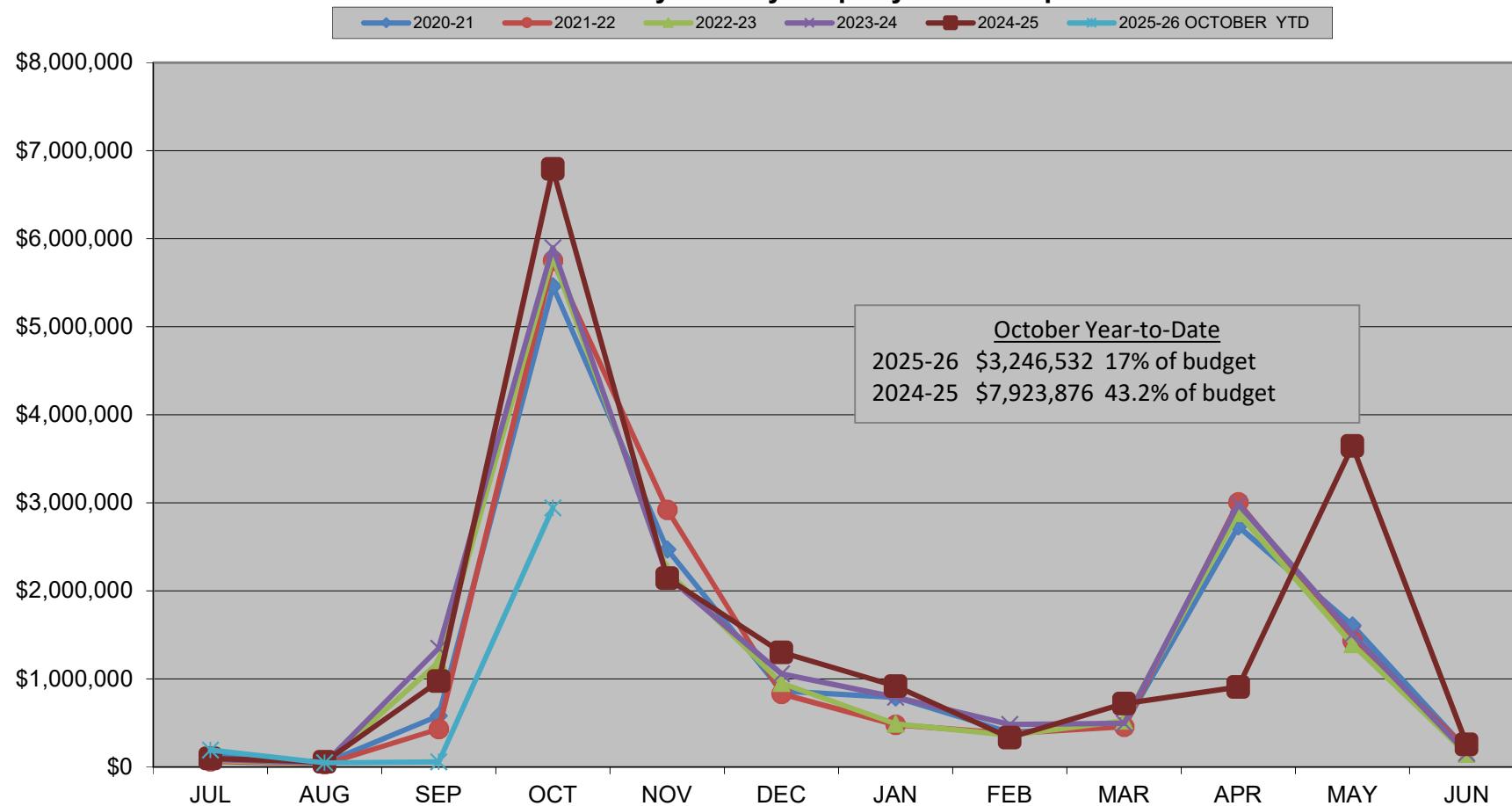
Restricted and Auxiliary Funds

	Restricted			
	Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
Grants and Contracts	7,140,000	965,737	1,302,512	18%
Fund Balance	-	-	-	
Transfers In	300,000	75,000	150,000	50%
TOTAL REVENUES	\$ 7,440,000	\$ 1,040,737	\$ 1,452,512	20%
EXPENDITURES				
Salaries and Benefits	1,350,495	146,675	536,351	40%
Operating Expenditures	6,089,505	205,309	1,598,798	26%
Kayenta Center Construction & Expenses		9,419	146,765	
TOTAL EXPENDITURES	\$ 7,440,000	\$ 361,403	\$ 2,281,914	31%
Auxiliary				
	Auxiliary			
	Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
Sales and Services	505,500	13,062	91,173	18%
Fund Balance	-	-	-	
Transfers	200,000	38,316	88,316	44%
TOTAL REVENUES	\$ 705,500	\$ 51,378	\$ 179,489	25%
EXPENDITURES				
Salaries and Benefits	388,271	22,771	117,595	30%
Operating Expenditures	317,229	18,780	61,894	20%
TOTAL EXPENDITURES	\$ 705,500	\$ 41,551	\$ 179,489	25%

Cash Flows

Cash flows from all activities (YTD)	\$ 17,777,694
Cash used for all activities (YTD)	\$ 18,204,734
Net Cash for all activities (YTD)	(\$427,040)

Monthly Primary Property Tax Receipts



NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT

Statement of Financial Position

July 1, 2025 to November 30, 2025

Budget Period Expired

42%

Tax Supported Funds

	Current General Fund			
	Revised Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
Primary Tax Levy	19,127,708	6,764,377	10,010,909	52%
State Aid:				
Maintenance and Operations	1,430,400	-	715,200	50%
Equalization	12,885,200	-	6,442,600	50%
Rural Aid	852,600	-	426,300	50%
Tuition and Fees	4,100,000	1,178,567	2,290,218	56%
Investment earnings	2,750,000	332,353	1,779,124	65%
Grants and Contracts	3,230,000	7,473	663,600	21%
Other Miscellaneous	350,000	2,749	45,786	13%
Fund Balance	10,426,729	-	-	0%
Transfers	(14,926,729)	(149,745)	(1,751,137)	12%
TOTAL REVENUES	\$ 40,225,908	\$ 8,135,774	\$ 20,622,600	51%
EXPENDITURES				
Salaries and Benefits	28,193,418	2,284,954	11,393,856	40%
Operating Expenditures	12,032,490	616,188	3,591,751	30%
TOTAL EXPENDITURES	\$ 40,225,908	\$ 2,901,142	\$ 14,985,607	37%
Unrestricted Plant				
	Revised Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
State Aid:				
Capital/STEM	295,700	-	147,750	50%
Fund Balance	13,626,729	422,379	2,570,419	19%
Transfers In	4,000,000	138,061	1,501,137	38%
TOTAL REVENUES	\$ 17,922,429	\$ 560,440	\$ 4,219,306	24%
EXPENDITURES				
Capital Expenditures - Construction and ERP	10,000,000	422,379	2,644,294	26%
Capital Expenditures - Other	7,900,329	138,061	1,575,012	20%
TOTAL EXPENDITURES	\$ 17,900,329	\$ 560,440	\$ 4,219,306	24%

NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT

Statement of Financial Position

July 1, 2025 to November 30, 2025

Budget Period Expired

42%

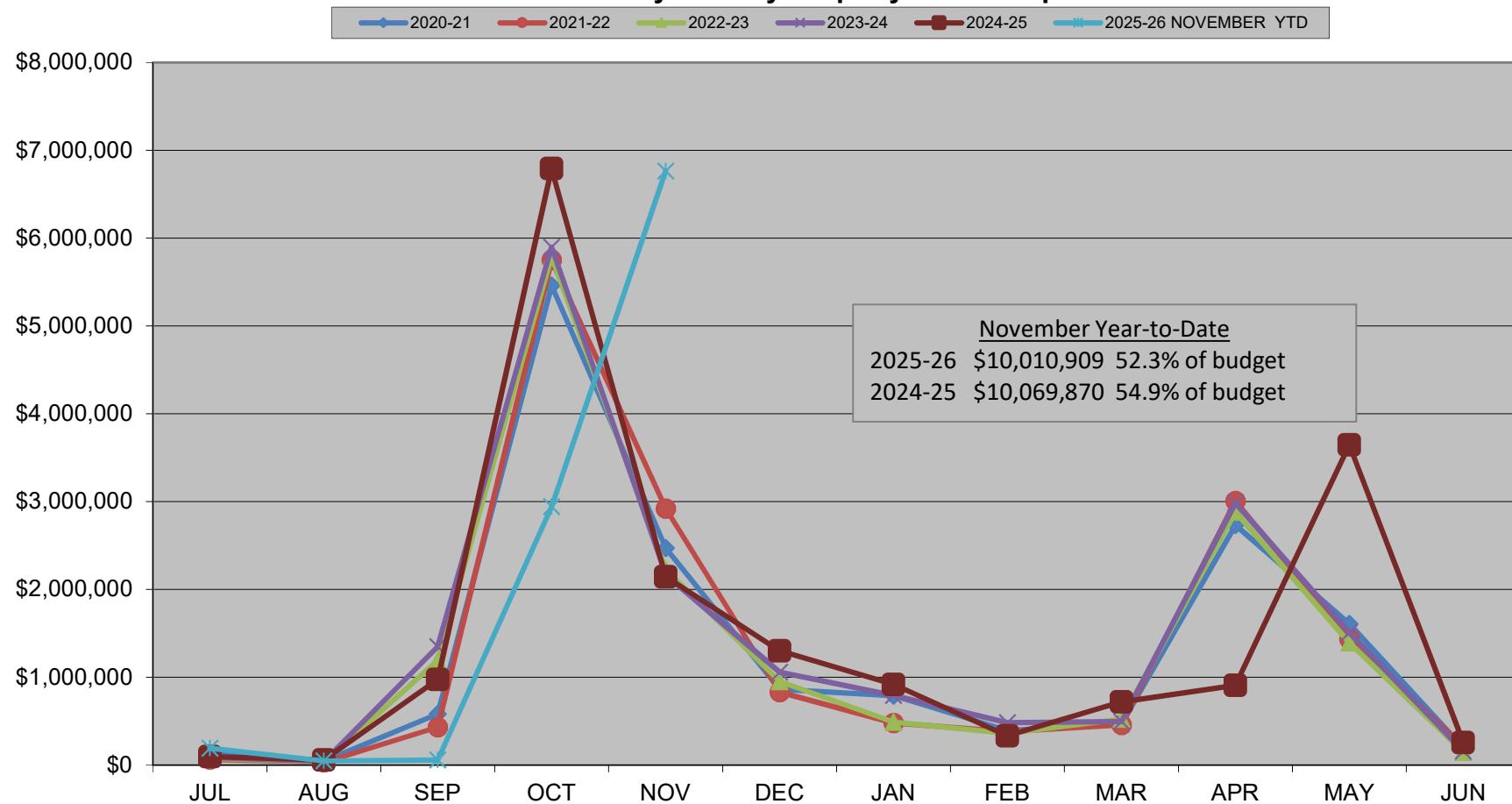
Restricted and Auxiliary Funds

	Restricted			
	Budget	Current Month Actual	Y-T-D Actual	%
REVENUES				
Grants and Contracts	7,140,000	499,844	1,802,357	25%
Fund Balance	-	-	-	
Transfers In	300,000	-	150,000	50%
TOTAL REVENUES	\$ 7,440,000	\$ 499,844	\$ 1,952,357	26%
EXPENDITURES				
Salaries and Benefits	1,350,495	138,955	675,306	50%
Operating Expenditures	6,089,505	65,462	1,664,261	27%
Kayenta Center Construction & Expenses		86,171	232,935	
TOTAL EXPENDITURES	\$ 7,440,000	\$ 290,588	\$ 2,572,502	35%
Auxiliary				
	Current Month			
	Budget	Actual	Y-T-D Actual	%
REVENUES				
Sales and Services	505,500	15,666	106,838	21%
Fund Balance	-	-	-	
Transfers	200,000	11,684	100,000	50%
TOTAL REVENUES	\$ 705,500	\$ 27,350	\$ 206,838	29%
EXPENDITURES				
Salaries and Benefits	388,271	29,103	146,698	38%
Operating Expenditures	317,229	21,072	82,966	26%
TOTAL EXPENDITURES	\$ 705,500	\$ 50,175	\$ 229,664	33%

Cash Flows

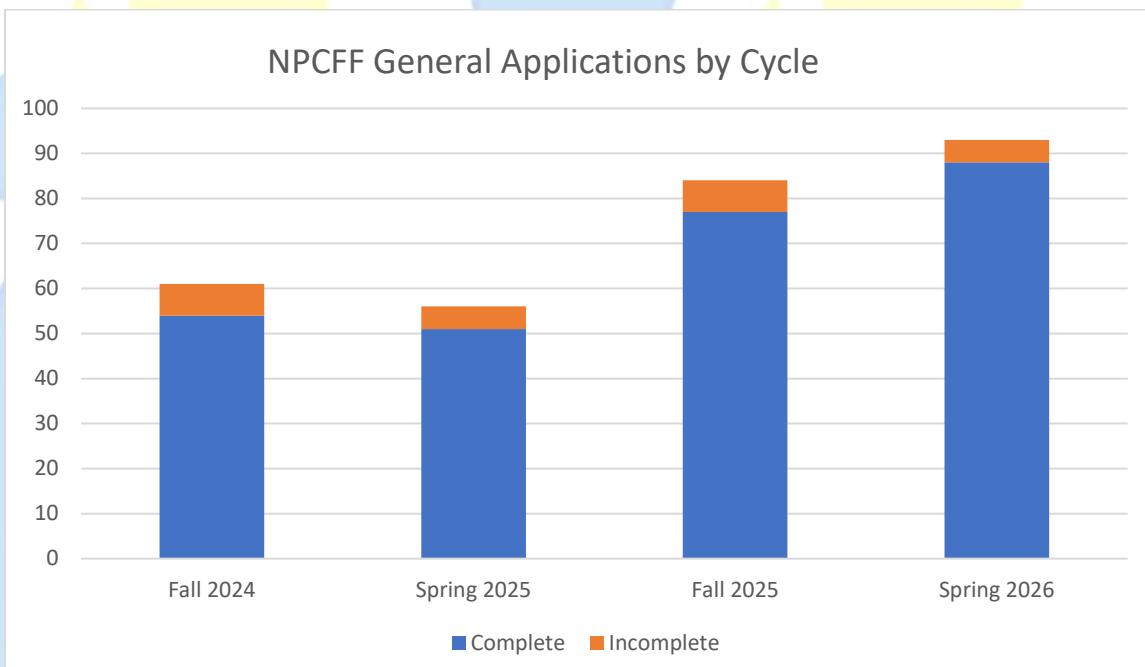
Cash flows from all activities (YTD)	\$ 27,001,101
Cash used for all activities (YTD)	\$ 22,007,079
Net Cash for all activities (YTD)	\$4,994,022

Monthly Primary Property Tax Receipts



January 2026 NPCFF Board/NPC DGB Report on Spring 2026 NPCFF Scholarship Applications

NPC Friends & Family received another record number of applications for the Spring 2026 General Application Cycle. From October 1st to November 13th, we received 93 applications, 88 of which were complete and forwarded to review. We had 8 review teams of 5 reviewers each evaluating sets of 11 applications. These review scores were then scaled across the 8 review groups and available scholarships were awarded to the highest eligible applicants.



- For Spring 2026, of the 93 applications received, 88 (95%) were complete and qualified for review. In Fall 2025, 77/84 (92%) were complete; in Spring 2025, 51/56 (91%) were complete; and in Fall 2024, 54/61 (89%) were complete.
- The number of total applications continued to grow, from 56 for Spring 2025 to 93 for Spring 2026, an increase of 66% over a year ago; the number of qualified applications also increased from 51 in Spring 2025 to 88 in Spring 2026, an increase of 73%.
- 4 of the 5 applications that were ineligible for review due to errors were submitted on the deadline date, within three hours of the deadline.
- 33 of the 88 qualified applications (38%) were received within 24 hours of the deadline. Another 11 of 88 (13%) were received within 48 hours of the deadline.
- 40 of the qualified applications (45%) were received on or before November 3; each of these applicants received a bonus of \$100.00 as a separate award for applying two weeks prior to the deadline. This was the second semester of this initiative, funded by the NPCFF board, to incentivize early submission, and we saw an increase in utilization from 31 to 40 applicants.

Applicants by Program of Study

- Of the 88 qualified applicants, 20 (23%) are pursuing the Associate Degree in Nursing (ADN)
- 6/88 (7%) are pursuing the AAS in Surgical Technology (SGT)
- 3/88(3%) are pursuing the Associate of Arts (AA) degree
- 6/88 (7%) are pursuing the Associate of Science (AS) degree
- 2/88 (2%) are pursuing the Associate of General Studies (AGS)
- 3/88 (3%) are pursuing the Associate of Business (ABUS) degree
- 3/88 (3%) are pursuing the AAS in Fire Science
- 3/88 (4%) are pursuing the AAS in Early Childhood Development (ECD)
- 7/88 (8%) are pursuing the AAS in Behavioral Health
- 3/88 (3%) are pursuing the AAS in Medical Assistant
- 3/88 (3%) are pursuing the Bachelor of Arts in Elementary Education (BAEE)
- 6/88 (7%) are pursuing the Bachelor of Applied Science in Early Childhood Education (BAS-ECE)
- 9/88 (10%) are pursuing the Bachelor of Applied Management (BAM)

Other areas of study include Sports Medicine (1), Visual Communication (1), Welding (1), CIS (2), Cosmetology (1), Automotive (2), Medical Office Administration (1), and Therapeutic Massage (2).

Qualified applicants who self-identified as being members of a Federally-Recognized Indian Tribe (US Department of Education definition) = 33/88 (38%)

Four of the top 10 highest scoring applicants identified as being members of a Federally-Recognized Indian Tribe = 4/10 (40%)

Qualified applicants who self-identified as being members of a Federally-Recognized Indian Tribe who are Traditional students (Traditional = Graduated high school in the past two years) = 3/33 (9%)

Qualified applicants who self-identified as being members of a Federally-Recognized Indian Tribe who are Non-Traditional students = 30/33 (91%)

All other qualified applicants who are Traditional = 11/55 (20%)

All other qualified applicants who are Non-Traditional = 44/55 (80%)

NUMBER OF QUALIFIED APPLICATIONS FOR ALL NPCFF SCHOLARSHIPS BY NPC LOCATION*

NPC Location*	Number of Qualified Applications	Total Scholarships Awarded	Total Scholarship Dollars Awarded
White Mountain Campus	33	21	\$19,000.00
Painted Desert Campus	8	3	\$3,065.00
Silver Creek Campus	15	10	\$8,565.00
Little Colorado Campus	8	5	\$4,065.00
Whiteriver Center	6	4	\$3,065.00
Hopi Center	3	3	\$2,630.00
Kayenta Center	2	2	\$1,565.00
St. Johns Center	2	1	\$500.00
Springerville/Eagar Center**	0	0	0
Online	11	6	\$5,065.00
TOTAL NEW AWARDS	88	53	\$41,520.00

*Note: NPC Location indicates where students are taking classes; not necessarily the community in which they live.

**One SPE application was received after the general application window was closed and we are working with this student to award the Tim Shove Memorial Scholarship for Round Valley High School in the amount of \$500.00.

Application Process and Scoring Methodology

For Spring 2026, the application consisted of a personal essay, transcripts, FAFSA Submission Summary, and optional recommendation letters (required for some scholarships, but not all). We continue to provide support for students for the entire application and especially the essay—written tips, video tutorials, in-person workshops, and individual feedback.

This cycle we used a statistical model to evaluate GPA and number of prior credits to increase consistency across applicant scoring.

Scholarship reviewers evaluated the essay according to a rubric that prioritizes the applicant's clarity and dedication with their college and career goals, their resourcefulness, and their need. For the Spring 26 application cycle, there were eight teams of reviewers, each comprised of 5 individuals.

To calculate each applicant's score, the scores from all reviewers for each student are averaged within the teams and then scaled across review teams, and the GPA factor was added in.

Application Scoring Patterns & Award Expansions

Given our increased number of applications and our limited number of awards, when established awards were aligned with applicant scores, the cutoff score for scholarships was 87% and only 43 of the 88 applicants (49%) received an award.

In each of the last two cycles, we have awarded a much higher percentage of applicants: 57/77 (74%) for Fall 2025; 37/51 (73%) for Spring 2025. Prior to that, it was even higher: 39/46 (85%) for Fall 2024; 52/52 (100%) for Spring 2024.

Accordingly, the NPCFF Board approved an expansion of the number of scholarships we awarded out of our unrestricted scholarship funds. We added twelve \$500 “Extra Effort” scholarships that increased our award rate to 55/88—63% of applicants—and allowed us to award down to a cutoff score of 85%, which is, again, more in alignment with past cycles.

It is extremely exciting to see the number of applications increase. We attribute this to growing buy-in and empowerment among both faculty/staff who are encouraging students to apply and to the students themselves. We hope that with a simplified application process through the implementation of AwardSpring this semester, even more students will successfully complete applications.

Accordingly, I believe our top priority in 2026 must be to increase the number of awards we are able to provide to better meet these students’ needs and engagement.

In addition to these scholarship awards for Spring 2026, the following additional awards have been or will be disbursed through NPCFF:

- **\$4,995.00 – Nine (9) SRP Welding Scholarships**
- **\$40,850.00 – 28 renewable scholarships awarded at the start of the 25-26 Academic Year**
- **\$20,000.00 – AndyVon Transportation Grant available to NPC students from Federally-recognized Indian Tribes who travel greater than 30 miles each way to attend classes to be awarded in February 2026**

Total Financial Support for NPC students from NPCFF for Spring 2026

TOTAL AMOUNTS OF NPCFF SCHOLARSHIP AWARDS FOR SPRING 2026

Type of Award	Total Scholarship Dollars Awarded
Early Application Bonuses	\$4,000.00
New Awards	\$46,515.00
Renewable Awards	\$40,850.00
AndyVon Transportation Grant	\$20,000.00
TOTAL	\$111,365.00

Additionally:

- **Approximately \$5,000 in Placement Testing Fees and GED Testing Fees & Travel Funds will continue to be disbursed throughout the semester**
- **Approximately \$9,000 in Emergency Funds are still available to support students in crisis**
- **Approximately \$12,000 in Mini-Grant funds are still available for faculty & staff initiatives to support students**



Northland Pioneer College

EXPANDING MINDS • TRANSFORMING LIVESSM

HUMAN RESOURCES

MONTHLY REPORT

January 2026

EMPLOYEE RELATIONS AND STAFFING

On January 8th the department held our new employee orientation session. These sessions are open to all NPC employees who wish to register for a refresher, or if they have never attended a session before.

The next orientation is scheduled for **March 4th at 9:00 AM** at Painted Desert Campus in the Nizhoni Learning Center Room 142.

WELCOME AND RECOGNITION

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

- ❖ Brittany Jones Academic Advisor WMC
- ❖ Jeri Lastine Dean of Nursing

Congratulations to the following employees as they transition to new positions

❖ Jessica Guzman	Data & Compliance Coordinator
❖ Horacio Luna	Technical Support Supervisor
❖ Colten Hood	Assistant to the Science Lab Manager

The following employees have left the institution since the last report

- ❖ Amanda Sutter Admin Asst to the Dean of Instructional Innovation
- ❖ Roxanne Tellier Library Specialist III
- ❖ Ramzi Gonsalves Technical Support Technician I

RECRUITMENT

	Location	# Qualified Applicants	Date Opened	Closing Date	Status
Risk Manager	White Mountain Campus	0	7/17/25	Open Until Filled	In Review
Center/Campus Monitor	Silver Creek Campus	33	9/11/25	Open Until Filled	Offer In Progress
Mechanic	Painted Desert Campus	9	10/29/25	Open Until Filled	Offer In Progress
Administrative Assistant to the Dean of Student Service	Silver Creek Campus	14	10/29/25	11/7/25	Offer In Progress
Small Business Analyst -Kayenta	Kayenta Center	2	11/4/25	Open Until Filled	In Review
Faculty in Biology/Ecology	White Mountain Campus	6	11/13/25	2/2/26	In Review
Faculty in Biology/Microbiology	White Mountain Campus	10	11/13/25	2/2/26	In Review
Administrative Assistant to the Dean of Instructional Innovation	White Mountain Campus	5	11/19/25	Open Until Filled	In Review
Associate Librarian	White Mountain Campus	3	11/19/25	Open Until Filled	In Review
Vice President of Human Resources	Painted Desert Campus	2	12/1/25	12/8/25	In Review
Technical Support Technician I	Silver Creek Campus	13	12/4/25	Open Until Filled	In Review
Library Specialist I, II, or III	White Mountain Campus	14	12/4/25	Open Until Filled	In Review
Systems Administrator II	Painted Desert Campus	2	12/16/25	Open Until Filled	In Review
Learning Assistant	Little Colorado Campus	5	12/16/25	Open Until Filled	In Review
Curriculum Coordinator	White Mountain Campus	2	12/16/25	Open Until Filled	In Review

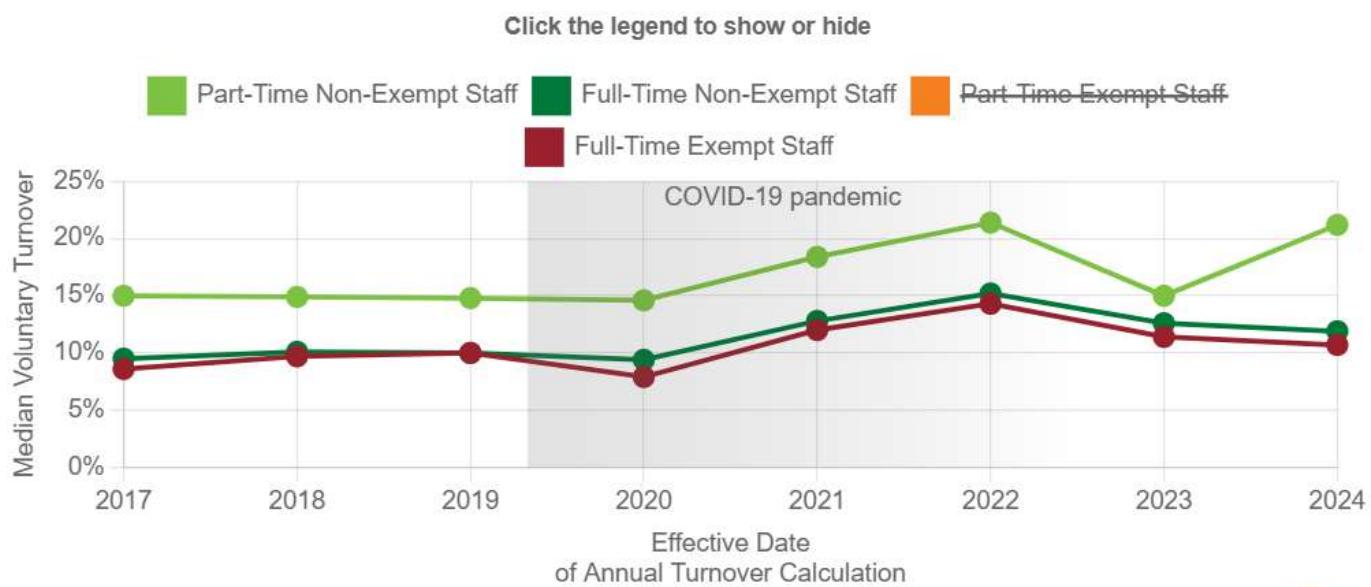
EMPLOYEE CENSUS DATA

Turnover Rate for FY25/26	Employee Count	Separated	Turnover Rate
Total Employees as of 7/1/2025	367	9	2.45%
Total Faculty Turnover FY25/26 to date		0	0.0%
Total Staff Turnover FY25/26 to date		9	2.45%
Turnover Rate for the Last 12 Months	Employee Count	Separated	Turnover Rate
Totals for January 2025 – January 2026	358	26	7.26%
Total Faculty Turnover		3	.84%
January 2025 – January 2026			
Total Staff Turnover		23	6.42%
January 2025- January 2026			

*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

2025 Employee Retention Survey

Trends in Voluntary Turnover for Staff



Note. Labels in the x-axis reflect the year of the effective date of data collected. For example, "2024" reflects turnover rates from November 1, 2023, to November 1, 2024. The gradient delineating the period of the COVID-19 pandemic derives from the starting and ending points determined by the [World Health Organization](#).

TRAINING AND DEVELOPMENT

TRAINING FOR ALL COLLEGE EMPLOYEES

On **February 2, 2026**, HR will provide online based mandatory Title IX training for all employees through Red Vector. This required training ensures compliance with federal regulations and supports our shared responsibility to prevent and address discrimination, harassment, and sexual misconduct across the college community.

TRAINING FOR GOLDEN EAGLE LEADERS

On **January 21st at 9 AM via WebEx**

Supervisors will participate in this month's Golden Eagle Leadership Training, focusing on the Annual Performance Review process for 2026. This informative, virtual session will guide supervisors through the process, forms, and requirements of the Annual Performance Reviews. Leaders will also be educated on the importance of focusing on coaching conversations and goal setting that play a vital role in the annual performance reviews that directly impact an employee's short and long-term growth and development.

TOTAL REWARDS

BENEFITS AND COMPENSATION

NEW WELLNESS PROGRAM

January 5, 2026

- At the Spring Convocation, Thrive Mountain Wellness presented services offered by them to NPC faculty & Staff who were in attendance.
- Thrive Mountain Wellness services are available now to all Contract and Temporary hourly employees.
- Employees can book now by visiting <https://thrivemtn.com>

January 16, 2026

- Last day to opt out of the program if employee is not interested to participate in the new benefit.

February 1, 2026

- Launch of Employ Well Benefits portals to Employees

February 15, 2026

- First payroll with employee tax savings in place.



Northland Pioneer College

Instructional Support (IS) DGB Presentation

Michael A.L. Broyles, PhD
Department for Instructional Support

What We Do

- **Description:** The department for Instructional Support assists faculty and staff with the use of technology for teaching and learning and the creation of well-designed instructional content for all delivery modes.
- **Mission:** Their mission is to contribute to an academic culture grounded in the values of respect, inclusion, and innovation.
- **Website:** <https://www.npc.edu/departmentsoffices/instructional-support>



Who We Are

- **Faculty in Instructional Support/Department Chair:** Dr. Michael Broyles
- **Instructional Designer:** Professor Andi De Bellis
- **Curriculum Coordinator:** Vacant



Image Created Using Gemini

Instructional Support

Our Services

We provide:

- **Support documentation, instructional guides, and material** for learning technologies
- **Information** about learning and training opportunities (consultation, coaching, and workshops)
- **Advice** on design, development, implementation, and evaluation of courses
- **Information** ensuring compliance with accessibility standards
- **Information** regarding emerging technologies and pedagogical trends



About Me

- From Arizona
- Educational Background
 - PhD, MA, and BA in Religious Studies
 - PhD Track: Religion in the Americas
 - Islamic Studies Certificate
 - Adult Education Certificate from the State of Arizona
- Professional Background
 - Education
 - Music
 - Published Author
- Expertise
 - Curricular Development
 - Adult Learning Theory
 - Religious history (North and South America)
 - Religion and Music (Blues; Spanish Caribbean; Rap)
 - Religion, Violence, and Peace
 - Exegesis and Hermeneutics
 - Textual Analysis
- Professional Influences
 - Mentors and former mentors
 - Community-centered leadership
 - Study of history
 - Chicano Rights Movement



IS History

- **Fall 2020-Fall 2025**

- **Name:** Instructional Technology and Curriculum Support
- **Accomplishments:**
 - Developed a foundational structure
 - Established our services
 - Established a schedule
 - Development of the eResource Center

- **Fall 2026**

- Name change (Instructional Support)
- Name change for the chair position



Standing Meerkat
Looking Behind

[Standing meerkat looking behind.jpg](#)
Standing *Suricata suricatta* (meerkat) looking behind, in the Singapore zoo
Basile Morin
Creative Commons Attribution-Share Alike 4.0
Quality image, Featured picture, Picture of the day
Standing meerkat looking behind.jpg



Faculty in Instructional Support/Department Chair Duties

- **Supervise and mentor** the Curriculum Coordinator and Instructional Designer
 - With Dean of Instructional Innovation
- **Assist, advise, and train** faculty and staff
- Help **develop and implement** effective courses and supporting technologies
- **Devise and provide** learning and training opportunities
- **Coordinate** Faculty Mentor Program and Instructional Skills Workshop (ISW)
- **Manage** the eResource Center
- **Support** governance, evaluation, and implementation of instructional technologies
 - With the Technology Governance Advisory Committee



Instructional Designer Duties

- **Supports and promotes** the college entities
- **Collaborates** with faculty regarding
 - Effective pedagogy/andragogy
 - Culturally responsive/inclusive instruction
 - Technology and learning materials
- **Serves** as the expert resource in distance learning instruction and facilitation
- **Provides** trainings and workshops
- **Provides** support in the use of the learning management system



Our Goals – Spring 2026

- Chair Outreach
- Establish our self-assessment criteria
- Develop a 3–5-year plan (starting AY 2026-2027)
- Develop a departmental outreach plan



Standing Meerkat
Looking in Front

[Standing meerkat looking in front.jpg](#)
Standing *Suricata suricatta* (meerkat) looking in front, in the Singapore zoo
Basilie Morin
Creative Commons Attribution-Share Alike 4.0
Quality image
Standing meerkat looking in front.jpg



Our Goals – AYs 2026-2030

- Departmental outreach
- Implementation of our 3-5-year plan
- Development of a 7-year plan
- More forthcoming



Trail to Morteratsch Glacier



[Trail to Morteratsch Glacier in 2012 July.jpg](#)
A view towards Morteratsch Glacier from a hiking trail in Bernina Range, Graubünden, Switzerland in 2012 July.
[Ximonic \(Simo Räsänen\)](#)
[Creative Commons Attribution-Share Alike 3.0](#)
Quality image, Featured picture
Trail to Morteratsch Glacier in 2012 July.jpg

Our Approaches

Supportive

We want to be a consistent, positive, and helpful presence in our colleagues' professional lives.

Collaborative

We want to collaborate with our colleagues to help them reach their goals on behalf of students.

“In general, research shows that groups tend to make better decisions than individuals. If more information is shared, and if differing points of view are considered, informed discussion of the group improves the decision-making process.”

Burton G. Malkiel

A Random Walk Down Wall Street (ed. 2023)



Considerations within Our Collaborations

- Collegiality
- Community
- Respect for Expertise



Saguaro National Park

Saguaro National Park - Flickr - Joe Parks.jpg
Saguaro National Park
Joe Parks from Berkeley, CA
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Saguaro National Park - Flickr - Joe Parks.jpg



All real living is meeting.

Martin Buber, *I and Thou* (1923)



PikiWiki Israel 47020
Professor Martin Buber
lecture at the Hebrew
Unive.jpg
Professor Martin Buber
lecture at the Hebrew Unive,
Education in Israel
Unknown author
Public domain
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Professor Martin Buber
lecture at the Hebrew
Unive.jpg

Professor Martin Buber
Lecture at the Hebrew
University of Jerusalem

Instructional Support

How We Can Serve You

- Updates on instructional ongoings, operations, and issues.
- Source of expertise and research
 - Instruction
 - Teaching theory (andragogy and pedagogy)
 - Curriculum
 - Design
- Open to conversation

Our Location

White Mountain Campus Library
Suite # 122
Come by and say hi!



Questions?



Instructional
Support

Works Cited

Buber, Marin. *I and Though* (1923). Trans. Ronald Gregor Smith. Continuum: London and New York, 2004.

Malkiel, Burton G. *A Random Walk Down Wall Street: The Best Investment Guide That Money Can Buy*. Ed. 13. W.W. Norton & Company: New York, 2023.



Navajo County Community College District Governing Board Meeting Minutes

September 4, 2025 – 9:30a.m.

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

Governing Board Members Present: Chair Everett Robinson, Mr. Frank Lucero; Mr. Derrick Leslie, Ms. Rosie Sekayumptewa

Governing Board Members Absent: Ms. Kristine Laughter

Others Present: President Von Lawson; Julia Wilson

Remote Attendees: Dr. Farah Bughio; Chris Welker, Rennie Hutton, Horacio Luna

Chair Robinson called the meeting to order at 9:30a.m.

Agenda Item 1: Adoption of Agenda

Chair Robinson asked if there was a motion to adopt the agenda. Mr. Lucero made a motion to adopt the agenda. Mr. Leslie seconded the motion.

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

Agenda Item 2: Call for Public Comment

None.

Agenda Item 3: Discussion Items

3.A. Old Business

None

3.B. New Business

3.B.1 Executive Session 1

The Board voted to enter Executive Session at 9:33am.

Mr. Lucero made a motion to enter into Executive Session. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Mr. Lucero, Mr. Leslie, Ms. Sekayumptewa, and Chair Robinson voting in favor.

The Board returned to public session at 10:20 am.

3.B.2. Action from Executive Session 1

There was no action taken from the Executive Session.



Agenda Item 4: Announcement of Next Regular Meeting

September 16, 2025

Agenda Item 5: Adjournment

The meeting was adjourned at 10:20 a.m. upon a motion by Mr. Leslie and a second by Mr. Lucero. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Mr. Lucero and Chair Robinson voting in favor. There were no votes against.

Respectfully Submitted,



Julia Wilson
Recording Secretary to the Board



Navajo County Community College District Governing Board Meeting Minutes

October 03, 2025 – 12:00p.m.

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

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

Governing Board Member Absent: None

Others Present: President Von Lawson; EVPLSS Michael Solomonson; CIO Michael Jacob; IVPHR Nicole Ulibarri; Colleen Marsh;

Remote Attendees: Dr. Farah Bughio; Horacio Luna, Paul Hempsey, Talaina Kor, Katie Matott, Jeff Hunt

Chair Robinson called the meeting to order at 12:06 a.m. and led the Pledge of Allegiance.

Agenda Item 1: Adoption of Agenda

Chair Robinson asked if there was a motion to adopt the agenda. Mr. Lucero made a motion to adopt the agenda. Mr. Leslie seconded the motion.

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

Agenda Item 2: Call for Public Comment

None.

Agenda Item 3: Discussion Items

3.A. Old Business

None

3.B. New Business

3.B.1 Update on Anthology ERP Project

Dr. Lawson presented to the board the news of Anthology's bankruptcy announcement on Sunday, September 28, 2025. Dr. Lawson received this information from CIO Michael Jacob. They met on Monday, September 29th to discuss contingency plans and they set a meeting with Marshall Logan, VP for Global Affairs with Anthology, on Tuesday, September 30th. At that meeting, Dr. Lawson asked Mr. Logan what this bankruptcy meant for NPC. Mr. Logan assured Dr. Lawson that Anthology would continue to move forward with this project. Dr. Lawson then met again with Mr. Jacob and Project



Manager Colleen Marsh to discuss plans to move forward. Dr. Lawson then invited Mr. Jacob and Ms. Marsh to present the information shared with him to the Board.

Mr. Jacob explained that Anthology is filing for Chapter 11 Bankruptcy, which is a restructuring. Mr. Jacob explained that Anthology has three main product lines. They will be divesting two of them and keeping one of them. Mr. Jacob explained that they (TAS) has had several meetings with Anthology this week and that the judge presiding over the bankruptcy expects Anthology to keep working as normal and that NPC also expects to keep moving forward as normal. Mr. Jacob let the board know that NPC had finished ETL036 testing today as planned and that we were on track to meet established go live dates. Mr. Jacob also shared with the board that our current ERP system (Jenzabar) is on its last leg, with a planned end of life date in June, but that they worked with us to give a little more time to transition. Mr. Jacob then invited Ms. Marsh to share information with the board.

Ms. Marsh clarified that what she is presenting is an interpretation of the Anthology announcement and that this is how she thinks this will pan out. She noted that Anthology is not allowed to say anything more than what they released in the September 28th announcement. Ms. Marsh reported that Anthology is not liquidating assets. They are splitting up their product lines. Anthology plans on keeping one of their product lines, which will be Anthology going forward, and selling the other two product lines. The three product lines are Enterprise Operations, Engagement and Analytics, and Teaching and Learning. She explained that she expects Anthology moving forward will be their Teaching and Learning product line business. She explained that the majority of what NPC purchased was from the Enterprise Operations product line. Ms. Marsh said that because these product lines were essentially operating as three separate businesses, that we don't expect significant interruption because the same people working with us today will be the same people taking us through our go live.

Mr. Lucero asked if we will be dealing with two other companies. Ms. Marsh replied that we will be dealing with at least three different companies, but that it was not clear from the press release/announcement from Anthology. Mr. Lucero asked if this meant that the prices would change. Ms. Marsh replied that no, they would honor the existing contract pricing. Mr. Leslie asked if that is what Ms. Marsh meant when she said the judge told Anthology they would have to honor their contracts. Ms. March said yes, they are obligated to deliver on the contracts which includes price.

Ms. Marsh continued to explain that Ellucian would be purchasing the Enterprise Operations product line, which is the bulk of what NPC will be using. Ms. Marsh confirmed that from the project side, NPC should see no change from Anthology. Ms. Marsh said that the area she was not sure about going forward is the Life Cycle Engagement of Student Success and Teaching and Learning. The announcement was not clear on whether two or more companies have purchased these product lines. Ms. Marsh stated that from these product lines, we have purchased three items, Reach, Engage, and Milestone which are add-on items to the Enterprise System that was purchased and cannot exist on their own. Ms. Marsh explained that we have started implementation of the Reach module, but we have not started on implementation of Engage and Milestone.



Ms. Marsh explained that there had been some concerns about the functionality of Reach and whether the Reach module implementation would continue to go forward. Ms. Marsh explained that we are currently using the TargetX software and that its license would expire in January of 2027 and Premiere Services whose license expires in March of 2026. Ms. Marsh also explained that even if we canceled the Reach module implementation, we would still have to pay for the module, but not the implementation fees. Ms. Marsh then explained the billing for the implementation fees of modules.

Mr. Leslie asked when there would be a decision made on the implementation of Reach. Ms. Marsh replied that they have paused implementation for a week, but that it may take up to the three months for a final decision. Ms. Marsh commented that we are obligated to split every bill with Cochise College and at this time they are still implementing Reach, so that would impact NPC's decision to implement as well.

Chair Robinson commented that the article he read said the auction date for Anthology would be November 7th and if this date would be an unofficial bail or don't bail date for NPC. Mr. Jacob replied that we need to replace Jenzabar and that when they opened the original RFP for replacement of Jenzabar, the only two feasible companies were Ellucian and Anthology. Ellucian is one of the companies bidding to purchase the Enterprise Operations portion of Anthology. Mr. Jacob commented that if we have gone with Ellucian, there is a chance we would have implemented something new now, then moved to the product that they are attempting to purchase now (Anthology) in the future. Mr. Jacob said that he believes the best decision for NPC currently is to keep moving forward with the implementation as planned with the possible exception of Reach.

Ms. Marsh shared some additional thoughts on continued implementation of Teaching and Learning modules including Blackboard. She provided comments on what she sees in happening with those modules with the restructuring that Anthology announced.

Mr. Lucero asked if the contracts we have now all have the same end date. Mr. Jacob replied yes, with the exception of Blackboard.

Mr. Lucero asked why they would have to restructure and sell off? Ms. Marsh replied that it was not immediately clear, but provided some thoughts on some of the reasons a company might restructure.

Mr. Lucero asked if there is a possibility we will have to sue Anthology? Ms. Marsh replied that our current contract does a good job when it comes to coverage of a business failure. She also said that she is not as concerned about that possibility, but that there's always room to consider it. Mr. Jacob commented that a possible reason for Ellucian to purchase this product from Anthology is because the technology is better causing them to lose a lot of customers to Anthology, and they would like those customers back.

Ms. Laughter asked if the contract was paid in full or are we paying as we go. She also asked what we owe Anthology. Mr. Jacob replied that it is pay as we go. He noted that aside from the implementation costs and project fees, it's roughly \$400000/year. Mr. Lucero asked for additional clarification to which Ms. Marsh replied that we have paid



small fixed fees for the departmental modules/solutions and that 95% of project costs are monthly bills.

Ms. Laughter asked for a reminder about the conversation in August about Anthology. Mr. Lucero replied that Dr. Lawson was going to talk to them about getting something back for late implementations and go lives. Mr. Jacob replied that we are still negotiating that. Dr. Lawson commented that a request for concessions has been submitted to Anthology.

Ms. Laughter asked if the bankruptcy is a result of what happened in August. Ms. Marsh replied that it was not.

Dr. Lawson let the board know that he had a meeting with Dr. James Pere, President of Cochise College and that everyone agreed to stay in touch regarding concerns of this announcement. He assured the board that NPC is preparing contingencies if things fall apart or if Anthology decides to liquidate. He stated that we are heavily invested in Anthology and there is no point in talking about walking away right now and that his recommendation is to support Mr. Jacob and his team at this time.

3. B.2. Executive Session 1

The Board voted to enter Executive Session at 12:37pm.

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

There was no action taken from the Executive Session.

Agenda Item 4: Announcement of Next Regular Meeting

October 21, 2025

Agenda Item 11: Adjournment

The meeting was adjourned at 12:58 p.m. upon a motion by Mr. Lucero and a second by Mr. Leslie. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Lucero, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

Respectfully Submitted,



Julia Wilson
Recording Secretary to the Board



Navajo County Community College District Governing Board Meeting Minutes

November 18, 2025 – 10:00a.m.

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

Governing Board Member Present: Chair Everett Robinson, Ms. Rosie Sekayumptewa; Mr. Derrick Leslie (remote); Ms. Kristine Laughter (remote)

Governing Board Member Absent: Mr. Frank Lucero

Others Present: President Von Lawson; EVPLSS Michael Solomonson; CIO Michael Jacob; IVPHR Nicole Ulibarri, VPAS/CFO Maderia Ellison, AVP Rich Chanick, Colleen Marsh; Katie Matott; Dr. Allison Landy, Rebeccah Sweet, Justin White; Julia Wilson; Jesse Reeck, Cynthia Blevins; Rennie Hutton, Horatio Luna, Russell Kupfer, Dr. Wei Ma, Jennifer Brimhall, Seth Marticion, Josh Rogers, Paul Hempsey, Kelly Wood (Thrive MTN), Kristin Denbo (Thrive MTN), Haley Laughter (Thrive MTN)

Remote Attendees: Dr. Farah Bughio, Angie King, Brynna Johnston, Norvita Charleston, Susan Jensen, Jonathan Lawrence, Dr. Tabitha Stickel, Dr. Jeremy Raisor, Pam Dominguez, Olivia Jaquez, Linda Kor, Stacy Rollins, Jeanette Hancock, Melody Niesen, Rebecca Hunt, Chelsea Wood, Karen Baker, Tracy Solomon, Jesse Reeck, Tracy Mejias, Rennie Hutton, Eleanore Hempsey, Bianca Tobolino (Thrive MTN)

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 asked if there was a motion to adopt the agenda. Ms. Sekayumptewa made a motion to adopt the agenda with the provision that the order of items 10.B.1-4 be changed and item 10.B.7 be deleted. Mr. Leslie seconded the motion.

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

Agenda Item 3: Call for Public Comment

None.

Agenda Item 4: Discussion Items

4.A Standing Presentations

4.A.1. Human Resources

IVPHR Nicole Ulibarri presented an update to the board on open positions and new hires including a new Dean of Nursing. She also reported on employees training including upcoming



Supervisor training. She provided information on the Flu Shot Clinics. Ms. Ulibarri then spoke with the board regarding the need for an employee wellness program. She introduced Ms. Kelly Wood and other members from Thrive MTN Wellness in Show Low, who presented information on a potential partnership with NPC.

Ms. Laughter asked how employees from other campuses/centers will benefit from the services because Thrive MTN is located in the White Mountains. Ms. Wood provided a handout with a potential schedule of events and services for all NPC locations.

Ms. Sekayumptewa asked Dr. Lawson if this information could be presented to other locations. Ms. Wood replied that they would be glad to do that as well as offered remote options for some of their services. Chair Robinson commented that it sounded like a good opportunity for NPC employees.

4.A.2 Financial Position

VPAS Ellison expanded on the report provided in the packet.

There were no questions.

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

SGA Member Seth Marticion gave a presentation to the Board and discussed the laptop scholarships award recipients as well as the Eagle Fest event at PDC. He shared pictures and information regarding the two Pizza with the President events held at LCC and WMC. He presented upcoming SGA events to the Board.

There were no questions. The Board expressed their appreciation for Mr. Marticion's report and presentation.

4.A.4. NPC Faculty Association

No report.

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

CASO President Cynthia Blevins provided a verbal report to the Board including the scholarships awarded last month and that CASO will be giving out three scholarships next Spring due to the success of the CASO Silent Auction. She also reported that CASO will be taking over the food box distribution in Winslow and Holbrook. She mentioned that CASO will be having a non-food drive at Spring Convocation.

Ms. Sekayumptewa asked if board members would be allowed to read and review scholarship applications. Chair Robinson commented that they can, and Ms. Blevins commented that she will forward the scholarship applications to her.

4.A.6. Northland Pioneer College (NPC) Friends and Family

Friends and Family Director Jesse Reeck gave the board a verbal report including information on the Spring scholarship applications noting that they received 88 applications which is a significant increase. Ms. Reeck noted that she would be happy to have the board participate in the application review process. Ms. Reeck discussed their new scholarship application software,



Award Spring and how students will be able to use that program. Ms. Reeck discussed meeting with some of the organizations that sponsor scholarships and having them meet the students that received the scholarships from those organizations. She also discussed other scholarships and financial support given to students.

There were no questions.

4.A.7 External Relations

No report.

4.A.8. Compensation Committee

Compensation Committee Co-chair Justin White provided a verbal update to the board including that staff guidelines and faculty guidelines have been finished and are being share with the different shared governance groups and to the President in December. They will be discussing these guidelines with Human Resources.

There were no questions.

4.A.9. Construction Report

Director of Facilities and Transportation Justin White gave the Board an update on construction projects. Mr. White presented the board some samples of sustainable materials that will be required for the new Kayenta center. He also noted that they are still working through things with the Kayenta project but moving in the right direction. Mr. White reported that he will be signing off of the full completion of the Goldwater Student Center Building this Friday. Mr. White reported that they are still in the design phase of the Winslow Campus Cosmetology remodel, but that is their next project as the Goldwater Building project is finished.

Chair Robinson asked if the Kayenta ground breaking would still be held on January 20th. Mr. White commented that they are looking at a January to March timeframe for the groundbreaking.

4.A.10. Leadership Council

No report.

4.A.11 Enterprise Resource Planning (ERP) Implementation Update

AVP/CIO Michael Jacob provided the board a verbal report on the ERP implementation. Mr. Jacob reported that they were working on User Acceptance Testing (UAT) for Finance and the Business Office. He reported that they have begun testing the HR modules and that they were going pretty well. He commented that we're on track to meet February go-live dates. He reported that they were meeting today to discuss ADP integrations with the ERP System and that ETL testing was wrapping up for the Student modules so they could move into UAT testing. Mr. Jacob commented that these were busy and critical times for the departments performing testing and that communications were being sent out to the college to make everyone aware of the extra work and testing certain departments are currently performing. Mr. Jacob advised the Board that employees from Cochise College will be presenting information to their board tonight to make a decision on whether they will be continuing with the Anthology implementation after the bankruptcy announcement. Mr. Jacob stated that he will advise the President and President's Cabinet on any developments from Cochise.

Navajo County Community College District Governing Board Meeting – 11/18/2025 – Page 3 of 9



Northland Pioneer College

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There were no questions.

4.4.12. Arizona Association of Community College Trustees (AACCT)

Mr. Leslie provided an update on his attendance at the ACCT Conference in New Orleans. He commented that he was able register and vote at the conference. He reported that there was a lot of discussion on the Workforce Pell and the July 1 start date. He reported on the discussions surrounding the government shutdown and what might happen when the government opens up again.

There were no questions.

Agenda Item 5: Fall 2025 FTSE Report

Registrar Paul Hempsey provided the Fall FTSE report to the board.

Chair Robinson asked if the report presented separated out the Associate level and Bachelor level students. Mr. Hempsey reported that the way the report was designed in Jenzabar did not have those students separated out. Chair Robinson commented that maybe that information would be separated out in our new ERP System. Chair Robinson asked why the enrollment at Whiteriver dropped so much. Mr. Hempsey reported that he was not sure on the cause. Chair Robinson asked about early college registration for the Spring semester. Mr. Hempsey commented that registration for quite a few early college classes still need to be completed.

Ms. Sekayumptewa asked what Waypoint was. Mr. Hempsey commented that it was an on-site construction program run through our CTE department. AVP Rich Chanick commented that the Waypoint program is run through the Northern Arizona Good Jobs Network and that Apache County wanted to partner with them so that we could provide construction education to individuals in recovery there. Chair Robinson commented that he thought that they were putting the roofs on new houses for the Blue Ridge School District.

Ms. Laughter asked what we were doing to increase dual enrollment for our high school students. EVP/LS Mike Solomonson responded that in order for teachers to be qualified to teach a dual enrollment class, they would have a with Masters degree, so there were some issues with finding teachers qualified to teach the classes. Ms. Laughter commented that she knew of teachers in Kayenta with Masters degrees and related some of her past experiences with the dual enrollment program and students in the Kayenta area. Ms. Laughter reported that we are missing a big opportunity for the students in Kayenta. She asked what we were doing to be proactive with recruiting in those areas. Dr. Solomonson reported that Dean Jeremy Raisor was going out to high schools in the area to talk to principals there. He commented that Dr. Raisor pointed out that these schools are sometimes choosing to do dual enrollment through Diné College. Ms. Laughter commented that she would like to see the Kayenta Center being utilized to its full potential when it opens.

The board took a break at 11:13 a.m. and reconvened at 11:21 a.m.

Agenda Item 6: Summer Enrollment Update



Executive Vice President of Learning and Student Services Mike Solomonson gave a presentation on the Summer Enrollment Program for SU24 and SU25. There was a 26% increase from SU24 enrollment to SU25 enrollment. Dr. Solomonson also reported that about 45% of SU 25 enrollees continued on to enroll in Fall 2025 classes. Approximately 35% of SU25 enrollees were new to NPC.

There were no questions.

Agenda Item 7: Unified Advising Update

Dean of Student Services Josh Rogers and Director of Student Engagement Jennifer Brimhall gave a presentation to the Board on the new Unified Advising restructuring. Ms. Brimhall reported that Early College and Public advising are being unified under this new plan, in three phases, with Campus and Center Office staff providing assistance to the advisers.

Ms. Laughter asked about advising efforts for Piñon High School, Shonto Schools, Red Mesa High School, and Rough Rock High School. Ms. Brimhall commented that they would be visiting Piñon High School this week and that we do service both Shonto and Red Mesa schools. She stated that she needed to provide the board an updated map to them to reflect this. Ms. Brimhall said she needed to look into Rough Rock High School as she was not sure what services were provided to them.

Ms. Sekayumptewa commented that she was concerned about Piñon High School as well. She asked Ms. Brimhall about recruiting efforts in Junior High Schools and other feeder schools. Ms. Brimhall commented that she would pass the information from Ms. Sekayumptewa to the advisers.

Agenda Item 8: President's Report

College President Dr. Von Lawson provided a verbal report to the board. Dr. Lawson reported on some of his experiences with students across the district and some approaches that he would like to take to address the concerns that he saw and heard. Dr. Lawson invited Dean of Instructional Innovation Dr. Wei Ma to discuss a plan to implement additional online learning programs at NPC.

Ms. Sekayumptewa asked if the requirement to complete the last 12 credit hours on campus for your degree would still apply. Dr. Ma replied that there were programs that still needed to be evaluated for that specific requirement and to ensure that they meet HLC requirements. Ms. Sekayumptewa commented what a blessing it would be for the people in her community who live in more rural areas with limited resources and accessibility options.

Ms. Laughter commented that she appreciated Dr. Lawson's effort to provide equitable services across the District and spoke of some examples of the hardships that some students face in trying to attend classes. She spoke about her own online college experience. She thanked Dr. Lawson and expressed her desire for NPC to keep moving forward with looking at online education.

Mr. Leslie expressed his appreciation for Dr. Lawson moving forward in the direction of online classes and programs. Mr. Leslie expressed concern about our policies and procedures and if we



would have to get HLC approval for online classes and programs. Mr. Leslie asked if we could explore the option to provide online Bachelor's programs that required only 91 credit hours.

Chair Robinson commented that he applauds Dr. Lawson's efforts and noted that equity is what was needed for our students. He also commented that we need to offer those (online) opportunities to our students.

Dr. Solomonson commented that he didn't feel like any of the faculty were indifferent, but that they had different ideas on the basis for accomplishments.

Agenda Item 9: Consent Agenda

A. October 21, 2025 Board Meeting Minutes (Julia Wilson)

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

Agenda Item 10: For Discussion and Possible Action

10.A. Old Business

None

Agenda items 1,2,3,4 were rearranged as follows,

Agenda Item 1 = Minutes Item 2, Agenda Item 2 = Minutes Item 4, Agenda Item 3 = Minutes Item 1 and Agenda Item 4 = Minutes Item 3.

10.B. New Business

10.B.1 Request to Adopt the FY22-23 Annual Expenditure Limitation Report

Mr. Kupfer requested that the Board approve the FY22-23 Annual Expenditure Limitation Report.

Mr. Leslie made a motion to approve the FY22-23 Annual Expenditure Limitation Report. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

10.B.2 Request to Adjust the FY23 Adopted Budget

Mr. Kupfer requested that the Board approve an adjustment to the FY23 Adopted Budget.

Mr. Leslie made a motion to approve an adjustment to the FY23 Adopted Budget. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against

10.B.3 Request to Adopt the FY23-24 Annual Expenditure Limitation Report



Mr. Kupfer requested that the Board approve the FY23-24 Annual Expenditure Limitation Report.

Mr. Leslie made a motion to approve the FY23-24 Annual Expenditure Limitation Report. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

10.B.4 Request to Adjust the FY24 Adopted Budget

Mr. Kupfer requested that the Board approve an adjustment to the FY24 Adopted Budget.

Mr. Leslie made a motion to approve an adjustment to the FY24 Adopted Budget. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against

10.B.5 Follow up to Board Member Leslie's Request

VPAS Maderia Ellison presented three options to the board regarding auction purchase procedures.

Mr. Leslie commented that he would prefer option 3 but was most concerned that there was something from the college in writing on how auction purchases are conducted. The other board members agreed that option 3 was acceptable.

10.B.6 Request to Accept ADHS Nursing Grant Funds

Interim Dean of Nursing Ruth Zimmerman requested the board approve the acceptance of funds from the Arizona Department of Education for the Nursing Education Investment Program.

Ms. Sekayumptewa made a motion to approve the acceptance of ADHS Nursing Grant Funds in the amount of \$532891.46. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Mr. Leslie, Ms. Sekayumptewa, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

10.B.7 A request to remove this item for purchase approval was agreed upon by the Board.

10.B.8 Request to Approve the Job Order Contract for Storefront Replacement and Exterior Painting

Facilities Director Justin White requested the board approve a contract with CORE Construction to replace the storefront of the Holbrook Skills Center and paint the exterior of the Skills Center, Tawa Building, and the Building Out Back (BOB).

Ms. Sekayumptewa made a motion to approve the contract with CORE Construction in the amount of \$188838. Ms. Laughter seconded the motion. The motion carried upon a roll-call vote with Mr. Leslie, Ms. Sekayumptewa, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.



10.B.9 Request to Approve Board travel to the ACCT National Legislative Summit

DGB Recording Secretary Julia Wilson requested the Board to approve travel funds for Board Members Leslie and Laughter to travel to the ACCT National Legislative Summit in Washington DC in February 2026.

After discussion, this item was tabled due to a lack of a quorum for the request as presented and Ms. Sekayumptewa's request to be added to the travel request.

10.B.10 Request to Cancel the December 16th 2025 DGB Meeting

Chair Robinson requested the Board to approve canceling the December 16th 2025 Board Meeting.

Mr. Leslie made a motion to cancel the December 16, 2025 DGB Meeting. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Mr. Leslie, Ms. Sekayumptewa, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

10.B.11 Request to Discuss program additions and restorations at the Silver Creek Campus in Snowflake.

Chair Robinson discussed with the Board conversations he has had regarding the FFA programs at Snowflake and St. John High Schools. He asked if this had been brought to the Instructional Council for discussion. Dr. Solomonson responded that he could check with Dr. Raisor on the interest of that program and if a proposal could be brought forward.

Chair Robinson also asked about the status of the music programs and that there were several programs running through Community and Corporate Learning and not actual courses. Dr. Solomonson commented that there is a distinction between the interest in these programs as an extracurricular activity vs. to what degree this is an interest in pursuing a music degree. Chair Robinson asked if it would be appropriate to conduct a survey of high school music programs and community groups to determine interest.

Chair Robinson asked about the possibility of a Skills Center in Snowflake. Chair Robinson commented that he would like to look at the Master Facilities plan and propose that we look at a skills center in Snowflake. Mr. Matt Weber, Superintendent of Northern Arizona Vocational Institute of Technology (NAVIT) addressed the board regarding the NAVIT program in this area and the large demand of students requesting skills classes in the White Mountain area. Mr. Leslie expressed his support in adding new programs and program expansions. He asked if there was a process on how to request a program to be added to the offerings. He requested that we bring that process to the board so there can be more strategic planning on program implementation. Dr. Solomonson replied that the Instructional Council is the primary means of introducing new programs. He noted that a feasibility study might be necessary to ensure that there would be broad student and community support for the program. Ms. Sekayumptewa asked if there were Strategic Planning reports that she may have missed. Dr. Solomonson replied that there was a report given at the last DGB meeting.



10.B.12 Executive Sessions 1, 2, 3

Chair Robinson requested that the Executive Sessions be combined into one item coming out of all three Executive Sessions at the same time with one action item for all three sessions. Chair Robinson asked for a motion to go into Executive Sessions 1, 2, and 3. Chair Robinson made the motion to go into Executive Sessions. Mr. Leslie asked if we had made a motion to accept the agenda as is how that fits into the motion that was just made. Chair Robinson responded that the small print on the agenda says that the Board can take the agenda items in any order the Board decides. Mr. Leslie then seconded Chair Robinson's motion. The motion carried upon a roll-call vote with Mr. Leslie, Ms. Sekayumptewa, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

The Board entered into Executive Session at 1:36pm and returned to public session at 2:09 pm.

Agenda Items 10.B.12, 10.B.16, and 10.B.16 will be combined into the Minutes Item 10.B.12 as described above.

Agenda Items 10.B.13, 10.B.15, and 10.B.17 will be combined into Minutes Item 10.B.13 as described above.

10.B.13 Actions from Executive Sessions 1, 2, 3

The board did not take any action from Executive Session 1, 2, or 3.

Agenda Item 11: DGB Agenda Items and Informational Needs for Future Meetings.
There were no items brought forward.

Agenda Item 12: Board Report/Summary of Current and Upcoming Events

Chair Robinson commented that there are several musical events coming up in the next month.

Agenda Item 11: Announcement of Next Regular Meeting

Chair Robinson announced the next regular meeting of the DGB would be held January 20, 2026

Agenda Item 11: Adjournment

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

Respectfully Submitted,



Julia Wilson
Recording Secretary to the Board



Navajo County Community College District Governing Board Meeting Minutes

December 9, 2025 – 9:00a.m.
Remote Meeting Only

Governing Board Members Present: Chair Everett Robinson, Ms. Rosie Sekayumptewa; Ms. Kristine Laughter; Mr. Derrick Leslie

Governing Board Member Absent: Mr. Frank Lucero

Others Present:

Remote Attendees: President Von Lawson; EVPLSS Michael Solomonson; IVPHR Nicole Ulibarri; Dr. Tabitha Stickel, Dr. Farah Bughio; Rennie Hutton, Melody Niesen, Julia Wilson

Chair Robinson called the meeting to order at 9:03a.m.

Agenda Item 1: Adoption of Agenda

Chair Robinson asked if there was a motion to adopt the agenda. Mr. Leslie made a motion to adopt the agenda. Ms. Sekayumptewa seconded the motion.

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

Agenda Item 2: Call for Public Comment

None.

Agenda Item 3: Discussion Items

3.A. Old Business

None

3.B. New Business

3.B.1 Request to accept ABOR Promise Program Funds

Executive Vice President of Learning and Student Services Dr. Mike Solomonson requested the board accept ABOR funds for the Promise Program scholarships in the amount of \$90838.

Mr. Leslie made a motion to accept the ABOR funds in the amount of \$90838. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.



3.B.2 Request to accept ABOR Arizona Teachers Academy Funds

Executive Vice President of Learning and Student Services Dr. Mike Solomonson requested the board accept ABOR funds for the Arizona Teacher's Academy in the amount of \$100000.

Ms. Laughter made a motion to accept the ABOR funds in the amount of \$100000. Mr. Leslie seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

3.B.3 Request to enter into an agreement with Attentive and EmployWell

Interim Vice President of Human Resources Nicole Ulibarri requested the Board to enter into an agreement with Attentive and EmployWell for an employee wellness program as presented at the November 18, 2025 DGB meeting.

Mr. Leslie asked how long we would be entering into this agreement. Ms. Ulibarri replied that it would be until NPC decides that they want the agreement and that language would be written into the contract.

Ms. Laughter asked how the employees at the Hopi Center, the Kayenta Center, the Springerville center, and St. John's center would benefit from these services. Ms. Ulibarri explained that there would be services such as the Mayo Clinic apps, telemedicine, and counseling services that would be available remotely to all eligible employees and that Thrive MTN is building out a specific schedule for their employees to go to every facility and offer services to the employees at those facilities.

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

3.B.4 Request to approve travel to the ACCT National Legislative Summit

DGB Recording Secretary Julia Wilson requested the board to approve travel for Board Member Kristine Laughter to attend the ACCT National Legislative Summit in Washington D.C. in February 2026.

Mr. Leslie made a motion to approve travel for Board Member Laughter. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, and Chair Robinson voting in favor. Ms. Laughter abstained from voting.

3.B.5 Request to approve travel to the ACCT National Legislative Summit

DGB Recording Secretary Julia Wilson requested the board to approve travel for Board Member Derrick Leslie to attend the ACCT National Legislative Summit in Washington D.C. in February 2026.

Ms. Laughter made a motion to approve travel for Board Member Leslie. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Ms. Laughter, and Chair Robinson voting in favor. Mr. Leslie abstained from voting.



3.B.6 Request to approve travel to the ACCT National Legislative Summit

DGB Recording Secretary Julia Wilson requested the board to approve travel for Board Member Rosie Sekayumptewa to attend the ACCT National Legislative Summit in Washington D.C. in February 2026.

Mr. Leslie made a motion to approve travel for Board Member Sekayumptewa. Ms. Laughter seconded the motion. The motion carried upon a roll-call vote with Ms. Laughter, Mr. Leslie, and Chair Robinson voting in favor. Ms. Sekayumptewa abstained from voting.

3.B.7. Executive Session 1

The Board voted to enter Executive Session at 9:17am.

Mr. Leslie made a motion to enter into Executive Session. Ms. Laughter seconded the motion. The motion carried upon a roll-call vote with Ms. Laughter, Mr. Leslie, Ms. Sekayumptewa, and Chair Robinson voting in favor.

The Board returned to public session at 9:24 am.

3.B.8. Action from Executive Session 1

There was no action taken from the Executive Session.

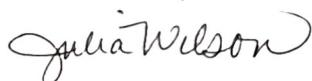
Agenda Item 4: Announcement of Next Regular Meeting

January 20, 2026

Agenda Item 11: Adjournment

The meeting was adjourned at 9:26 a.m. upon a motion by Ms. Laughter and a second by Mr. Leslie. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

Respectfully Submitted,



Julia Wilson
Recording Secretary to the Board



Navajo County Community College District Governing Board Meeting Minutes

December 18, 2025 – 2:00p.m.

Painted Desert Campus, Nizhoni Learning Center Room NLC142

2251 East Navajo Boulevard, Holbrook, Arizona

The meeting location will be open to the public at 1:55 p.m. at the latest.

Governing Board Members Present: Chair Everett Robinson, Ms. Rosie Sekayumptewa; Ms. Kristine Laughter; Mr. Derrick Leslie

Governing Board Member Absent: Mr. Frank Lucero

Others Present: President Von Lawson; VPAS Maderia Ellison Julia Wilson, Rennie Hutton

Remote Attendees: IVPHR Nicole Ulibarri; Justin White, Chris Welker

Chair Robinson called the meeting to order at 2:03p.m.

Agenda Item 1: Adoption of Agenda

Chair Robinson asked if there was a motion to adopt the agenda. Mr. Leslie made a motion to adopt the agenda. Ms. Sekayumptewa seconded the motion.

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

Agenda Item 2: Call for Public Comment

None.

Agenda Item 3: Discussion Items

3.A. Old Business

None

3.B. New Business

3.B.1 Executive Session 1

3.B.2 Executive Session 2

3.B.3 Executive Session 3

The Board voted to enter Executive Sessions 1, 2, and 3 at 2:05pm.



Mr. Leslie made a motion to enter into Executive Sessions 1, 2, 3. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Laughter, Mr. Leslie, Ms. Sekayumptewa, and Chair Robinson voting in favor.

The Board returned to public session at 3:43 pm.

3.B.4. Action from Executive Sessions 1, 2, 3

Chair Robinson called for a motion to proceed as directed by legal counsel for Executive Session 1, no action necessary for Executive Session 2, and for staff to proceed as directed from Executive Session 3.

Mr. Leslie made a motion for the actions from Executive Sessions 1, 2, and 3 as listed by Chair Robinson. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Laughter, Mr. Leslie, Ms. Sekayumptewa, and Chair Robinson voting in favor.

3.B.5 Request to accept resignation letter from Board Member Frank Lucero

Chair Robinson recommended accepting the letter of resignation from Board Member Frank Lucero and declaring a vacancy on the Navajo County Community College District Governing Board.

Board Members Leslie, Laughter, and Sekayumptewa all shared memories and thoughts of gratitude for Mr. Lucero's service.

Chair Robinson noted that he will follow up with the Navajo County School Superintendent to begin a search for a new Board Member.

Mr. Leslie made a motion to accept the letter of resignation from Mr. Lucero and declare a vacancy on the Board. ns 1, 2, and 3 as listed by Chair Robinson. Ms. Sekayumptewa seconded the motion. The motion carried upon a roll-call vote with Ms. Laughter, Mr. Leslie, Ms. Sekayumptewa, and Chair Robinson voting in favor.

3.B.6 Discussion on board member attire for commencement

Chair Robinson led a discussion on the purchase of regalia for the board for NPC commencement ceremonies.

Dr. Lawson commented that it is not mandatory for the Board to wear regalia to commencement, but that it was an option if desired.

Chair Robinson commented that historically the board has not worn regalia and that he would prefer not to wear regalia.

Ms. Laughter commented that she was fine wearing her own clothes.

Ms. Sekayumptewa commented that she is okay with wearing regalia with her traditional clothes under the regalia.

The Board decided against wearing regalia to commencement.

Navajo County Community College District Governing Board Meeting – 12/18/2025 – Page 2 of 3



Northland Pioneer College

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Agenda Item 4: Announcement of Next Regular Meeting

January 20, 2026

Agenda Item 11: Adjournment

The meeting was adjourned at 3:57 p.m. upon a motion by Mr. Leslie and a second by Ms. Sekayumptewa. The motion carried upon a roll-call vote with Ms. Sekayumptewa, Mr. Leslie, Ms. Laughter and Chair Robinson voting in favor. There were no votes against.

Respectfully Submitted,



Julia Wilson
Recording Secretary to the Board



**FIFTH AMENDMENT TO
INTERGOVERNMENTAL AGREEMENT BETWEEN
NAVAJO COUNTY COMMUNITY COLLEGE DISTRICT
AND APACHE COUNTY
FOR PROGRAMS AND SERVICES**

This Fifth Amendment to the Intergovernmental Agreement between Navajo County Community College District dba Northland Pioneer College (“District”) and Apache County (“County”) for Programs and Services (“Fifth Amendment”) is effective as of July 1, 2025.

RECITALS

- A. Pursuant to A.R.S. § 11-952, District and County are authorized to enter into this Agreement for joint or cooperative action to carry on the activities for which they are authorized to provide under A.R.S. §§ 15-1470 and 11-201.
- B. County has established an advisory committee, The Apache County Higher Education Committee, by separate policy, to perform, among other duties, those activities which the County is authorized to carry on in this Agreement;
- C. District and County first entered into an Intergovernmental Agreement for Programs and Services dated February 5, 2019, originally expiring on June 30, 2021 (“Agreement”).
- D. The Parties have since amended the Agreement four times, each extending the term by one year. The most recent fourth amendment, effective July 1, 2024, through June 30, 2025, modified certain other terms as set forth therein (“Fourth Amendment”).
- E. The Parties agree that this Fifth Agreement continues the IGA as amended by the Fourth Amendment and is effective for the Term set forth below.

WHEREFORE, the parties agree:

1. The Parties agree to extend the term of the Agreement, as modified by the Fourth Amendment, for two additional years. This Fifth Amendment shall be effective as of July 1, 2025, through June 30, 2027 (“Term”).
2. The contact information for the District in Section 7, Notice, shall be updated as follows:

Northland Pioneer College
Attn: Cassell Avon Lawson Ed. D., President
P.O. Box 610
Holbrook, Arizona 86025
3. Except provided in this Fifth Amendment, all other terms and conditions of the Agreement as amended remain unchanged and in full force and effect.
4. This Fifth Amendment may be executed in counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement.

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Signature pages follow

IN WITNESS WHEREOF, the parties provide the following approval:

Apache County, Arizona

By: 

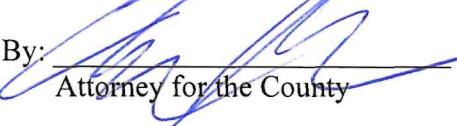
Alton Shepherd
Nelson Davis, Chairman
Apache County Board of Supervisors

Navajo County Community College District

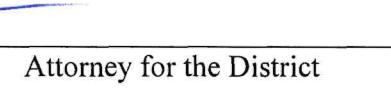
By: 

Cassell Avon Lawson Ed. D.,
President Northland Pioneer College

APPROVED: This Agreement is in proper form and is within the powers and authority granted under the laws of this state to each Party.

By: 

Attorney for the County

By: 

Attorney for the District

Date: 1/14/2026

Date: _____

ATTEST: 

By: 

Clerk, Board of Supervisors

By: 

District Recording Secretary to DGB

Date: 1/16/2026

Date: _____

**Regular Meeting
Agenda Item 8.C
January 20, 2026
Consent Agenda Item**

REQUEST TO APPROVE MODIFICATION OF THE GENERAL EDUCATION COURSE OPTIONS

Recommendation:

The Instructional Council (IC) recommends approval of modifications to the General Education Course Options

Summary:

The Arts and Science Division proposes the below additions of relevant courses to the General Education Course Options. These additions reflect an annual assessment of this list. They are intended to allow students to access general education courses that are relevant to their academic and professional goals. All added courses have been vetted to ensure they align with AZ Transfer criteria and the NPC General Education Values.



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General Education Course Options

Completion of the General Education CP fulfills requirements for the Arizona General Education Curriculum (AGEC) for the Associate of Arts (AA), Associate of Arts in Early Childhood (AAEC), Associate of Arts in Elementary Education (AAEE), Associate of Business (ABus) and Associate of Science (AS) degrees. (see General Education CP – page 68)

(*) Courses listed in two categories can only be used to fulfill a requirement in one category.

Written and Oral Communication

ENL 101 College Composition I (required for AGEC)	3 credits
ENL 102 College Composition II (required for AGEC)	3 credits
UNLESS OTHERWISE NOTED IN A SPECIFIC CERTIFICATE OR DEGREE PROGRAM, completion of any one of the following ENL or SPT courses fulfills the Written and Oral Communication requirement for the <u>second</u> communication course for the Associate of Applied Science (AAS) degree.	
ENL 109 Technical Writing	3 credits
SPT 110 Fundamentals of Oral Communications	3 credits
SPT 120 Public Speaking.....	3 credits

Language

FRE 101 Elementary French I	4 credits
FRE 102 Elementary French II	4 credits
GER 101 Elementary German I.....	4 credits
GER 102 Elementary German II.....	4 credits
LAN 171 Navajo I.....	4 credits
LAN 172 Navajo II.....	4 credits
LAN 201 Navajo III.....	4 credits
LAN 202 Navajo IV	4 credits
SPA 101 Elementary Spanish I.....	4 credits
SPA 102 Elementary Spanish II.....	4 credits
SPA 201 Intermediate Spanish I	4 credits
SPA 202 Intermediate Spanish II	4 credits

Arts and Humanities

*ANT 103 Culture in Communication.....	3 credits
ART 101 Understanding Art	3 credits
ART 115 Art History I.....	3 credits
ART 116 Art History II.....	3 credits
ART 215 Native American Art.....	3 credits
EDU 291 Children's Literature <u>OR</u> ENL 291 Children's Literature	3 credits
ENL 220 World Literature I.....	3 credits
ENL 221 World Literature II.....	3 credits
ENL 224 English Literature I	3 credits
ENL 225 English Literature II	3 credits
ENL 230 American Literature I	3 credits
ENL 231 American Literature II	3 credits
ENL 234 Native-American Literature.....	3 credits
ENL 238 Women's Literature	3 credits
FDV 150 Introduction to Film <u>OR</u> SPT 150 Introduction to Film.....	3 credits
FDV 220 Film Aesthetics.....	3 credits
HUM 150 Humanities in the Western World I.....	3 credits
HUM 151 Humanities in the Western World II.....	3 credits



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MUS 150 Music Appreciation.....	3 credits
MUS 250 World Music.....	3 credits
PHL 101 Introduction to Philosophy.....	3 credits
PHL 103 Introduction to Logic and Critical Thinking.....	3 credits
PHL 105 Introduction to Ethics.....	3 credits
PHL 150 Comparative World Religions.....	3 credits
SPT 130 Introduction to Theatre.....	3 credits
SPT 140 Principles of Drama	3 credits
SPT 156 History of Television I	3 credits
SPT 157 History of Television II	3 credits

Quantitative Reasoning

UNLESS OTHERWISE NOTED IN A SPECIFIC CERTIFICATE OR DEGREE PROGRAM, completion of any one of the following courses fulfills the **Quantitative Reasoning** requirement for any Certificate of Applied Science (CAS) or Associate of Applied Science (AAS) degree:

BUS 133 Business Mathematics <i>OR</i> MAT 103 Business Mathematics ...	3 credits
BUS 201 Quantitative Methods	3 credits
‡ HES 101 Basic Technical Mathematics	
<i>OR</i> ‡ MAT 101 Basic Technical Mathematics.....	3 credits
‡ MAT 101 Basic Technical Mathematics	3 credits
‡ MAT 109 Algebra I: Introductory.....	3 credits
‡ MAT 112 Algebra II: Intermediate	3 credits
MAT 142 College Mathematics with Contemporary Applications.....	3 credits
MAT 152 Advanced Algebra.....	3 credits
MAT 160 Introduction to Statistics.....	4 credits
MAT 161 Algebra-based Mathematics	
for Elementary School Teachers I	3 credits
MAT 162 Algebra-based Mathematics	
for Elementary School Teachers II	3 credits
MAT 189 Pre-Calculus Algebra/Trigonometry.....	3 credits
MAT 211 Technical Calculus.....	4 credits
MAT 221 Calculus I.....	4 credits
MAT 231 Calculus II.....	4 credits
MAT 241 Calculus III.....	4 credits

‡ These courses are **NOT** accepted for transfer credit by all three Arizona state public universities.

Natural Sciences

Students may transfer either CHM 130 or CHM 151, ***BUT NOT BOTH***; therefore, taking CHM 130 and CHM 151 will not satisfy Arizona General Education Curriculum (AGEC) requirements.

ANT 104 Biological Anthropology and Human Origins	4 credits
BIO 100 Biology Concepts	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
CHM 130 Fundamental Chemistry	4 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 Geology	4 credits
GLG 102 Introduction to Geology II - Historical Geology	4 credits
GLG 110 Natural Disasters	4 credits
PHY 111 General Physics I.....	4 credits
PHY 112 General Physics II.....	4 credits

Social and Behavioral Sciences

ANT 102 Cultural Anthropology	3 credits
*ANT 103 Culture in Communication.....	3 credits
ANT 120 Buried Cities and Lost Tribes.....	3 credits
*ANT 205 Native American Cultures of the Southwest.....	3 credits
ANT 210 Southwestern Archaeology.....	3 credits



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BHS 168 Introduction to Social Work.....	3 credits
ECN 211 Principles of Macroeconomics	3 credits
ECN 212 Principles of Microeconomics	3 credits
GEO 110 World Regional Geography.....	3 credits
GEO 120 Human Geography	3 credits
HIS 101 World History: Prehistory to 1450 CE.....	3 credits
HIS 102 World History: 1450 CE to Present.....	3 credits
*HIS 105 U.S. History to 1877	3 credits
*HIS 106 U.S. History Since 1877	3 credits
*HIS 110 Southwestern History.....	3 credits
*HIS 115 Navajo History.....	3 credits
*HIS 114 Introduction to Mexican-American History	3 credits
HIS 155 European History to 1750.....	3 credits
HIS 156 European History since 1700.....	3 credits
*HIS 201 History of Women in America	3 credits
*POS 110 United States Government	3 credits
*POS 112 Navajo Government.....	3 credits
POS 150 Introduction to Environmental Justice and Policy.....	3 credits
POS 160 Introduction to International Relations.....	3 credits
PSY 101 Introduction to Psychology.....	3 credits
PSY 240 Developmental Psychology.....	3 credits
PSY 250 Social Psychology.....	3 credits
SOC 101 Introduction to Sociology.....	3 credits
SOC 121 Social Problems.....	3 credits
SOC 212 Sex and Gender in Society	3 credits
SOC 215 Ethnicity and Race	3 credits
SOC 225 Sociology of the Family	3 credits

Institutions in the Americas

*ANT 205 Native American Cultures of the Southwest.....	3 credits
*HIS 105 U.S. History to 1877	3 credits
*HIS 106 U.S. History Since 1877	3 credits
*HIS 110 Southwestern History.....	3 credits
*HIS 114 Introduction to Mexican-American History	3 credits
*HIS 115 Navajo History.....	3 credits
*HIS 201 History of Women in America	3 credits
*POS 110 United States Government	3 credits
*POS 112 Navajo Government.....	3 credits



Northland Pioneer College

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BUDGET DEVELOPMENT CALENDAR

FISCAL YEAR 2026-2027

APPROVED 10/21/2025

ACTIVITY	RESOURCE	DUEDATE
1. Receive budget calendar and budget assumptions	DGB	16 September 2025 ✓
2. Approve budget calendar and budget assumptions	DGB	21 October 2025 ✓
3. Distribute materials for operational & capital budgets and staffing requests	Financial Services	21 October 2025 ✓
4. Financial Services receives department budget & justifications	Department Budget Managers & Financial Services	19 January 2026
5. President's Cabinet receives staffing requests	Department Budget Managers & President's Cabinet	19 January 2026
6. President receives compensation recommendation	President, CHRO, FA, CASO	19 January 2026
7. President's Cabinet finalizes staffing needs and receives preliminary discretionary budget	President's Cabinet	2 February 2026
8. Receive introductory budget analysis	DGB	17 February 2026
9. Receive tuition and fee schedules	DGB	17 February 2026
10. Receive compensation proposal	DGB	17 February 2026
11. Budget Hearing (if necessary)	Department Budget Managers & Financial Services	27 February 2026
12. Budget hearing (if necessary)	President's Cabinet	9 March 2026
13. Receive preliminary budget analysis	DGB	17 March 2026
14. Approve tuition and fee schedules	DGB	17 March 2026
15. Approve compensation	DGB	17 March 2026
16. Receive state budget forms and analysis (<i>no later than June 5 A.R.S. 15-1461</i>)	DGB	21 April 2026
17. Adopt or modify preliminary budgets	DGB	21 April 2026
18. Publish notice of budget hearing & special board meeting (<i>not later than 15 days prior to hearing A.R.S. 15-1461</i>)	CFO	30 April 2026
19. Publish budget on website (<i>not later than 15 days prior to hearing A.R.S. 15-1461</i>)	CFO	4 May 2026
20. 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	30 April 2026
21. 2 nd notice in newspaper for TNT hearing (<i>7-10 days prior to hearing A.R.S. 15-1461.01</i>)	CFO	7 May 2026
22. 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	7 May 2026
23. 2 nd publication of budget in newspaper (<i>not later than 5 days prior to hearing A.R.S. 15-1461</i>)	CFO	7 May 2026
24. Conduct public budget hearing and TNT hearing (<i>no later than June 20 A.R.S. 15-1461 & 15-1461.01</i>)	DGB	19 May 2026
25. Adopt property tax levy & final budgets at special meeting	DGB	19 May 2026
26. Notify PTOC of primary property tax levy (<i>within 3 days after hearing A.R.S. 15-1461.01</i>)	CFO	22 May 2026
27. Submit tax levy to Navajo County	CFO	22 May 2026

Northland Pioneer College
Budget Development Assumptions
FY27

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 breaches will use carry forward amounts to comply with statutory limits.

REVENUE ASSUMPTIONS

- State appropriations for equalization, maintenance & operations is expected to increase compared to current fiscal year. Rural aid is expected to be flat compared to the current fiscal year.
- Assessed valuations for setting the primary property tax levy will be available in February and an increase is expected. To protect the equalization funding, the levy needs to be set at the maximum allowable of 2% increase over the prior year. For FY27 the levy will be set at the maximum allowed.
- The District Governing Board adopted tuition rates on a three-year cycle that ended in FY26. The District Governing Board will receive a proposed three-year plan that will cover FY27-FY29 in February and will be requested to approve the new tuition rates in March. The previous 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

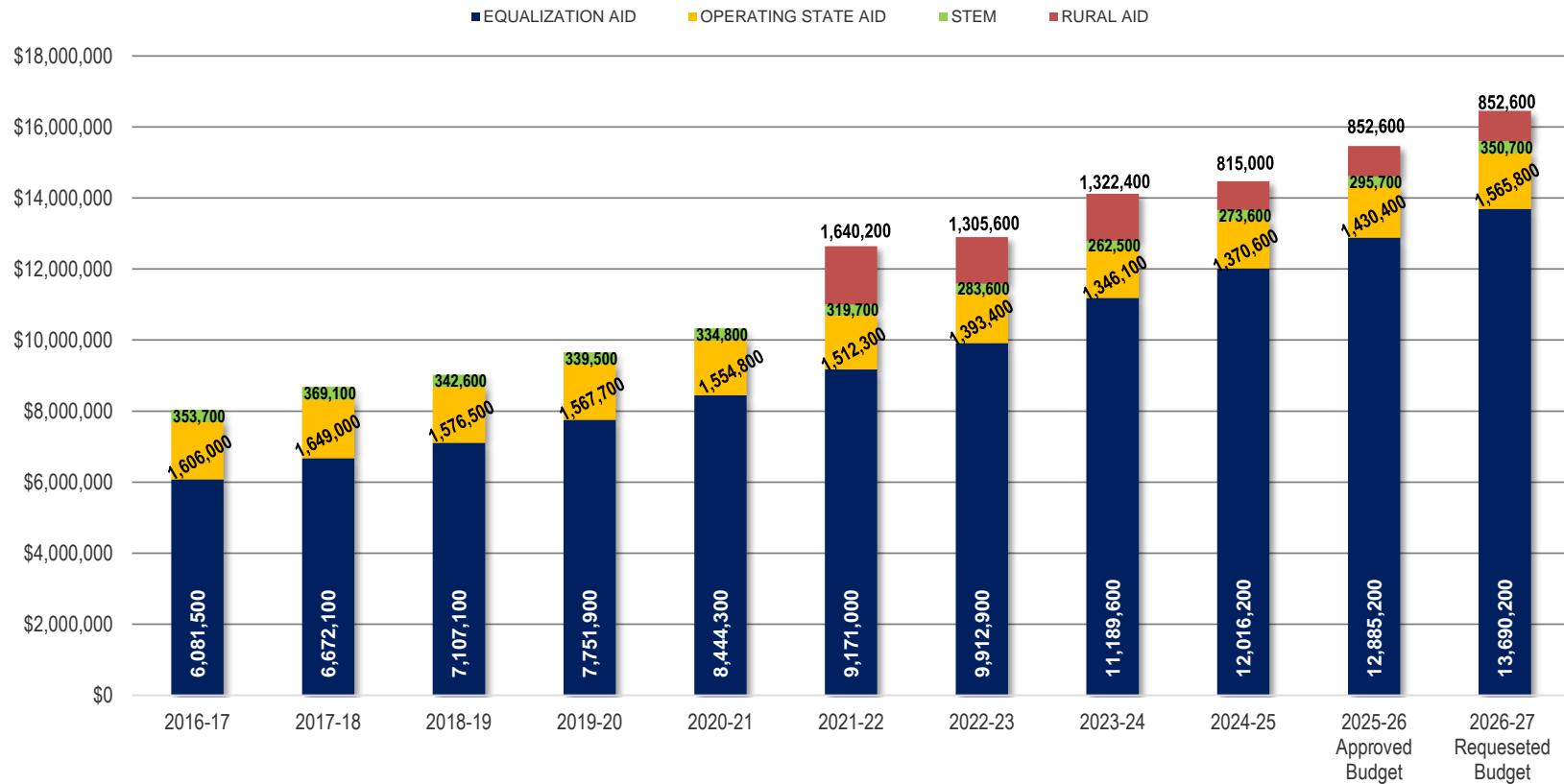
- Overall expenditures will match revenues.
- Budget requests that are higher than current budget **or** actual historical spending will require **justifications and are due January 19, 2026.**
- Budget requests from Department Managers for operational and capital expenditures are due **January 19, 2026.**
- Budget requests to add new employee positions or modify existing contractual positions, including grant positions, are due **January 19, 2026.**
- **SALARY SCHEDULES**
 - The Compensation Committee is currently evaluating salary ranges for all positions and is expected to have their recommendations given to the President in January for consideration.
 - 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 (FY27, FY28, and FY29).
- **GRANT** funding will continue to be identified and pursued.
- **AUXILIARY** fund activities will be maintained.

Northland Pioneer College
Budget Development Guidelines
FY 27

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"> Human Resources 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
New Faculty/Staff Positions	<ul style="list-style-type: none"> Budget Managers will: <ul style="list-style-type: none"> Provide salary estimate and hours worked per week. Prepare job description. Review with HR prior to request for proper employee classification (exempt, nonexempt) and salary range. Provide justification for new position or new program. Provide enrollment and class offerings.
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.
Fund 10 – Auxiliary Funds	<ul style="list-style-type: none"> Revenues need to support expenses
Fund 20 – Grant Funds	<ul style="list-style-type: none"> Revenues need to support expenses

NPC State Appropriations



Arizona Community Colleges
FY 2027 State Aid Request for M&O, Equalization Assistance and STEM Workforce Programs

FY 2027 State Aid Request	Cochise	Coconino	Gila	Graham	Maricopa	Mohave	Navajo	Pima	Pinal	Santa Cruz	Yavapai	Yuma/La Paz	Total
Maintenance & Operation	\$ 3,716,700	\$ 1,399,200	\$ 147,100	\$ 1,873,000	\$ -	\$ 1,227,100	\$ 1,565,800	\$ -	\$ 1,261,300	\$ 51,300	\$ 664,500	\$ 2,564,500	\$ 14,470,500
Maintenance & Operation ⁽¹⁾					28,378,818			6,350,465					34,729,283
Equalization Assistance	12,707,600	-	-	24,466,200	-	-	13,690,200	-	-	-	-	2,011,800	52,875,800
STEM Workforce Programs	979,600	303,100	86,900	492,300	8,816,800	500,000	350,700	1,972,900	727,500	40,500	754,600	871,100	15,896,000
Rural Aid	2,703,600	901,800	252,800	1,244,500	-	1,202,500	852,600	-	1,807,400	99,900	1,955,300	2,979,600	14,000,000
Total Request	\$ 20,107,500	\$ 2,604,100	\$ 486,800	\$ 28,076,000	\$ 37,195,618	\$ 2,929,600	\$ 16,459,300	\$ 8,323,365	\$ 3,796,200	\$ 191,700	\$ 3,374,400	\$ 8,427,000	\$ 131,971,583

(1) Non-formulaic request for M&O funding for Maricopa and Pima based on their individual respective FTSE multiplied by the respective average appropriation per FTSE

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 2024 Audited FTSE (Total)	4,899	1,634	458	2,255	56,294	2,179	1,545	12,147	3,275	181	3,543	5,399	93,809
FY 2025 Unaudited FTSE (Total)	4,711	1,595	434	2,377	58,693	2,515	1,809	12,958	3,608	193	3,770	5,765	98,428
Increase/(Decrease)	(188)	(39)	(24)	122	2,399	336	264	811	333	12	227	366	4,619
FY 2024 Audited Non Dual Enr	4,826	1,359	415	2,182	49,226	1,921	1,269	11,048	2,961	181	3,221	4,858	83,467
FY 2025 Unaudited Non Dual Enr	4,618	1,292	394	2,312	51,516	2,247	1,531	11,704	3,321	193	3,416	5,123	87,667
Increase/(Decrease)	(208)	(67)	(21)	130	2,290	326	262	656	360	12	195	265	4,200
FY 2024 Audited Dual Enrollment	73	275	43	73	7,068	258	276	1,099	314	-	322	541	10,342
FY 2025 Unaudited Dual Enrollment	93	303	40	65	7,177	268	278	1,254	287	-	354	642	10,761
Increase/(Decrease)	20	28	(3)	(8)	109	10	2	155	(27)	-	32	101	419
State Aid Adj. for FTSE Change and Dual Enrollment:													
FY 2026 State aid M&O ⁽²⁾	\$ 3,818,600	\$ 1,426,500	\$ 158,700	\$ 1,808,100	\$ -	\$ 1,056,600	\$ 1,430,400	\$ -	\$ 1,082,900	\$ 45,100	\$ 555,900	\$ 2,402,000	\$ 13,784,800
Non Dual Enrollment Growth	(107,100)	(34,500)	(10,800)	67,000	-	167,900	134,900	-	185,400	6,200	100,400	136,500	645,900
Dual Enrollment Growth ⁽³⁾	5,200	7,200	(800)	(2,100)	-	2,600	500	-	(7,000)	-	8,200	26,000	39,800
FY 2027 Appropriation	\$ 3,716,700	\$ 1,399,200	\$ 147,100	\$ 1,873,000	\$ -	\$ 1,227,100	\$ 1,565,800	\$ -	\$ 1,261,300	\$ 51,300	\$ 664,500	\$ 2,564,500	\$ 14,470,500
Increased (decreased) State appropriation	\$ (101,900)	\$ (27,300)	\$ (11,600)	\$ 64,900	\$ -	\$ 170,500	\$ 135,400	\$ -	\$ 178,400	\$ 6,200	\$ 108,600	\$ 162,500	\$ 685,700

(2) Based on the language in FY25 Budget & SB1735 Gen Approp Act signed by Governor

(3) Reflects funding adjustment for Dual Enrollment based on Dual Enrollment FTSE * Average Appropriation* 50%

Formula calculated according to statute	
FY 2026 Total M&O Appropriation	\$ 13,784,800
FY 2025 Unaudited FTSE (Total)	26,777
Average Appropriation Per FTSE (Non Dual Enrollment)	\$ 515
Average Appropriation Per FTSE (Dual Enrollment)	\$ 258

Equalization FY 2027 Calculation, Pursuant to ASRS 15-1468													
Coconino	Gila	Graham	Maricopa	Mohave	Navajo	Pima	Pinal	Santa Cruz	Yavapai	Yuma/La Paz	Total		
\$ 12,707,600	\$ -	\$ 24,466,200	\$ -	\$ 13,690,200	\$ -	\$ 1,1704	\$ 3,321	\$ 193	\$ 3,416	\$ 5,123	\$ 8,667		
FY 2026 Equalization Aid	11,812,600	-	22,496,500	-	12,885,200	-	-	-	-	-	1,786,400	48,980,700	
Increase/(Decrease)	895,000	\$ -	1,969,700	\$ -	805,000	\$ -	\$ -	\$ -	\$ -	\$ -	225,400	\$ 3,895,100	

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	
4,618	1,292	394	2,312	51,516	2,247	1,531	11,704	3,321	193	3,416	5,123	8,667	
FY 2025 Unaudited Non Dual Enr	93	303	40	65	7,177	268	278	1,254	287	-	354	642	10,761
FY 2025 Unaudited Dual Enrollment													
FY 2025 Amount for Non Dual Enroll (1)	\$ 969,800	\$ 271,300	\$ 82,700	\$ 485,500	\$ 8,242,600	\$ 471,900	\$ 321,500	\$ 1,872,600	\$ 697,400	\$ 40,500	\$ 717,400	\$ 819,700	\$ 14,992,900
FY 2025 Amount for Dual Enrollment	9,800	31,800	4,200	6,800	574,200	28,100	29,200	100,300	30,100	-	37,200	51,400	903,100
FY 2027 Formula Calculation (2)	\$ 979,600	\$ 303,100	\$ 86,900	\$ 492,300	\$ 8,816,800	\$ 500,000	\$ 350,700	\$ 1,972,900	\$ 727,500	\$ 40,500	\$ 754,600	\$ 871,100	\$ 15,896,000
FY 2026 STEM Aid	1,021,100	314,300	91,700	465,900	8,441,600	430,500	295,500	1,855,600	654,800	38,000	710,200	820,600	15,139,800
Increase/(Decrease)	(\$ 41,500)	(\$ 11,200)	(\$ 4,800)	\$ 26,400	\$ 375,200	\$ 69,500	\$ 55,200	\$ 117,300	\$ 72,700	\$ 2,500	\$ 44,400	\$ 50,500	\$ 756,200

(1) FY 2025 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

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR



**Transmission of material in this release is embargoed until
8:30 a.m. (ET) Thursday, December 18, 2025**

USDL-25-1584

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CONSUMER PRICE INDEX – NOVEMBER 2025

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent on a seasonally adjusted basis over the 2 months from September 2025 to November 2025, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.7 percent before seasonal adjustment. BLS did not collect survey data for October 2025 due to a lapse in appropriations.

The seasonally adjusted index for all items less food and energy rose 0.2 percent over the 2 months ending in November. From September to November, the index for shelter increased 0.2 percent. The energy index rose 1.1 percent over the same 2-month period and the food index increased 0.1 percent. Other indexes which increased over the 2 months ending in November include household furnishings and operations, communication, and personal care. In contrast, the indexes for lodging away from home, recreation, and apparel decreased over the same 2-month period.

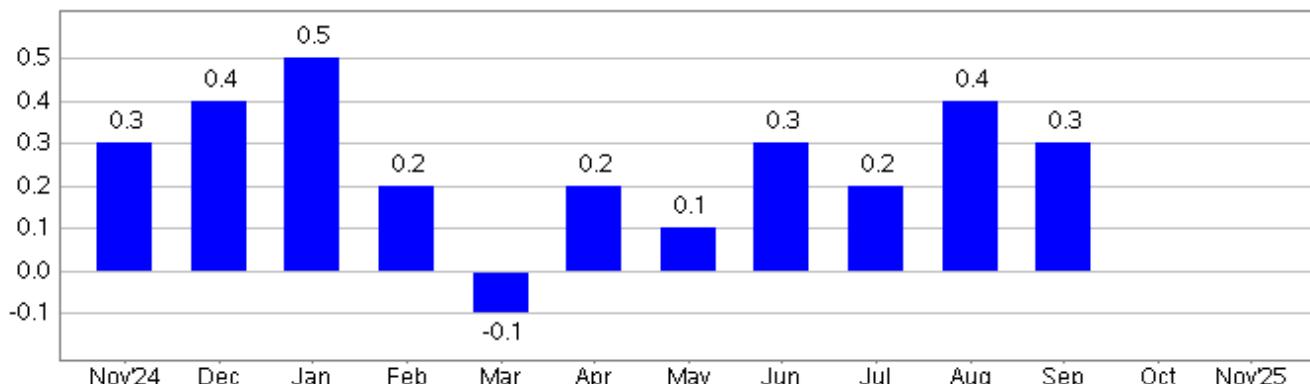
The all items index rose 2.7 percent for the 12 months ending November, after rising 3.0 percent over the 12 months ending September. The all items less food and energy index rose 2.6 percent over the last 12 months. The energy index increased 4.2 percent for the 12 months ending November. The food index increased 2.6 percent over the last year.

Federal Government Shutdown

BLS did not collect survey data for October 2025 due to a lapse in appropriations. BLS was unable to retroactively collect these data. For a few indexes, BLS uses nonsurvey data sources instead of survey data to make the index calculations. BLS was able to retroactively acquire most of the nonsurvey data for October. CPI data collection resumed on November 14, 2025.

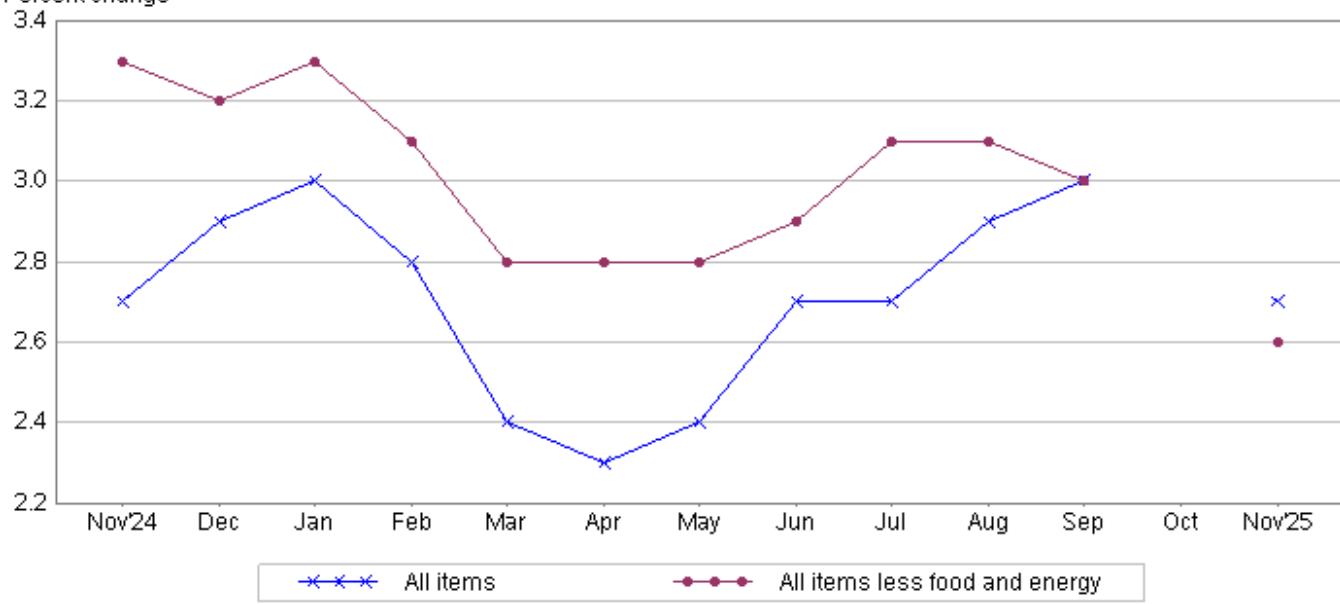
Additional information about the impact of the shutdown on CPI data is available online at
<https://www.bls.gov/cpi/additional-resources/2025-federal-government-shutdown-impact-cpi.htm>

Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Nov. 2024 - Nov. 2025
Percent change



Note: The Oct and Nov 2025 data values are not available due to the 2025 lapse in appropriations.

Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Nov. 2024 - Nov. 2025
Percent change



Note: The Oct 2025 data values are not available due to the 2025 lapse in appropriations.



News Release

SOCIAL SECURITY

Social Security Announces 2.8 Percent Benefit Increase for 2026

Baltimore, MD – The Social Security Administration (SSA) announced today that Social Security benefits, including Old-Age, Survivors, and Disability Insurance (OASDI), and Supplemental Security Income (SSI) payments for 75 million Americans will increase 2.8 percent in 2026. On average, Social Security retirement benefits will increase by about \$56 per month starting in January.

Over the last decade the cost-of-living adjustment (COLA) increase has averaged about 3.1 percent. The COLA was 2.5 percent in 2025.

Nearly 71 million Social Security beneficiaries will see a 2.8 percent COLA beginning in January 2026. Increased payments to nearly 7.5 million people receiving SSI will begin on December 31, 2025. (**Note:** Some people receive both Social Security benefits and SSI).

"Social Security is a promise kept, and the annual cost-of-living adjustment is one way we are working to make sure benefits reflect today's economic realities and continue to provide a foundation of security," said **Social Security Administration Commissioner Frank J. Bisignano**. "The cost-of-living adjustment is a vital part of how Social Security delivers on its mission."

Other adjustments that take effect in January of each year are based on the increase in average wages. Based on that increase, the maximum amount of earnings subject to the Social Security tax (taxable maximum) is slated to increase to \$184,500 from \$176,100.

Social Security begins notifying people about their new benefit amount by mail starting in early December 2025.

Similar to last year, Social Security beneficiaries will receive a simplified, one-page COLA notice, which uses plain and personalized language, and provides exact dates and dollar amounts of an individual's new benefit amount and any deductions.

Individuals who have *my* Social Security accounts can view their COLA notices online, which is secure, easy, and faster than receiving a letter in the mail. Account holders can set up text or email alerts when they receive a new message, such as their COLA notice.

To receive a COLA notice online, individuals will need to create or sign in to their personal *my* Social Security account and opt out of paper notices by November 19, 2025. Go Digital! Create an account today at www.ssa.gov/myaccount. An online *my* Social Security account also gives individuals access to request a replacement Social Security card, view their claim status and benefits, and view their SSA-1099.

Information about Medicare changes for 2026 will be available at www.medicare.gov. For Medicare enrollees, the 2026 premium amount will be available via *my* Social Security Message Center starting in late November. Individuals who have not opted to receive messages online will receive their COLA notice by mail in December.

The Social Security Act provides for how the COLA is calculated. The Social Security Act ties the annual COLA to the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) as determined by the Department of Labor's Bureau of Labor Statistics.

For additional information, visit www.ssa.gov/cola.

NOTE TO CORRESPONDENTS: Here is the [COLA 2026 Fact Sheet](#) showing an easy-to-understand overview of all the various automatic adjustments for 2026.

For more information about Social Security's services, visit www.ssa.gov.

For more Social Security news, follow the agency on X [@SocialSecurity](#).

The Following excerpts are from a quarterly news release titled Survey of Professional Forecasters. The *Survey of Professional Forecasters* is the oldest quarterly survey of macroeconomic forecasts in the United States. The survey began in 1968 and was conducted by the American Statistical Association and the National Bureau of Economic Research. The Federal Reserve Bank of Philadelphia took over the survey in 1990.

The Following information is an excerpt from the report issued November 17, 2025.

Fourth Quarter 2025 Survey of Professional Forecasters

Forecasters Expect Higher Inflation in 2026 and 2027

The forecasters see little change in the current-quarter headline and core measures of CPI and PCE inflation. They predict current-quarter headline CPI inflation will average 3.1 percent at an annual rate, up slightly from the previous prediction of 3.0 percent. Headline PCE inflation over the current quarter will be at an annual rate of 2.9 percent, down from the previous estimate of 3.0 percent.

Projections for all measures of CPI and PCE inflation in 2026 and 2027 have been revised upward compared with those in the survey of three months ago.

Over the next 10 years, 2025 to 2034, the forecasters predict headline CPI inflation will be an annual-average rate of 2.38 percent, higher than the estimate of 2.31 percent in the previous survey. The corresponding estimate for 10-year annual-average PCE inflation is 2.20 percent, unchanged from the previous estimate.

Median Short-Run and Long-Run Projections for Inflation (Annualized Percentage Points)

	HEADLINE CPI		CORE CPI		HEADLINE PCE		CORE PCE	
	Previous	Current	Previous	Current	Previous	Current	Previous	Current
<i>Quarterly</i>								
2025: Q4	3.0	3.1	3.1	3.2	3.0	2.9	3.0	3.0
2026: Q1	2.6	3.0	2.9	3.1	2.6	2.8	2.8	2.9
2026: Q2	2.6	2.8	2.6	3.0	2.5	2.6	2.6	2.7
2026: Q3	2.5	2.6	2.6	2.7	2.3	2.5	2.4	2.6
2026: Q4	N.A.	2.6	N.A.	2.7	N.A.	2.4	N.A.	2.4

HEADLINE CPI		CORE CPI		HEADLINE PCE		CORE PCE	
Previous	Current	Previous	Current	Previous	Current	Previous	Current
<i>Q4/Q4 Annual Averages</i>							
2025	2.9	2.9	2.9	3.0	2.9	2.8	3.0
2026	2.5	2.8	2.6	2.9	2.4	2.6	2.5
2027	2.3	2.5	2.4	2.6	2.1	2.2	2.1
<i>Long-Term Annual Averages</i>							
2025-2029	2.43	2.50	N.A.	N.A.	2.30	2.34	N.A.
2025-2034	2.31	2.38	N.A.	N.A.	2.20	2.20	N.A.



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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, if not on a slight downward trend, for the foreseeable future.

Contribution Rates

Fiscal Year 2025-26. Effective July 1, 2025

Contribution Rates for Fiscal Year 2025-26

	PENSION & HEALTH INSURANCE BENEFIT	LONG TERM DISABILITY INCOME PLAN	TOTAL
Employee	11.86%	0.14%	12.00%
Employer	11.86%	0.14%	12.00%

Fiscal Year 2026-27. Effective July 1, 2026

Contribution Rates for Fiscal Year 2026-27

	PENSION & HEALTH INSURANCE BENEFIT	LONG TERM DISABILITY INCOME PLAN	TOTAL
Employee	11.87%	0.11%	11.98%
Employer	11.87%	0.11%	11.98%

Alternate Contribution Rate - For members who retire and then return to work for an ASRS employer while retaining 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](#)



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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

Current ACR Information

Alternate Contribution Rate

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

Fiscal year 2025-26, effective July 1, 2025: 9.75%

[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 v

What kind of data is collected for ACR pa,.....

operation of the return to work program.

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.

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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?

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For more than 70 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 650,000 members, including more than 175,000 retired members.



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Arizona Community Colleges

	FY 2024 ACTUAL	FY 2025 ESTIMATE	FY 2026 APPROVED
Equalization Aid			
Equalization Aid - Cochise	9,759,600	10,575,800	11,812,600
Equalization Aid - Graham	19,912,000	21,132,400	22,496,500
Equalization Aid - Navajo	11,189,600	12,016,200	12,885,200
Equalization Aid - Yuma/La Paz	716,100	896,400	1,786,400
<i>Subtotal - Equalization Aid</i>	41,577,300	44,620,800	48,980,700
Operating Aid			
Operating Aid - Cochise	4,423,700	4,000,800	3,818,600
Operating Aid - Coconino	1,415,900	1,392,500	1,426,500
Operating Aid - Gila	151,400	149,700	158,700
Operating Aid - Graham	1,661,900	1,758,900	1,808,100
Operating Aid - Mohave	924,400	961,500	1,056,600
Operating Aid - Navajo	1,346,100	1,375,600	1,430,400
Operating Aid - Pima	2,000,000	0	0
Operating Aid - Pinal	1,090,900	1,032,900	1,082,900
Operating Aid - Santa Cruz	0	54,600	45,100
Operating Aid - Yavapai	373,000	371,300	555,900
Operating Aid - Yuma/La Paz	2,260,700	2,262,400	2,402,000
<i>Subtotal - Operating Aid</i>	15,648,000	13,360,200	13,784,800
STEM Aid			
STEM Aid - Cochise	954,700	833,400	1,021,100
STEM Aid - Coconino	309,500	300,700	314,300
STEM Aid - Gila	88,700	88,100	91,700
STEM Aid - Graham	409,700	446,300	465,900
STEM Aid - Maricopa	7,927,600	8,073,700	8,441,600
STEM Aid - Mohave	378,600	392,600	430,500
STEM Aid - Navajo	262,500	273,600	295,500
STEM Aid - Pima	1,769,000	1,768,900	1,855,600
STEM Aid - Pinal	656,700	634,800	654,800
STEM Aid - Santa Cruz	21,200	41,800	38,000
STEM Aid - Yavapai	637,200	636,600	710,200
STEM Aid - Yuma/La Paz	777,700	778,200	820,600
<i>Subtotal - STEM Aid</i>	14,193,100	14,268,700	15,139,800
Rural Aid			
Rural Aid - Cochise	5,769,700	2,999,100	2,703,600
Rural Aid - Coconino	1,520,600	892,800	901,800
Rural Aid - Gila	439,500	258,000	252,800
Rural Aid - Graham	1,917,800	1,239,300	1,244,500
Rural Aid - Mohave	1,866,800	1,149,000	1,202,500
Rural Aid - Navajo	1,322,400	815,000	852,600
Rural Aid - Pinal	3,110,400	1,794,100	1,807,400
Rural Aid - Santa Cruz	97,000	113,800	99,900
Rural Aid - Yavapai	3,084,400	1,833,600	1,955,300
Rural Aid - Yuma/La Paz	4,871,400	2,905,300	2,979,600
<i>Subtotal - Rural Aid</i>	24,000,000	14,000,000	14,000,000
Additional Rural Aid			
Rural County Allocation	5,722,300	6,109,000	6,989,000 ^{1/}
Rural County Reimbursement Subsidy	1,082,900	1,082,900	1,082,900 ^{2/}
<i>Subtotal - Additional Rural Aid</i>	6,805,200	7,191,900	8,071,900
Tribal Aid			
Tribal Community Colleges	517,400	1,441,100	1,441,100 ^{3/}
Dine College Capital Improvements	10,000,000	0	0
Dine College Remedial Education	1,000,000	1,000,000	1,000,000 ^{4/}

	FY 2024 ACTUAL	FY 2025 ESTIMATE	FY 2026 APPROVED
San Carlos Apache Community College Remedial Education	2,000,000	0	0
Tohono O'odham Community College Remedial Education	2,000,000	0	0
<i>Subtotal – Tribal Aid</i>	15,517,400	2,441,100	2,441,100
Other Aid			
Additional Gila Workforce Development Aid	200,000	200,000	200,000
Arizona Western College CTE Workforce	15,000,000	0	0
Santa Cruz Provisional Community College Funding	200,000	0	0
Eastern Arizona College Expenses	0	0	1,000,000
Maricopa Wrestling Scholarships	0	0	250,000
<i>Subtotal – Other Aid</i>	15,400,000	200,000	1,450,000
AGENCY TOTAL	133,141,000	96,082,700	103,868,300 ^{5/}

FUND SOURCES

General Fund	133,141,000	96,082,700	103,868,300
SUBTOTAL - Appropriated Funds	133,141,000	96,082,700	103,868,300
Other Non-Appropriated Funds	87,974,400	91,580,600	91,580,600
TOTAL - ALL SOURCES	221,115,400	187,663,300	195,448,900

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 2026, that amount is estimated to be \$6,989,000. Because this appropriation is in permanent statute, it is not included in the General Appropriations 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 Appropriations 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 Appropriations Act.
- 4/ On or before October 15, 2026, 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 2025-2026 academic year. (General Appropriations Act footnote)
- 5/ General Appropriations Act funds are appropriated as District-by-District Special Line Items.

Equalization Aid

The budget includes \$48,980,700 from the General Fund in FY 2026 for Equalization Aid. Adjustments are as follows:

Property Value Changes

The budget includes an increase of \$4,359,900 from the General Fund in FY 2026 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 2026 Equalization Funding Changes**

<u>District</u>	<u>FY 2025</u>	<u>Year-over-Year Change</u>	<u>FY 2026</u>
Cochise	\$10,575,800	\$1,236,800	11,812,600
Graham	21,132,400	1,364,100	22,496,500
Navajo	12,016,200	869,000	12,885,200
Yuma/La Paz	<u>896,400</u>	<u>890,000</u>	<u>1,786,400</u>
Total	\$44,620,800	\$4,359,900	\$48,980,700

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 7.0% higher in TY 2024 than in the preceding year. Therefore, for the FY 2026 Equalization Aid formula calculation, the minimum assessed valuation increased 7.0% to approximately \$1.98 billion. (See Table 2 for the calculation of the growth rate.)

Table 2**Equalization Growth Factor for Tax Years (TY) 2023-2024**

<u>District</u>	<u>TY 2023</u>	<u>TY 2024</u>	<u>TY 2023-2024</u>
	<u>Primary AV</u>	<u>Primary AV</u>	<u>% Growth</u>
Cochise*	\$ 1,074,552,900	\$ 1,114,080,000	3.7 %
Graham*	303,998,800	334,238,400	10.0 %
Navajo*	969,413,100	1,035,790,900	6.9 %
Yuma/La Paz*	1,781,073,400	1,845,925,300	3.6 %
Coconino	2,171,931,000	2,298,821,800	5.8 %
Mohave	2,427,679,000	2,569,180,300	5.8 %
Pinal	3,390,905,700	3,772,917,900	11.3 %
Yavapai	<u>3,556,683,100</u>	<u>3,806,627,200</u>	<u>7.0 %</u>
Total 1/	\$15,676,236,900	\$16,777,581,800	7.0 %
Minimum AV	\$1,846,507,600	\$1,976,317,100	7.0 %

1/ May not add to total due to rounding.

* These districts qualify to receive Equalization Aid under the state funding formula in FY 2026 since they fall below the minimum assessed value threshold of \$1.98 billion.

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 (\$1.98 billion in FY 2026), 2) whether 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 budget includes \$13,784,800 from the General Fund in FY 2026 for Operating State Aid. Adjustments are as follows:

Enrollment Changes

The budget includes an increase of \$424,600 from the General Fund in FY 2026 to fund the statutory formula for Operating State Aid.

This amount funds statutory formula costs for an 889, or 3.6%, increase in Full Time Student Equivalent (FTSE) students in rural community colleges (see Table 3). The 889 net FTSE increase consists of a 723 FTSE increase in non-dual enrollment students and a 166 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.

Table 3**Community College Enrollment**

	<u>FY 2023</u> <u>FTSE</u>	<u>FY 2024</u> <u>FTSE</u>	<u>Percentage Change</u>
<u>Rural Districts</u>			
Cochise	5,244	4,899	(6.6)%
Coconino	1,561	1,634	4.7%
Gila	451	458	1.6%
Graham	2,167	2,255	4.1%
Mohave	2,009	2,179	8.5%
Navajo	1,425	1,545	8.4%
Pinal	3,137	3,275	4.4%
Santa Cruz	199	181	(9.0)%
Yavapai	3,206	3,543	10.5%
Yuma/La Paz	<u>5,080</u>	<u>5,399</u>	<u>6.3%</u>
<i>Subtotal</i>	24,479	25,368	3.6%
<u>Urban Districts</u>			
Maricopa	53,964	56,294	4.3%
Pima	<u>11,568</u>	<u>12,147</u>	<u>5.0%</u>
Total	90,011	93,809	4.2%

Background – With the exception of Maricopa and Pima, the Operating State Aid line items provide each community college district with funds for continuing 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 2026, the last actual FTSE data was from FY 2024.) 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 formulaic Operating State Aid since FY 2015.

STEM and Workforce Programs State Aid

The budget includes \$15,139,800 from the General Fund in FY 2026 for Science, Technology, Engineering and Mathematics (STEM) and Workforce Programs State Aid. Adjustments are as follows:

Enrollment Changes

The budget includes an increase of \$871,100 from the General Fund in FY 2026 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 2024.

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 2026 budget 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 budget includes \$14,000,000 from the General Fund in FY 2026 for Rural Aid. This amount is unchanged from FY 2025.

The budget year funding is allocated to the 10 rural community college districts based on each district's share of the last year's actual enrollment counts. The FY 2026 allocations are based on FY 2024 enrollment counts.

Additional Rural Aid

Rural County Allocation

The budget includes \$6,989,000 from the General Fund in FY 2026 for Rural County Allocation. Adjustments are as follows:

Technical Adjustment

The budget includes an increase of \$880,000 from the General Fund in FY 2026 for a technical adjustment associated with changes in student enrollment.

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 by the community colleges 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 2025, the JLBC Staff reported that the General Fund would pay a total \$6,989,000 in FY 2025, of which \$2,702,500 would be withheld from the two unestablished counties

(\$2,172,600 for Apache and \$529,900 for Greenlee). The net impact is further adjusted by the Rural County Reimbursement Subsidy line item below. After TPT revenue withholdings, the General Fund net cost is \$4,286,500.

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

Rural County Reimbursement Subsidy

The budget includes \$1,082,900 from the General Fund in FY 2026 for Rural County Reimbursement Subsidy. This amount is unchanged from FY 2025.

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 budget continues a General Appropriations 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 2026 net costs are \$1,473,300 to Apache and \$146,300 to Greenlee.

Tribal Aid

Tribal Community Colleges

The budget includes \$1,441,100 from the General Fund in FY 2026 for Tribal Community Colleges. This amount is unchanged from FY 2025.

The FY 2025 budget assumed tribal community colleges would receive \$1,372,200 from the General Fund in FY 2024 and FY 2025 based on FY 2023 actual TPT distributions. This assumption included a distribution of \$923,700 to the Navajo Nation, comprised of \$615,800 for Diné College and \$307,900 for Navajo Technical College. The budget also assumed that \$448,500 would be distributed to Tohono O'odham Community College.

Tohono O'odham Community College received a distribution of \$517,400 in FY 2024. Diné College and Navajo Technical College, however, received no TPT distributions. The Navajo Nation reported negative FY 2024 TPT revenue of \$(732,700). A negative amount is typically reported when large refund payments are made that exceed the overall level of gross TPT collections.

The budget adjusts the assumption upward to \$1,441,100 in FY 2025 and FY 2026. This assumption is based on the

most recent actual distribution for the Navajo Nation in FY 2023 (\$923,700, comprised of \$615,800 for Diné College and \$307,900 for Navajo Technical College) and Tohono O'odham Community College in FY 2024 (\$517,400).

As described below, each of these amounts will depend on actual FY 2026 TPT revenue collections and the FY 2026 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 2026 will depend on FY 2026 collections. Given the language of A.R.S. § 42-5031.01, these monies do not appear in the General Appropriations 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 Remedial Education

The budget includes \$1,000,000 from the General Fund in FY 2026 for Diné College Remedial Education. This amount is unchanged from FY 2025.

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 budget continues a General Appropriations 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 2025-2026 academic year to the JLBC, Governor's office, and legislative leaders on or before October 15, 2026.

Other Aid

Additional Gila Workforce Development Aid

The budget includes \$200,000 from the General Fund in FY 2026 for Additional Gila Workforce Development Aid. This amount is unchanged from FY 2025.

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).

Eastern Arizona College Expenses

The budget includes \$1,000,000 from the General Fund in FY 2026 for Eastern Arizona College (Graham County) expenses. Adjustments are as follows:

One-Time Funding

The budget includes a one-time increase of \$1,000,000 from the General Fund in FY 2026 for expenses at Eastern Arizona College in Graham County.

Maricopa Wrestling Scholarships

The budget includes \$250,000 from the General Fund in FY 2026 for Maricopa Wrestling Scholarships. Adjustments are as follows:

One-Time Funding

The budget includes a one-time increase of \$250,000 from the General Fund in FY 2026 for Maricopa County Community College District wrestling scholarships.

Other Issues

Statutory Changes

The Higher Education BRB makes the following statutory changes:

- As session law, continue to suspend the Operating State Aid funding at levels specified in the General Appropriations Act, which effectively means suspending the formula in FY 2026 for only Maricopa and Pima Counties.
- As session law, continue to set the Science, Technology, Engineering and Mathematics and Workforce Programs district funding at levels specified in the General Appropriations Act, which effectively means suspending the inflation adjustment in FY 2026 for all community college districts.

Long Term Budget Impacts

As part of the budget 3-year spending plan, Community College General Fund costs are projected to increase by \$4,326,000 in FY 2027 above FY 2026 and increase by \$4,691,200 in FY 2028 above FY 2027. These estimates are based on:

Table 4

Total Estimated Community College Revenues – FY 2025 ^{1/}

District	State Aid ^{2/}	Tuition/Fees	Property Taxes	Grants	Other ^{3/}	FY 2025 Total ^{4/}	FY 2024 Total ^{5/}	% Change from FY 2024
Cochise	\$17,575,700	\$9,943,700	\$27,232,600	\$17,533,400	\$1,692,900	\$73,978,300	\$83,870,700	(11.8)%
Coconino	2,285,300	6,866,000	15,792,900	9,844,200	1,423,600	36,212,000	31,993,900	13.2%
Gila ^{6/}	407,700	0	6,020,800	696,000	355,000	7,479,500	7,949,500	(5.9)%
Graham	24,130,600	8,226,000	8,225,300	14,624,800	13,410,100	68,616,800	65,689,900	4.5%
Maricopa	0	215,530,300	644,357,000	215,562,000	66,562,700	1,142,012,000	1,129,524,300	1.1%
Mohave	2,110,500	10,425,400	28,592,400	17,524,000	3,883,500	62,535,800	53,234,700	17.5%
Navajo	14,206,800	3,800,000	18,340,700	9,200,000	5,193,600	50,741,100	49,144,700	3.2%
Pima	0	43,941,000	141,019,000	97,439,000	13,954,000	296,353,000	246,783,600	20.1%
Pinal	2,827,000	8,636,600	68,395,500	20,811,400	11,863,000	112,533,500	103,917,200	8.3%
Santa Cruz ^{6/}	168,400	0	1,795,400	305,000	0	2,268,800	2,454,000	(7.5)%
Yavapai	2,204,900	14,111,000	56,931,900	18,275,700	10,098,300	101,621,800	93,504,900	8.7%
Yuma/La Paz	<u>6,064,100</u>	<u>15,518,600</u>	<u>42,955,200</u>	<u>33,100,000</u>	<u>7,000,000</u>	<u>104,637,900</u>	<u>121,340,600</u>	<u>(13.8)%</u>
Total	\$71,981,000	\$336,998,600	\$1,059,658,700	\$454,915,500	\$135,436,700	\$2,058,990,500	\$1,989,408,000	3.5%

^{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 \$2,337,620,300 for FY 2025.

^{5/} Total revenues do not include bond proceeds or district fund balances. Including these amounts, total revenues are \$2,060,632,500 for FY 2024.

^{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.

- Flat enrollment growth (no change in costs for Operating State Aid or STEM and Workforce Programs State Aid for FY 2027 and FY 2028).
- An increase of \$4,326,000 for Equalization Aid in FY 2027 above FY 2026 and \$4,691,200 in FY 2028 above FY 2027. These estimates assume total Net Assessed Value (NAV) growth of 6.5% in FY 2027 and 6.6% FY 2028.

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 3.4% of their revenues (excluding bond proceeds) from state aid.

For FY 2025, base operating revenues from all sources are estimated to be \$2,058,990,500. (See Table 4 for a summary of FY 2025 total revenue estimates.)

Property taxes are the single largest revenue source for the community colleges, accounting for 51.5% 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 determines its primary and secondary property tax rates. (See Table 5 for a summary of TY 2024 property tax rates.)

Table 5

Community College Tax Rates – TY 2024

District	Primary Rate	Secondary Rate	Combined Rate	% Change Combined	
				Rate from TY 2023	Rate from TY 2023
Cochise	\$2.44	\$0.00	\$2.44	0.6%	
Coconino	0.69	0.00	0.69	12.6%	
Gila	0.90	0.00	0.90	(1.7)%	
Graham	2.46	0.00	2.46	(5.4)%	
Maricopa	1.05	0.06	1.10	(3.1)%	
Mohave	1.11	0.00	1.11	(3.2)%	
Navajo	1.77	0.00	1.77	1.2%	
Pima	1.25	0.00	1.25	(2.1)%	
Pinal	1.69	0.12	1.81	(5.6)%	
Santa Cruz	0.41	0.00	0.41	(5.4)%	
Yavapai	1.50	0.00	1.50	(1.0)%	
Yuma/La Paz	2.04	0.29	2.33	(1.6)%	

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 16.4% of total revenues. Tuition and fees are assessed on a per credit hour basis. FY 2025 weighted average tuition (weighted for each district's proportion of the statewide FTSE count) is \$2,900 if a full-time student attends for 30 hours a year. The FY 2025 amount represents an increase of 13.6% from FY 2024. (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 28.7% of community college revenues.

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

Table 6
Community College Resident Tuition and Fees – FY 2025

District	Average Cost Per Credit Hour	Annual Cost 1/	% Change from FY 2024
Cochise	\$95	\$2,850	2.2%
Coconino	142	4,248	4.4%
Gila	98	2,940	0.0%
Graham	98	2,940	0.0%
Maricopa	97	2,910	0.0%
Mohave	91	2,730	12.3%
Navajo	91	2,730	0.0%
Pima	101	3,015	9.2%
Pinal	75	2,250	0.0%
Santa Cruz	50	1,508	9.3%
Yavapai	86	2,592	4.9%
Yuma/La Paz	97	2,910	3.2%
Weighted Average	\$97	\$2,900	13.6%

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

Total Community College Expenditures

Table 7 shows total budgeted FY 2025 community college expenditures. In FY 2025, total budgeted expenditures are \$2,334,978,100. As mentioned previously, base operating revenues for FY 2025 are \$2,058,990,500, however, this figure does not include allocated fund balances or bond proceeds. Including these amounts, total available revenues are \$2,337,620,300. Of the total \$2,334,978,100 in budgeted expenditures, \$1,885,142,200, or 80.7%, of these expenditures are from the community colleges' General and Restricted Funds.

Table 7**Community Colleges - FY 2025 Budgeted Expenditures**

<u>General/Restricted Funds</u>	<u>Total</u>	<u>% of Total</u>
Instruction	\$546,646,300	23.4%
Public Service	31,685,800	1.4%
Academic Support	175,548,900	7.5%
Student Services	198,326,400	8.5%
Institutional Support	424,778,100	18.2%
Operation & Maintenance	135,841,700	5.8%
Scholarships & Grants	293,263,900	12.6%
Auxiliary Enterprises	25,000	0.0%
Contingency	<u>79,026,000</u>	<u>3.4%</u>
Subtotal ^{1/}	\$1,885,142,200	80.7%
Auxiliary Enterprises Fund	\$98,398,000	4.2%
Plant Fund	289,080,300	12.4%
Debt Service	<u>62,357,700</u>	<u>2.7%</u>
Total ^{1/}	\$2,334,978,100	100%

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

This includes \$546,646,300, or 23.4%, for instruction and \$424,778,100, or 18.2%, for institutional support.

Expenditures for auxiliary enterprises, including revenue-generating retail and business services such as parking lots, bookstores, and food service, are \$98,398,000 or 4.2% of the total. Plant Fund expenditures, which generally include capital costs, are \$289,080,300, or 12.4% of the total. The remaining \$62,357,700, or 2.7%, 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 2025 expenditure limits and the estimated expenditures reported by the districts. Of the 12 districts, 9 currently estimate that they will be at the

limit in FY 2025. Santa Cruz Community College district is reporting estimated expenditures that exceed the expenditure limit by \$2,900.

Table 8**Community College Expenditure Limits – FY 2025**

<u>District</u>	<u>Expenditure Limit</u>	<u>Estimated Expenditures</u>
Cochise	\$73,173,322	\$55,300,562
Coconino	\$16,741,573	\$16,741,573
Gila*	\$4,831,807	\$4,831,807
Graham	\$32,181,287	\$32,181,287
Maricopa	\$466,516,664	\$466,516,664
Mohave	\$26,429,139	\$26,429,139
Navajo	\$15,282,620	\$15,282,620
Pima	\$137,938,978	\$137,938,978
Pinal	\$47,302,104	\$47,302,104
Santa Cruz*	\$3,266,362	\$3,269,239
Yavapai	\$53,180,239	\$53,180,239
Yuma/La Paz	\$62,690,700	\$58,078,224

* Indicates provisional community college district

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:

- 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.

Laws 2023, Chapter 184 modified the penalties for community college district expenditure limit exceedances for FY 2024 and FY 2025. This session law 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:

- If the excess expenditures are less than 5% of the limitation, the amount withheld is \$5,000.
- If the excess expenditures are between 5 and 10% of the limitation, the amount withheld is \$15,000.
- If the excess expenditures are between 10 and 12% of the limit, the amount withheld is \$20,000.

- If the excess expenditures are equal to or greater than 12% 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. For provisional districts, the maximum amount withheld cannot exceed 1% of the district budget.

Additionally, Maricopa County Proposition 486 was approved by voters in the November 2024 election, permanently adjusting the community college district's FY 1980 base expenditure limit upward by \$52,841,800. Maricopa Community College district estimates that this adjustment will increase the FY 2026 expenditure limit to \$902,317,300.

**Official Budget Forms
Navajo County Community College District
Northland Pioneer College
Fiscal year 2026**

Navajo County Community College District
Northland Pioneer College
Budget for fiscal year 2026
Summary of budget data

	Budget 2026	Budget 2025	Increase/Decrease From budget 2025 To budget 2026
	Amount	%	
I. Current General and Plant Funds			
A. Expenditures:			
Current General Fund	\$ 40,225,908	\$ 38,827,550	\$ 1,398,358
Unexpended Plant Fund	<u>14,722,429</u>	<u>17,900,329</u>	<u>(3,177,900)</u>
Retirement of indebtedness Plant Fund	0	0	0
Total	\$ 54,948,337	\$ 56,727,879	\$ (1,779,542)
B. Expenditures per Full-time student equivalent (FTSE):			
Current General Fund	\$ 22,435 /FTSE	\$ 22,111 /FTSE	\$ 324 /FTSE
Unexpended Plant Fund	<u>\$ 8,211 /FTSE</u>	<u>\$ 10,194 /FTSE</u>	<u>\$ (1,983) /FTSE</u>
Projected FTSE count	1,793	1,756	1,756
II. Total all funds estimated personnel compensation			
Employee salaries and hourly costs	\$ 21,385,161	\$ 22,048,897	\$ (663,736)
Retirement costs	<u>2,833,741</u>	<u>2,705,400</u>	<u>128,341</u>
Healthcare costs	<u>2,264,214</u>	<u>2,747,364</u>	<u>(483,150)</u>
Other benefit costs	<u>1,893,853</u>	<u>1,814,903</u>	<u>78,950</u>
Total	\$ 28,376,969	\$ 29,316,564	\$ (939,595)
III. Summary of primary and secondary property tax levies and rates			
A. Amount levied:			
Primary tax levy	\$ 19,127,708	\$ 18,340,750	\$ 786,958
Property tax judgment	<u>0</u>	<u>0</u>	<u>0</u>
Secondary tax levy	<u>0</u>	<u>0</u>	<u>0</u>
Total levy	\$ 19,127,708	\$ 18,340,750	\$ 786,958
B. Rates per \$100 net assessed valuation:			
Primary tax rate	1.7512	1.7707	(0.0195)
Property tax judgment	<u>0.0000</u>	<u>0.0000</u>	<u>0.0000</u>
Secondary tax rate	<u>0.0000</u>	<u>0.0000</u>	<u>0.0000</u>
Total rate	1.7512	1.7707	(0.0195)
IV. Maximum allowable primary property tax levy for fiscal year 2026 pursuant to A.R.S. §42-17051			\$ 19,127,708
V. Amount received from primary property taxes in fiscal year 2025 in excess of the maximum allowable amount as calculated pursuant to A.R.S. §42-17051			\$ 0

**Navajo County Community College District
Northland Pioneer College
Budget for fiscal year 2026**

Resources

	Current funds			Plant Fund		Other funds 2026	Total all funds 2026	Total all funds 2025	% Increase/Decrease
	General Fund 2026	Restricted Fund 2026	Auxiliary Fund 2026	Unexpended Plant Fund 2026	Retirement of indebtedness 2026				
Beginning balances/(deficits)—July 1*									
Restricted	\$ 266,706						266,706		--
Unrestricted	83,033,294			32,800,000			115,833,294		2.4%
Total beginning balances	\$ 83,300,000	\$ 0	\$ 0	\$ 32,800,000	\$ 0	\$ 0	\$ 116,100,000	\$ 113,100,000	2.7%
Revenues and other inflows									
Student tuition and fees									
General tuition	\$ 3,420,266	\$	\$	\$	\$	\$	\$ 3,420,266	\$ 3,170,000	7.9%
Out-of-district tuition							0	0	0.0%
Out-of-State tuition	97,104						97,104	90,000	7.9%
Student fees	582,630						582,630	540,000	7.9%
Tuition and fee remissions or waivers							0	0	0.0%
State appropriations									
Maintenance support	1,430,400						1,430,400	1,375,600	4.0%
Equalization aid	12,885,200						12,885,200	12,016,200	7.2%
STEM Workforce				295,700			295,700	273,600	8.1%
Rural Community College Aid	852,600						852,600	815,000	4.6%
Property taxes									
Primary tax levy	19,127,708						19,127,708	18,340,750	4.3%
Secondary tax levy							0	0	0.0%
Gifts, grants, and contracts	3,230,000	5,540,000	30,000				8,800,000	10,030,000	-12.3%
Sales and services			475,500				475,500	0	--
Investment income	2,750,000						2,750,000	2,000,000	37.5%
State shared sales tax (Prop 301)		600,000					600,000	740,000	-18.9%
Smart and Safe Arizona Act (Prop 207)		1,000,000					1,000,000	1,000,000	0.0%
Other revenues	350,000						350,000	350,000	0.0%
Proceeds from sale of bonds							0	0	0.0%
Total Revenues and Other Inflows	\$ 44,725,908	\$ 7,140,000	\$ 505,500	\$ 295,700	\$ 0	\$ 0	\$ 52,667,108	\$ 50,741,150	3.8%
Transfers									
Transfers in									
(Transfers out)		300,000	200,000	14,426,729			14,926,729	18,266,729	-18.3%
Total transfers	\$ (14,926,729)	\$ 300,000	\$ 200,000	\$ 14,426,729	\$ 0	\$ 0	\$ (14,926,729)	\$ (18,266,729)	-18.3%
Reduction for amounts reserved for future budget year expenses:									
Maintained for future financial stability	(38,827,550)						(38,827,550)	(39,072,827)	-0.6%
Maintained for future capital acquisitions/projects	(23,618,992)			(32,800,000)			(56,418,992)	(42,773,718)	31.9%
Maintained for future debt retirement							0	0	0.0%
Maintained for grants or scholarships							0	0	0.0%
Maintained for future retirement contributions							0	0	0.0%
Fund Balance	(10,426,729)						(10,426,729)	(15,626,726)	-33.3%
Total resources available for the budget year	\$ 40,225,908	\$ 7,440,000	\$ 705,500	\$ 14,722,429	\$ 0	\$ 0	\$ 63,093,837	\$ 66,367,879	-4.9%

*These amounts exclude nonspendable amounts (e.g., prepaids, inventories, and capital assets) or amounts legally or contractually required to be maintained intact. See the Instructions tab, cell C11 for more information about the amounts that should and should not be included on this line.

**Navajo County Community College District
Northland Pioneer College
Budget for fiscal year 2026
Expenditures and other outflows**

Expenditures and other outflows

Current funds		Plant Fund			Other funds 2026	Total all funds 2026	Total all funds 2025	% Increase/Decrease
General Fund 2026	Restricted Fund 2026	Auxiliary Fund 2026	Unexpended Plant Fund 2026	Retirement of indebtedness 2026				
\$ 40,225,908	\$ 7,440,000	\$ 705,500	\$ 14,722,429	\$ 0	\$ 0	\$ 63,093,837	\$ 66,367,879	-4.9%
\$ 13,859,382	\$ 1,440,000	\$ 0	\$ 0	\$ 0	\$ 0	\$ 15,299,382	\$ 17,301,901	-11.6%
2,036,522	2,600,000					0	0	0.0%
2,689,421						4,636,522	3,737,849	24.0%
15,655,946						2,689,421	2,739,999	-1.8%
2,610,637						15,655,946	15,170,070	3.2%
1,874,000	2,800,000					2,610,637	2,458,451	6.2%
		705,500				4,674,000	5,165,000	-9.5%
						705,500	440,000	60.3%
						14,722,429	17,900,329	-17.8%
						0	0	0.0%
						0	0	0.0%
						600,000	400,000	50.0%
						0	0	0.0%
1,500,000						1,500,000	1,054,280	42.3%
\$ 40,225,908	\$ 7,440,000	\$ 705,500	\$ 14,722,429	\$ 0	\$ 0	\$ 63,093,837	\$ 66,367,879	-4.9%

Northland Pioneer College

Capital Fund (50) Budget

FY26 Budget Cycle

	FY25 Budget	FY26 Budget	FY27 Budget	FY28 Budget
State Funding - STEM	\$ 273,600	\$ 295,700	\$ 295,700	\$ 295,700
Fund Balance Transfer - Operations	4,000,000	4,000,000	4,000,000	4,000,000
Fund Balance Transfer - Construction	10,000,000	7,500,000	6,000,000	4,150,000
Fund Balance Transfer- ERP	3,626,729	2,926,729	90,000	90,000
Total Resources	<u>\$ 17,900,329</u>	<u>\$ 14,722,429</u>	<u>\$ 10,385,700</u>	<u>\$ 8,535,700</u>

Key Projects

Construction

WMC Goldwater	5,000,000	1,500,000	-	-
LCC Cosmo/Allied Health	3,000,000	6,000,000	6,000,000	4,150,000
PDC Automotive	1,000,000	-	-	-
Other Construction	1,000,000	-	-	-
Total	10,000,000	7,500,000	6,000,000	4,150,000

Technology/Software

Tower Upgrade	1,200,000	-	-	-
TAS-ERP	2,426,729	2,926,729	90,000	90,000
	3,626,729	2,926,729	90,000	90,000
Total Projects Supported by Fund Balance	13,626,729	10,426,729	6,090,000	4,240,000

Other Capital Projects

Student Services	50,000	50,000	50,000	50,000
Instruction:				
Arts & Science	11,600	-	-	-
CTE	414,000	463,000	100,000	150,000
Nursing	-	-	-	-
Human Resources	89,766	-	-	-
TAS	1,921,000	1,955,000	435,264	-
Facilities/Transportation	1,934,000	1,985,000	850,000	-
Total - Annual Requests	4,420,366	4,453,000	1,435,264	200,000

Total Expenses before Perkins Offset & Contingency	18,047,095	14,879,729	7,525,264	4,440,000
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Perkins Projects	(146,766)	(157,300)	-	-
Contingency	-	-	-	-
Total Expenses	\$ 17,900,329	\$ 14,722,429	\$ 7,525,264	\$ 4,440,000

Surplus/(Deficit)	-	-	2,860,436	4,095,700
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Northland Pioneer College
Capital Budget
FY26-FY28

Sorted by Division

Div	Dept	Dept #	Object Code/Location	FY26 Budget Request \$	FY27 Budget Request \$	FY28 Budget Request \$	Description of Capital Item(s) Requested	Justification for Request	Paid for by Perkins Grant? Y/N	Postpone Y/N
Ma	Library Service	3500	5650	\$ 50,000	\$ 50,000	\$ 50,000	Capital Books	New and replacement books for Libraries.	N	
			Total - Student Services	\$ 50,000	\$ 50,000	\$ 50,000				
Raisor	ATO	1110	5645	\$ 21,700	\$ -	\$ -	GM Cutaway	Introduces students to new technology used in industry, improves efficiency	N	
Raisor	ATO	1110	5645	\$ 26,300	\$ -	\$ -	GM Cutaway	Introduces students to new technology used in industry, improves efficiency	Y	
Raisor	ATO	1110	5645	\$ 52,000	\$ -	\$ -	Hybrid Cutaway	Introduces students to new technology used in industry, improves efficiency	N	
Raisor	ATO	1110	5645	\$ -	\$ 32,000	\$ -	Used EV Vehicle	Introduces students to new technology used in industry, improves efficiency	N	
Raisor	CON	1135	5645	\$ 90,000	\$ -	\$ -	Work Truck	To support Home-site bults home	N	
Raisor	CON	1135	5645	\$ 22,000	\$ -	\$ -	Enclosed Trailer	To support Home-site bults home	N	
Raisor	CON	1135	5645	\$ 10,000	\$ -	\$ -	Flooring Tools	To support Training for flooring installation courses	N	
Raisor	WLD	1170	5645	\$ 80,000	\$ 85,000	\$ 90,000.00	Welding Machines 4-WMC 6-PDC 2-STJ	Replace worn machines as part of facility maintenance	N	
Raisor	WLD	1170	5645	\$ 18,000	\$ -	\$ -	Computer Plasma System	To enhance student learning	Y	
Raisor	WLD	1170	5645	\$ -	\$ -	\$ 32,000.00	Enclosed Trailer	To enhance student learning in Fabrication	N	
Raisor	WLD	1170	5645	\$ -	\$ 30,000	\$ -	Replace Booth Snorkles at PDC	Replace worn equipment as part of facility maintenance and safety	N	
Raisor	COS	1325	5646	\$ 46,000	\$ -	\$ -	Guest Vision School software	Quality control - office management, time clock, appointment book, inventory	Y	
Raisor	COS	1325	5645	\$ 20,000	\$ 10,000	\$ 10,000	Hydrolic chairs for all three campus	Life cycle replacement	N	
Raisor	EMT	1335	5645	\$ -	\$ 150,000	\$ -	Immersion Room	Life Cycle Replacement	N	
Raisor	EMT	1335	5645	\$ -	\$ -	\$ 50,000	Ventilator, second skin, and mask	Life Cycle Replacement	N	
Raisor	FRS	1336	5645	\$ -	\$ -	\$ 20,000.00	Padgenite Burn Tower Panels	Replacement of worn panel on burn tower for proper student training.	N	
Raisor	FRS	1336	5645	\$ -	\$ 15,000	\$ 15,000.00	Turnout gear lifecycle	Replace worn out gear to meet standards	N	
Raisor	FRS	1336	5645	\$ -	\$ 20,000	\$ 20,000.00	SCBA Equipment lifecycle	Replace worn out gear to meet standards	N	
Raisor	MDA	1365	5645	\$ -	\$ 10,000	\$ -	Simulator clinical patient mannequin	Life Cycle Replacement	N	
Raisor	SGT	1369	5645	\$ -	\$ 25,000	\$ -	Arm Locking Extremity Limb Positioner Set	To enhance student Learning	N	
Raisor	SGT	1369	5645	\$ 25,000	\$ -	\$ -	Synthes Titanium Trochanteric Fixation Nail System	Provides students with training tools needed for skills development	Y	
Raisor	SGT	1369	5645	\$ 27,000	\$ -	\$ -	TraumaChild System	Life Cycle Replacement	Y	
Raisor	PHLE	1376	5645	\$ 10,000	\$ -	\$ -	Arthroscopy Console	Provides students with training tools needed for skills development	N	
Raisor	HES	1377	5645	\$ 15,000	\$ -	\$ -	Health Lab Equipment - VR simulators	Reduces overall program costs by using VR tool as an alternative	Y	

Northland Pioneer College
Capital Budget
FY26-FY28

Sorted by Division

Div	Dept	Dept #	Object Code/Location	FY26 Budget Request \$	FY27 Budget Request \$	FY28 Budget Request \$	Description of Capital Item(s) Requested	Justification for Request	Paid for by Perkins Grant? Y/N	Postpone Y/N
Raisor	PHT	1378	5645	\$ -	\$ 26,000	\$ -	Energy Platform	To enhance student Learning	N	
			Total - CTE	\$ 463,000	\$ 403,000	\$ 237,000				
Jacob	TAS	5070	5600	\$ 50,000	\$ 100,000	\$ 150,000	Replacing older Campus/Center video conference equipment	Cisco collaboration devices and Logitech conference systems	N	
Jacob	TAS	5070	5600	\$ 50,000	\$ 50,000	\$ 75,000	Replacing older Campus/Center displays	Touch displays, other classroom displays	N	
Jacob	TAS	5070	5600	\$ -	\$ 20,000	\$ 50,000	Replacing older connected classroom PCs	HP or Dell mini computers	N	
Jacob	TAS	5070	5600	\$ 75,000	\$ 75,000	\$ 100,000	Replacing older High School equipment	Cisco collaboration devices, other classroom displays	N	
Jacob	TAS	5070	5104	\$ 50,000	\$ -	\$ -	Consultant training/update of Jenzabar	Jenzabar Consultants	N	
Jacob	TAS	5070	5104	\$ -	\$ 50,000	\$ 55,000	Consultant training/update of Anthology	Anthology Consultants	N	
Jacob	TAS	5070	5104	\$ 60,000	\$ 60,000	\$ 60,000	Support and maintenance of towers	JTS	N	
Jacob	TAS	5070	5104	\$ 110,000	\$ 120,000	\$ 125,000	Annual Smartnet renewals	Cisco Smartnet Renewal	N	
Jacob	TAS	5070	5615	\$ 150,000	\$ 150,000	\$ 150,000	Hyetech, Cisco, HP	Anticipate needing professional services help on a few projects.	N	
Jacob	TAS	5070	5104	\$ -	\$ 220,000	\$ -	Meraki Series Enterprise 3 year renewal		N	
Jacob	TAS	5070	5104	\$ 390,000	\$ -	\$ -		Jenzabar Annual Renewal	N	
Jacob	TAS	5070	5104	\$ -	\$ 400,000	\$ 410,000		Anthology Annual Renewal	N	
Jacob	TAS	5070	5104	\$ 400,000	\$ -	\$ -	Security ELA Renewal once every 3 yrs pay again FY26	Security ELA Renewal once every 3 yrs pay again FY2425	N	
Jacob	TAS	5070	5620	\$ -	\$ 500,000	\$ 100,000	We will be replacing the BK7 Servers due to End of Support. (Blades only, the chassis is still within support)	Server Replacements @ 5 years	N	
Jacob	TAS	5070	5620	\$ 125,000	\$ 175,000	\$ 50,000	Update Aging Routers, Switches, and Aps (9 x 2200s)	Replace old routers, switches and AP's @ 6 years	N	
Jacob	TAS	5070	5620	\$ 75,000	\$ 150,000	\$ 100,000	Replacing aging UPS'	UPS (batteries for servers) lifecycle Replacements @ 5 years	N	
Jacob	TAS	5070	5630	\$ 225,000	\$ 350,000	\$ 300,000	Replace aging desktops and laptops and purchase new computers for new employees	Computers	N	
Jacob	TAS	5070	5630	\$ 5,000	\$ 20,000	\$ 10,000	Replace aging department and desk printers	Printers	N	
Jacob	TAS	5070	5630	\$ 5,000	\$ 10,000	\$ 20,000	Replacing aging monitors and upgrading to 27" monitors	Monitors	N	

Northland Pioneer College
Capital Budget
FY26-FY28

Sorted by Division

Div	Dept	Dept #	Object Code/Location	FY26 Budget Request \$	FY27 Budget Request \$	FY28 Budget Request \$	Description of Capital Item(s) Requested	Justification for Request	Paid for by Perkins Grant? Y/N	Postpone Y/N
Jacob	TAS	5070	5201	\$ 100,000	\$ 110,000	\$ 120,000	Microsoft A3 Licensing for all Staff, Faculty, Students	Microsoft Azure Software and Professional Services	N	
Jacob	TAS	5070	5201	\$ 85,000	\$ -	\$ -	We will continue to pay in FY26 but will no longer be paying after that as Anthology REACH will replace TargetX	TargetX	N	
Jacob	TAS	5070	5201	\$ -	\$ 40,000	\$ 45,000	Annual DualEnroll renewal	DualEnroll	N	
Jacob	TAS	5070	5635	\$ -	\$ 50,000	\$ 55,000	Lumens implementation	Replacing Zenegrade	N	
			Total - TAS	\$ 1,955,000	\$ 2,650,000	\$ 1,975,000				
Jacob	ERP	5071	5615	\$ 2,500,000	\$ -	\$ -	Jenzabar Replacement (Project Services Costs)	Total \$5.4M services, estimated split over 3y (inc. FY24), costs to be shared with Cochise. Increasing services in the final year of the project to include additional scope of migrating 6 additional years of HR historic data and the added cost of additional integration work needed to Payroll's new tool, ADP, with Anthology HR and Finance and Faculty Workload Management modules. Also covers ANTH travel costs.	N	
Jacob	ERP	5071	5615	\$ 426,729	\$ 435,264	\$ -	Anthology Maintenance & Support - new ERP	Contracted amount + 9.43% tax	N	
			Total - TAS - ERP	\$ 2,926,729	\$ 435,264	\$ -				
Ellision	Transporation	5750	5206-05	\$ 30,000	\$ 30,000	\$ 30,000	District Wide Engines and paint for vehicles	Extend life of fleet	N	
Ellision	Transporation	5750	5680-05	\$ 160,000	\$ 100,000	\$ 100,000	District Wide Vehicle Replacement	Replace 2 vans and 2 cars, Replace 8 cars 20+ years OLD WITH 4 Rav 4	N	
Ellision	Transporation	5750	5680-05	\$ -	\$ 90,000	\$ 90,000	1 Maintenance truck w/ utility bed	expected to be needed to accommodate work demand.	N	
Ellision	Transporation	5750	5645-05	\$ 18,000	\$ 18,000	\$ 18,000	District Wide Replace worn out lawn mower	Machines are 10 years old After two engines it is time to retire and buy new	N	
Ellision	Transporation	5750	5645-05	\$ -	\$ 6,000	\$ 6,000	District Wide Add New Trailer to fleet	expected to be needed to accommodate work demand.	N	
Ellision	Transporation	5750	5645-05	\$ 13,000	\$ -	\$ -	District Wide Oil/coolant seperator	oils and coolant from fleet vehicles - currently this is out sourced. Purchase would save money.	N	
Ellision	Transporation	5750	5645-05	\$ 8,000	\$ 8,000	\$ 8,000	Mechanic tool replacement	Annual tool replacement as needed	N	
Ellision	Facilities	6100	5101-05	\$ 12,000	\$ -	\$ -	Plumbing upgrades, valves	All valves district wide	N	
Ellision	Facilities	6100	5101-05	\$ 42,000	\$ 45,000	\$ 45,000	Crack fill All parking lots	Annual Improvement	N	
Ellision	Facilities	6100	5101-1032	\$ -	\$ 15,000	\$ -	Tiponi Bldg Russell office remodel	To make office for Scott or someone else.	N	

Northland Pioneer College
Capital Budget
FY26-FY28

Sorted by Division

Div	Dept	Dept #	Object Code/Location	FY26 Budget Request \$	FY27 Budget Request \$	FY28 Budget Request \$	Description of Capital Item(s) Requested	Justification for Request	Paid for by Perkins Grant? Y/N	Postpone Y/N
Ellision	Facilities	6100	5101-1036	\$ 35,000	\$ -	\$ -	PDC Tawa Door replace Windows	Update doors eliminating full size windows	N	
Ellision	Facilities	6100	5101-1040	\$ 45,000	\$ -	\$ -	PDC Skills Center Painting exterior	Yellow/orange peeling badly	N	
Ellision	Facilities	6100	5101-1040	\$ 18,000	\$ -	\$ -	PDC Skills Center Bird Control	Repair/install netting and bird strips	N	
Ellision	Facilities	6100	5101-1069	\$ 28,000	\$ 120,000	\$ -	PDC Parking Lot Lighting light poles	LED light heads upgrade and paint. Full parking lot referbishment	N	
Ellision	Facilities	6100	5101-2030	\$ 23,000	\$ -	\$ -	WMC Learning Center Lighting LED upgrade	Wall pacs and drop in lights	N	
Ellision	Facilities	6100	5101-2034	\$ -	\$ 25,000	\$ -	WMC Ponderosa LED Upgrade	LED Upgrade. Cost savings effot.	N	
Ellision	Facilities	6100	5101-2069	\$ -	\$ 75,000	\$ -	WMC Seal and stripe parking lot	Seal and stripe parking lot	N	
Ellision	Facilities	6100	5101-30	\$ 12,000	\$ -	\$ -	SCC Fencing at containers	Fencing around work area next to and around containers	N	
Ellision	Facilities	6100	5101-3035	\$ 12,000	\$ -	\$ -	SCC PAC Lounge area Sink Microwave	Front area sink counter and doors	N	
Ellision	Facilities	6100	5101-3035	\$ 14,000	\$ -	\$ -	SCC PAC Front doors	Front doors are end of life and need replaced	N	
Ellision	Facilities	6100	5101-36	\$ 18,000	\$ -	\$ -	NATC Driveway Crack repair	Major driveway cracks	N	
Ellision	Facilities	6100	5101-40	\$ 23,000	\$ -	\$ -	LCC Headstart Window replace	Windows needing replaced and improved	N	
Ellision	Facilities	6100	5101-40	\$ 23,000	\$ -	\$ -	LCC LED Exterior Upgrade	Wall packs and drop-in lights LED	N	
Ellision	Facilities	6100	5101-53	\$ 64,000	\$ -	\$ -	WRV Painting interior	Interior LC Nursing and GED lab	N	
Ellision	Facilities	6100	5101-5369	\$ 34,000	\$ -	\$ -	WVR Drainage repair/Parking lot	WVR Driveway and parking lot redo	N	
Ellision	Facilities	6100	5108-05	\$ 16,000	\$ 16,000	\$ 16,000	Science Labs Hoods	All Science Lab Hoods needs ADA Retrofit	N	
Ellision	Facilities	6100	5108-10	\$ 35,000	\$ 35,000	\$ 35,000	PDC Environmental Testing Welding/science student /faculty health	Annual testing for saftey purposes. Testing for hazardous purposes.	N	
Ellision	Facilities	6100	5108-05	\$ 25,000	\$ 25,000	\$ 25,000	District Wide Architects/Engineers/Fire/ADA	Reserve for last minute projects that require professional services.	N	
Ellision	Facilities	6100	5605-05	\$ 35,000	\$ 38,500	\$ 42,350	District Wide Dilapidated chairs and desk/table replacement	Furniture - Classrooms Dilapidated chairs and desk/table replacement	N	
Ellision	Facilities	6100	5605-05	\$ 40,000	\$ 44,000	\$ 48,400	District Wide Furniture - Offices	Normal end of life cycle replacement	N	
Ellision	Facilities	6100	5605-4030	\$ 18,000	\$ 19,800	\$ 21,780	LCC Furniture - Outdoor Updating furniture	Updating Aging Furniture	N	
Ellision	Facilities	6100	5605-53	\$ 12,000	\$ 13,200	\$ 14,520	WRV Furniture - Lounges Updating furniture	Updating Aging Furniture	N	

Northland Pioneer College
Capital Budget
FY26-FY28

Sorted by Division

Div	Dept	Dept #	Object Code/Location	FY26 Budget Request \$	FY27 Budget Request \$	FY28 Budget Request \$	Description of Capital Item(s) Requested	Justification for Request	Paid for by Perkins Grant? Y/N	Postpone Y/N
Ellision	Facilities	6100	5610-05	\$ -	\$ 200,000	\$ -	Tawa HVAC Projects	full replacement end of life	N	
Ellision	Facilities	6100	5610-05	\$ 65,000	\$ 130,000	\$ 130,000	District Wide Painting	Paint for assets that are faded or chipped	N	
Ellision	Facilities	6100	5610-10	\$ 64,000	\$ -	\$ -	PDC Parking lot sealer	5 year schedule	N	
Ellision	Facilities	6100	5610	\$ -	\$ 24,000	\$ -	Out door furniture	Updating Aging Furniture	N	
Ellision	Facilities	6100	5610-1032	\$ 48,000	\$ 28,000	\$ -	PDC- Tiponi Fire Panel	(2 years for main building & TAS portion) End of life non communicating. Flooring	N	
Ellision	Facilities	6100	5610-1036	\$ 72,000	\$ -	\$ -	PDC Tawa Generator replace/ new roof	Generator leaking oil and water 22 years old	N	
Ellision	Facilities	6100	5610-1036	\$ 24,000	\$ -	\$ -	PDC TAWA Sidewalk Replace	Damaged	N	
Ellision	Facilities	6100	5610-1037	\$ 26,000	\$ -	\$ -	PDC Commissary Fire panel	End of life non communicating	N	
Ellision	Facilities	6100	5610-1069	\$ -	\$ 240,000	\$ -	PDC Parking Lot	Parking lot refurbishment to seal cracks and update parking space paint	N	
Ellision	Facilities	6100	5610-1232	\$ 26,000	\$ -	\$ -	Holbrook- New Const Bldg (old PAD)Fire panel	End of life non communicating	N	
Ellision	Facilities	6100	5610-1233	\$ 31,000	\$ -	\$ -	PDC Maint. Office Modifications	Replacing unsafe ceiling	N	
Ellision	Facilities	6100	5610-20	\$ 23,000	\$ 25,000	\$ 25,000	WMC Sidewalk Replace	Uneven cracks larger than 1/2 inch	N	
Ellision	Facilities	6100	5610-2030	\$ -		\$ 240,000	WMC LRC HVAC	HVAC Replacemet End of life	N	
Ellision	Facilities	6100	5610-2031	\$ 40,000	\$ -	\$ -	WMC LRC Built in lab replacement	Student lab spaces needing replaced and updated	N	
Ellision	Facilities	6100	5610-2032	\$ 20,000	\$ 20,000	\$ -	WMC Aspen Restroom	Restroom Update for aging fixtures, etc.	N	
Ellision	Facilities	6100	5610-2034	\$ 42,000	\$ -	\$ -	WMC Ponderosa Fire panel	End of life non communicating	N	
Ellision	Facilities	6100	5610-2041	\$ 28,000	\$ -	\$ -	WMC M1 Insulation/HVAC/FLOORING	Floor insulation, HVAC and flooring replacement	N	
Ellision	Facilities	6100	5610-2042	\$ 24,000	\$ -	\$ -	WMC M-2 Insulation/HVAC	Floor insulation, HVAC and flooring replacement	N	
Ellision	Facilities	6100	5610-2043	\$ 18,500	\$ -	\$ -	WMC M3 Flooring/ Insulation	Floor insulation, HVAC and flooring replacement	N	
Ellision	Facilities	6100	5610-2044	\$ 18,000	\$ -	\$ -	WMC M-4 Flooring/ Insulation	Floor insulation, HVAC and flooring replacement	N	
Ellision	Facilities	6100	5610-2048	\$ 21,000	\$ -	\$ -	WMC M-8 Roof	Missing shingles. Full roof replacement needed	N	
Ellision	Facilities	6100	5610-2069	\$ 64,000	\$ -	\$ -	WMC Drive way at m5 m6	Major water damage	N	
Ellision	Facilities	6100	5610-30	\$ -	\$ 185,000	\$ -	SCC Water shed Issue/ Trench	Project to divert water flow that collects in SCC parting lot	N	
Ellision	Facilities	6100	5610-3035	\$ 18,000	\$ -	\$ -	SCC PAC Sidewalk replace	Weather damage and cracks with unevenness	N	
Ellision	Facilities	6100	5610-3069	\$ 52,000	\$ -	\$ -	SCC Parking lot sealer	5 year schedule all parking lots	N	
Ellision	Facilities	6100	5610-40	\$ 65,000	\$ 25,000	\$ -	LCC Sidewalk replace	Long stretches of out of compliance top deterioration	N	
Ellision	Facilities	6100	5610-4031	\$ 12,000	\$ -	\$ -	LCC Maintenance Wall for HVAC pad	Wall for HVAC area for safety purposes	N	
Ellision	Facilities	6100	5610-4033	\$ 59,500	\$ -	\$ -	LCC Ruby Hill Insulation/painting/flooring	Update flooring/ insulate ceiling and paint	N	

Northland Pioneer College
Capital Budget
FY26-FY28

Sorted by Division

Div	Dept	Dept #	Object Code/Location	FY26 Budget Request \$	FY27 Budget Request \$	FY28 Budget Request \$	Description of Capital Item(s) Requested	Justification for Request	Paid for by Perkins Grant? Y/N	Postpone Y/N
Ellision	Facilities	6100	5610-4060	\$ 6,000	\$ -	\$ -	LCC Fencing for yard	Gates and rolling gate is past fixing	N	
Ellision	Facilities	6100	5610-4069	\$ 125,000	\$ 45,000	\$ -	LCC Fencing around 11 acre property	Secure property and create a fire exit onto aspinwall	N	
Ellision	Facilities	6100	5610-4069	\$ 70,000	\$ -	\$ -	LCC Parking lot sealer	5 year schedule seal all lots	N	
Ellision	Facilities	6100	5610-52	\$ 34,000	\$ -	\$ -	Hopi Fire panel	End of life non communicating	N	
Ellision	Facilities	6100	5610-5269	\$ 12,000	\$ -	\$ -	Hopi Shed for Maintenance	Hopi Create a shed for maintenance to store items that use gasoline and smell	N	
Ellision	Facilities	6100	5645-20	\$ 14,000	\$ -	\$ -	WMC New skills Facilities shop Lift	Ability to work on vehicles at WMC. Purchase of 1 lift	N	
Ellision	Facilities	6100	5645-1040	\$ 16,000	\$ -	\$ -	PDC Particulate Filter	Welding Shop Clean air	N	
Ellision	Facilities	6100	5645-20	\$ 23,000	\$ -	\$ -	WMC Facilities shop	Saw dust and shop air system	N	
Ellision	Facilities	6100	5645-05	\$ 11,000	\$ -	\$ -	District Wide-Replacing 25yr old equipment	2 machines that are no longer repairable for custodian use	N	
Ellision	Facilities	6100	5645-05	\$ -	\$ 75,000	\$ 75,000	General estimate for capital equipment	Potential capital equipment needs.	N	
Total - Facilities & Transportation				\$ 1,985,000	\$ 1,720,500	\$ 970,050				
Ellision	Construction	6150	5610-4031	\$ 2,000,000	\$ 2,000,000	\$ 2,000,000	LCC Cosmetology move to Multipurpose Building \$2,000,000	Expand Comsmo program in Winslow	N	
Ellision	Construction	6150	5610-4032	\$ 2,150,000	\$ 2,150,000	\$ 2,150,000	LCC Blunk \$3,000,000	Expand Comsmo program in Winslow	N	
Ellision	Construction	6150	5610-2024	\$ 1,500,000	\$ -	\$ -	Remaining Goldwater budget to be paid.	Potential amounts that will need to be paid to Low Mountain for Goldwater addition		
Ellision	Construction	6150	5610-4069	\$ 850,000	\$ 850,000	\$ -	LCC- New Parking lot East side of property	Accommodate amount of students	N	
Ellision	Construction	6150	5610-4033	\$ 1,000,000	\$ 1,000,000	\$ -	LCC Ruby Hill Remodel 1,000,000	Movement of Cosmo program will displace Allied Health	N	
Total - Construction				\$ 7,500,000	\$ 6,000,000	\$ 4,150,000				
Grand Total				\$ 14,879,729	\$ 11,258,764	\$ 7,382,050				

Request to Approve ThreeYear Solarwinds Renewal

Recommendation:

Staff recommends approval to renew SolarWinds services for a three-year term, through HyeTech Network & Security Solutions, LLC, in the amount of \$111,895.05.

Procurement Process and Budget Information:

This is a budgeted expense and utilizes Government Procurement Alliance (GPA) Contract 22-02PV-08 to ensure competitive pricing for the college.

Summary:

SolarWinds is an integral application to overall college IT operations and has been used for a number of years. SolarWinds provides centralized monitoring, diagnostics, and observability tools that support the college's network infrastructure, servers, and system performance. These tools allow IT staff to proactively monitor systems, analyze performance trends, and quickly identify and resolve issues to maintain availability and reliability for critical academic and administrative systems..

- Network and server performance monitoring
 - Log management and system diagnostics
 - Proactive alerting and troubleshooting
 - Improved system visibility, stability, and operational efficiency

The renewal includes applicable taxes and provides continued vendor-supported updates and maintenance for the duration of the contract term.

This renewal covers the period 2026–2029 and includes vendor-supported updates, maintenance, and applicable taxes for the duration of the agreement.



Northland Pioneer College

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

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

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

Date: January 12, 2026
Quotation #: 1102-141
Customer ID: 1102
Prepared by: Orion Igleheart
Valid until: February 12, 2026
Project Detail: Solarwinds Renewal 2026-2029
Contract: 1 GPA 22-02PV-08

Year 1 Cost

Part	Description	Term	List Price	Unit Price	Qty	Ext. Price
2256105	SolarWinds Observability Self-Hosted Advanced A500 (Up to 500 Nodes) - Subscription	---	\$52,268.00	\$28,224.72	1	\$28,224.72
2088001	SolarWinds Kiwi Syslog Server NG - Single Install - Subscription	---	\$999.00	\$249.75	1	\$249.75
2061001	SolarWinds Engineer's Toolset Per Seat License - Subscription	---	\$1,997.00	\$878.68	3	\$2,636.04
						Subtotal: \$31,110.51

Year 2 Cost

Part	Description	Term	List Price	Unit Price	Qty	Ext. Price
2256105	SolarWinds Observability Self-Hosted Advanced A500 (Up to 500 Nodes) - Subscription	---	\$52,268.00	\$30,838.12	1	\$30,838.12
2088001	SolarWinds Kiwi Syslog Server NG - Single Install - Subscription	---	\$999.00	\$279.72	1	\$279.72
2061001	SolarWinds Engineer's Toolset Per Seat License - Subscription	---	\$1,997.00	\$978.53	3	\$2,935.59
						Subtotal: \$34,053.43

Year 3 Cost

Part	Description	Term	List Price	Unit Price	Qty	Ext. Price
2256105	SolarWinds Observability Self-Hosted Advanced A500 (Up to 500 Nodes) - Subscription	---	\$52,268.00	\$34,496.88	1	\$34,496.88
2088001	SolarWinds Kiwi Syslog Server NG - Single Install - Subscription	---	\$999.00	\$299.70	1	\$299.70
2061001	SolarWinds Engineer's Toolset Per Seat License - Subscription	---	\$1,997.00	\$1,078.38	3	\$3,235.14
						Subtotal: \$38,031.72

Quote Summary	Amount
Year 1 Cost	\$31,110.51
Year 2 Cost	\$34,053.43
Year 3 Cost	\$38,031.72
Subtotal:	\$103,195.66
Estimated Tax:	\$8,699.39
Total:	\$111,895.05



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

Request to Approve Anthology Account Automation Package for 2026-27

Recommendation:

Staff recommends approval to purchase an Account Automation package for the Anthology ERP system for **\$15,000.00**. This includes implementation and the first year of service.

Procurement Process and Budget Information:

The purchase will be made using funds budgeted in Fiscal Year 2025-26 by the Information Technology division through the Enterprise Resource Planning budget. The agreement will automatically renew for successive one-year periods unless canceled with 30 days' notice, giving the college flexibility to reassess and renegotiate as needed.

Summary:

As part of the Anthology ERP implementation, the college needs a reliable and efficient process for creating and managing user accounts. The native Anthology Account Automation package will:

- Automate account creation for students and employees in Anthology.
- Provide API access for integration with Entra ID/Active Directory (the system we use to manage users and what resources they can access).
- Eliminate the need for manual account provisioning which would require significant staff time.

This solution effectively performs the work of a full-time employee at a fraction of the cost, improving efficiency and reducing risk of human error.

Terms of this order form will begin when signed and completed and will end 1 year after that date. The total price is \$15,000.00.



Northland Pioneer College

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This Anthology Order Form ('Order Form') by and between **Anthology Inc.** ('Anthology') and **Navajo County Community College District**, ('Customer') details the terms of Customer's use of the products and services set forth below ('Product and Pricing Summary'). This Order Form shall become effective on the Effective Date. This Order Form, together with the Anthology Master Agreement dated July 20, 2023 and incorporated by this reference, form the entire agreement between the parties in respect to the products and services set forth in the Product and Pricing Summary.

Notwithstanding anything to the contrary in any purchase order or other document provided by the Customer, any product or service provided by Anthology to the Customer in connection with a purchase order related to this Order Form is conditioned upon Customer's acceptance of this Order Form and the Anthology Master Agreement. Any additional, conflicting or different terms proffered by Customer in a purchase order or otherwise shall be deemed null and void. Each of the individuals executing this Order Form represent and warrant that he or she is authorized to execute the Agreement on behalf of Customer or Anthology, as applicable.

In consideration of the promises set forth herein, and other good and valuable consideration, the receipt of which are hereby acknowledged, the parties hereby agree as follows:

A. Software & Services Product and Pricing Summary

Period Number	Total (USD)
Period 1	USD 15,000.00
Contract Total	USD 15,000.00

In Process

Period 1				
Qty	Product Code	Product Name	Dates	Net Total (USD)
1	STU.SV.ACOUNTAUTO.S	STUDENT ACCOUNT AUTOMATION	12 Month(s)	USD 15,000.00
Period 1 Total				USD 15,000.00

B. Terms

1. The Initial Term of this Order Form shall include all Periods included in the Software & Services Product and Pricing Summary above.
2. Following the Initial Term, this Order Form shall renew automatically for successive periods of one (1) year each (each a "Renewal Term"), unless and until Customer provides Anthology, or Anthology provides Customer, with a written notice to the contrary thirty (30) days prior to the end of the Initial Term or Renewal Term, as applicable.
3. Effective Date: Effective upon signature

C. Payment Terms

1. All initial and subsequent payments shall be due NET30. Unless otherwise stated, all prices are in United States currency.
2. Sales Tax: If applicable, a copy of your Sales Tax Direct Pay Certificate or your Sales Tax Exemption Certificate must be returned with this Order Form.

D. Special Provisions

1. The attached Statement of work is incorporated herein by this reference.

Sales Approved: Elyse Courtney

Initial:

 DS
Elyse Courtney

Sales Approved:

Initial:

Customer: Navajo County Community College District,
Signature:

Name: Michael Jacob

Title:

Date:

Anthology Inc.
Signature:



Name: Michael Pohorylo
Title: Chief Legal Officer
Date: 16-Dec-2025

Anthology does not require a PO for the purchase or payment of the products on this Order Form. If your organization requires a PO in addition to this signed contract, please provide all known information here. If a PO will be issued after signature, indicate 'Pending' in the PO Number field.

PO Number:

PO Amount:

Attach PO or send PO to Operations@anthology.com (Optional):

Attach Tax Exemption (Optional):

Invoicing

Send Invoices via email to:

1. Name:

Email:

2. Name:

Email:

3. Name:

Email:

In Process

STATEMENT OF WORK NO. Q-211720

This STATEMENT OF WORK ("SOW") identifies the scope of services, deliverables, and payment arrangements to be performed hereunder and is an exhibit to the Order Form between the Anthology entity stated therein and Customer, subject to the terms and conditions of the Agreement referenced therein and hereby incorporated into this SOW. The terms and conditions in this SOW are in addition to all terms contained in the Agreement, which shall continue in full force and effect. This SOW shall control over any conflicting terms, conditions, or pricing in the Agreement. Capitalized terms not defined herein shall have the meaning assigned in the Agreement. Anthology and Customer may hereinafter be referred to individually as "Party" or collectively as "Parties."

1. Anthology Solutions

Anthology Student

The products identified in this section are collectively defined herein as the "Anthology Solutions." Customer acknowledges and agrees that the scope of the Anthology Services (as defined below) is limited to these Anthology Solutions, regardless of whether Customer has purchased or obtains any additional licenses for other Anthology products or services pursuant to the Agreement or otherwise.

2. Period of Performance and Project Schedule

Unless otherwise stated in an Appendix attached hereto, the period of performance for this engagement will commence as of the Effective Date and will continue until all Anthology Services are rendered or this SOW terminates in accordance with the terms of this SOW or the Agreement, as applicable.

Customer and Anthology will work together in good faith to establish a mutually agreeable project timeline ("Project Schedule"). Establishing the Project Schedule and meeting stated delivery dates will be dependent upon the availability of Anthology and Customer resources.

3. Project Management

Anthology will assign a resource to manage the engagement ("Anthology PM") who will be responsible for the overall engagement and delivery of the Anthology Services. The Anthology PM will provide Customer with documentation, status reporting, and resource management input with respect to the Anthology Services.

Customer will appoint a project manager ("Customer PM"). The Customer PM shall act as the primary point of contact for the Anthology PM and will : (i) have full authority to make all required decisions regarding project scope, timeline, and cost; (ii) be authorized to assign appropriate Customer personnel and resources and be responsible for such resources performance; (iii) be responsible for coordinating all meetings with Anthology, contractors or other third parties (as required); (iv) provide Customer Deliverables, products, and information as required by Anthology; and (v) assigning and making available subject matter experts ("SME") required to identify business rules, resolve process discrepancies, and answer ad hoc questions.

4. The Anthology Services

Service Descriptions and Scope Appendices

The services to be provided pursuant to this SOW include the following ("Anthology Services"), which are more fully described in the Appendix attached hereto:

Appendix	Product Code	Service Name
A	STU.SV.ACCTAUTOS	STUDENT ACCOUNT AUTOMATION

For a detailed description of scope, see Appendices.

The engagement scope in this section is an all-inclusive list of the Anthology Services that will be provided pursuant to this SOW. For the avoidance of doubt, no additional services will be provided pursuant to this SOW. In the event additional services are required, the Parties will execute a separate Statement of Work or Change Order, in accordance with the terms of the "Change Order Process" section set forth below.

Testing and Validation

For engagements that require testing and validation, these will be performed in accordance with the relevant appendix attached hereto. Customer must confirm to Anthology that the results of such testing demonstrate that the Anthology Solutions perform the actions specified in the mutually agreed upon documentation, in all material respects. In the event Customer does not complete testing as agreed upon, the deliverable dates and associated fees may vary, thereby requiring the Parties to execute a separate Statement of Work or Change Order, as applicable in accordance with the "Change Order Process" section below.

5. Change Order Process

Either Party may initiate a change request to this SOW by submitting the details of such change in writing to the other Party. The Party receiving the change order request shall respond to such proposal within five (5) business days. If the Parties are mutually agreeable to the proposed changes or any other changes to this SOW, they shall execute a change ("Change Order"). Customer acknowledges and agrees that any changes to the Deliverables, Anthology Solutions, Anthology Services, work to be performed, schedules, resources and / or assumptions in this SOW may affect the Project Timeline and the associated fees.

6. Assumptions

General

- Payment of fees for the Anthology Solutions is not contingent on or related to payment for the Anthology Services delivered pursuant to this SOW.
- Customer will facilitate all hardware and software configuration and environment(s), either managed or self-hosted, required to support the Services to be rendered pursuant to this SOW.
- Except as expressly specified in writing, Customer will procure and provide all third-party products and services in a timely manner as required to complete the Anthology Services under this SOW. Anthology is not responsible for making changes to the configuration or data contained or used in third-party systems.
- Customer will provide Anthology with remote and/or on-site access, as required, to its systems, sites, networks, legacy systems, third party solutions, and applications and will ensure adequate internet is maintained for delivery of the Anthology Services.
- Customer will designate empowered decision-makers who can make determinations regarding project scope, priorities, execution, and resourcing.

- Customer will manage all internal communications and information dissemination to its personnel and campuses, as applicable.
- Customer will facilitate and assume all responsibility for any interactions with Customer or third-party projects or programs in order to manage external project dependencies, including Customer personnel, Customer sub-contractors, third party vendor relationships and any third-party licenses. Anthology will reasonably cooperate with Customer and such third-party integration providers as necessary to perform the Professional Services and provide the Deliverables set forth herein.

Customer Acknowledgement

Customer acknowledges and agrees that Anthology's ability to deliver the Anthology Services and render the Deliverables specified in this SOW is dependent upon Customer's full and timely cooperation, including but not limited to the availability of Customer skilled resources in accordance with a project staffing plan, as well as the accuracy and completeness of any information Customer provides to Anthology (which may include but is not limited to relevant information regarding the organization, infrastructure, roles, processes, systems, data, and other elements of the Customer's operations). Customer shall facilitate and assume all responsibility for any interactions relating to projects or programs in order to manage external project dependencies, including but not limited to Customer personnel, Customer sub-contractors, third party vendor relationships and any third-party licenses. In the event Customer fails to perform any of the foregoing obligations, or if any assumptions specified in this SOW change as a result of inaccurate information provided by Customer or Customer's lack of cooperation, then the scope of services, Project Timeline and associated fees may change. In the event of the foregoing, Anthology shall notify Customer in writing and shall allow Customer up to five (5) business days to review such notice, subject to any additional delays or costs, and the Parties will enter into a Change Order in accordance with Section 6 hereinabove, and Anthology shall not be obligated to perform until such Change Order is mutually executed and shall not be in breach of its obligations contained in this SOW or in the Agreement for its inability to perform.

7. Fees, Invoicing & Payment

Services	Product Code	Service Type	Service Renewal	Estimated T&M Hours
STUDENT ACCOUNT AUTOMATION	STU.SV.ACOUNTAUTO.S	FP	Auto-Renewal	N/A

The fees payable by Customer for the Anthology Services detailed in this SOW are found in the accompanying Order Form.

Travel and Expenses are not included in the fees set forth in the relevant Order Form and will be invoiced as incurred in accordance with Anthology's Travel and Expense Policy referenced in the Agreement.

Estimated T&M Fees. Any Estimated T&M Fees will be billed on a time and materials basis (T&M). If additional T&M hours are required by Anthology to perform the services specified in this SOW, Anthology shall promptly notify Customer of the additional T&M hours requirement prior to proceeding with such services and such additional services will not be performed by Anthology without a Change Order. Customer acknowledges that its failure to approve a change request to allow for additional T&M hours may impact certain Deliverables and result in the delay of the completion of this SOW. In the event Customer refuses to approve a commercially reasonable change request to allow for additional T&M hours, Anthology shall not be in breach of this SOW or the Agreement due to any delay or inability to produce a certain Deliverable.

Recurring Services. Services indicated as One-Time will terminate upon completion of the service. Services indicated as Auto-Renewal will repeat and be invoiced in future Order Forms until such time as the customer indicates a desire to not renew the Services according to the terms and conditions defined in the Master Services Agreement

The terms and pricing included herein shall expire if this SOW is not fully executed within thirty (30) days of Customer's receipt of the SOW from Anthology.

8. Cancellation

Customer acknowledges that Anthology allocates its resources to provide the Anthology Services pursuant to this SOW. In the event Customer needs to cancel any scheduled Anthology Services with less than fifteen (15) business days prior written notice, and Anthology cannot, after making good faith efforts, reallocate its resources, then Customer shall promptly pay Anthology the applicable fees (based on the difference between the projected scheduled Anthology Services for Customer and the fees actually received) and any out-of-pocket expenses incurred by Anthology. Notwithstanding anything to the contrary, in the event of Customer terminates a Fixed Fee SOW for any reason, other than as a result of Anthology's uncured material breach, Customer must pay Anthology all Fixed Fees specified in such terminated SOW. Any termination or cancellation of a SOW shall have no effect on Customer's obligation to pay the applicable fees and out-of-pocket expenses actually incurred by Anthology through the effective date of termination or cancellation.

Appendix A

I. Period of Performance; Project Schedule

The period of performance for this engagement will commence following the Effective Date of the Order Form and will continue for a period of 12 months unless otherwise stated in section II of this Appendix.

II. Scope of Service and Assumptions

STUDENT ACCOUNT AUTOMATION - STU.SV.ACOUNTAUTO.S

Anthology will provide a packaged solution ("the solution") for user account management for the customer's employees and students. The solution will provide the following:

Employee Account Creation

When a new employee is hired through Anthology HCM, the solution will perform a duplicate check, generate a UPN, and email format based on the customer's convention. Customer will retrieve data through a REST API for user account creation in customer's Microsoft Entra ID or on-premises Active Directory.

Name Changes: If an employee changes their name, the solution will generate a new UPN and/or email if necessary and make it available to customer IT for user identity updates in their Microsoft Entra ID or on-premises Active Directory.

Role Changes: The solution will provide updated information to customer IT regarding employee role changes for necessary user identity attribute updates.

Employee Termination: Upon employee termination, the solution will notify customer IT to disable the user account in customer's Microsoft Entra ID or on-premises Active Directory.

Student Account Creation

When a student reaches a configured status/es in Anthology Student, the solution will perform a duplicate check across SIS and FHP, generate a UPN and email format based on the customer's convention. This information will be provided to customer IT for user account creation in customer's Microsoft Entra ID or on-premises Active Directory.

Solution Components

Account Automation: The solution will provide user account management to customer for Employees and Students.

API Availability: Relevant information, including UPN and email addresses, will be made available to the customer's IT department via REST API to facilitate appropriate actions in Microsoft Entra ID or on-premises Active Directory.

Duplicate Check: The solution will perform a duplicate check with user account data provided by Customer for existing and previous Employees/Students to minimize the risk of duplicate account creation.

Common ID (Optional): The package can optionally utilize a common identifier for a person in Anthology HCM and Anthology Student.

Reactivation of Accounts: If the solution identifies that a previously existing person is re-entering the system, it will use the previously assigned UPN and email and notify customer IT to re-enable or recreate the account if needed.

Completion Tracking: The solution will require customer IT to update the record status in the Anthology package solution as completed after taking the necessary action.

Assumptions:

- The package is applicable only to customers using Anthology Student and Anthology FHP products.
- This solution is designed for scenarios where the customer needs to create user accounts for Employees and Students in Microsoft Entra ID or on-premises Active Directory.
- Customer is responsible for synchronizing their on-prem AD with Entra ID through Entra ID connect sync thereby making these accounts available as cloud entities.
- User creation, role assignment, and permission updates within the Anthology products are the customer's responsibility and are not covered by this solution.
- All accounts creation process for Students and Employees must initiate through this package to ensure synchronization between the Anthology and customers on-premises Active Directory.
- Active Directory accounts will not be deleted by Customer; they can be deactivated and reactivated as needed.
- The business processes for Office 365 and other license assignments using dynamic groups or user attributes are outside the scope of this package.
- At the time of Go-Live, Customer will provide a complete export of all user accounts (Students and Employees) for synchronization with Anthology package.
- The customer's HR administrator will ensure that duplicate person records are not created in HCM. Any existing duplicates must be manually corrected.
- Anthology FHP and Student products must be live before enabling this package solution.
- Any changes to the scope of work, assumptions, or responsibilities will require a mutually agreed-upon change order.

Customer Responsibilities

- Customer must provide timely and accurate data exports for existing user accounts for duplicate checks at the time of Go-Live.
- Customer must ensure the Anthology HCM and Student products are live and properly configured.
- Customer must handle manual corrections for any duplicate person records in the Anthology FHP system.
- Customer must run the necessary account provisioning process in Microsoft Entra ID or on-premises Active Directory as indicated by the solution and mark the status as completed in Anthology.

Anthology Responsibilities

- Anthology will maintain the package in accordance with the scope outlined in this SOW.
- Anthology will ensure the solution performs accurate duplicate checks and data synchronization between the ERP vendor systems and the customer's local AD.
- Anthology will provide support as per the scope of the package solution.

Request to Approve Annual VMWARE Renewal

Recommendation:

Staff recommends approval to renew VMWARE services for an additional one-year term, through HyeTech Network & Security Solutions, LLC., in the amount of \$124,911.36

Procurement Process and Budget Information:

This is an annual budgeted expense and utilizes Government Procurement Alliance Contract 22-02PV-08 to ensure competitive pricing for the college.

Summary:

VMWARE is an integral application to overall college functions and has been used for a number of years. VMware Cloud Foundation provides a centralized virtualization platform that supports the college's server, storage, and networking infrastructure. It enables multiple virtual servers to operate securely and efficiently on shared physical hardware, ensuring high availability, disaster recovery, system scalability, and improved performance for critical academic and administrative systems.

VMware services support:

- Server virtualization and consolidation
- Business continuity and disaster recovery
- Secure and efficient use of IT infrastructure resources
- Ongoing system stability and vendor-supported updates



Northland Pioneer College

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Quotation

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

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

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

Date: January 06, 2026
Quotation #: 1102-140
Customer ID: 1102
Prepared by: Jacob Garnsey
Valid until: February 06, 2026
Project Detail: VMware Renewal FY26
Contract: 1 GPA 22-02PV-08

Renewable Products

Serial #	Part	Description	Support Level	Start Date	End Date	List Price	Unit Price	Qty	Ext. Price
N/A	VCF-CLD-FND-A	VMware Cloud Foundation	---	2/1/2026	1/31/2027	\$400.00	\$400.00	288	\$115,200.00
									Subtotal: \$115,200.00

Quote Summary	Amount
Renewable Products	\$115,200.00
Subtotal:	\$115,200.00
Estimated Tax:	\$9,711.36
Total:	\$124,911.36



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

Request to Accept Funds from Local First to further the Northern Arizona Good Jobs Network

Recommendation:

Staff recommends accepting \$48,500 in funding from Local First to fund continuing Northern Arizona Good Jobs Network activity.

Summary:

Specifically the grant is directed at increasing employer engagement, upskilling incumbent workers and supporting students in accessing and completing training.

No match is required for these funds.



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Request to formally explore the possibility of a joint-use facility for Holbrook.

Recommendation:

Staff is recommending discussion and consideration to approve the President, or designee, to formally explore possibilities for a joint-use facility partnership between the City of Holbrook, Navajo County, Holbrook USD #3 and Northland Pioneer College to explore the possibilities of a shared joint-use facility with all formal actions coming back to the Governing Board for approval to proceed.

Summary:

I am requesting Governing Board authorization to approve the President, or my designee, to formally explore possibilities for a joint-use facility partnership between the City of Holbrook, Navajo County, Holbrook Unified School District #3, and Northland Pioneer College, including engaging in discussions with all entities to determine preliminary steps for exploration of a joint-use facility. No formal actions will be taken before submitting them to the Governing Board for formal actions.



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Regular Meeting
Agenda Item 9.B.7
January 20, 2026
Action Item

Request to Approve Board Travel for Board Member Everett Robinson

Recommendation:

Staff recommends approval for Board Member Everett Robinson to travel to the Association of Community College Trustees (ACCT) National Legislative Summit in Washington, D.C. in February 2026.

Summary:

Per Procedure 2036 – District Governing Board Travel “All travel for DGB members exceeding \$1000 must be approved by the DGB prior to travel.” The National Legislative Summit is a premier advocacy event that brings together community college leaders to discuss federal policy issues impacting postsecondary education. Participants will have the opportunity to engage with members of Congress, administration officials, and other key stakeholders to advocate for community colleges and their students. The summit includes networking opportunities, workshops, and sessions focused on legislative strategies and current issues in education.



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