



Chairperson Neal Stenberg called the regular meeting of the Southeast Community College Board of Governors to order at 2:00 p.m. on Tuesday, August 23, 2022, at the Learning Center at Plattsmouth, 537 Main Street, Plattsmouth, NE.

ROLL CALL:

Present:

Dale Kruse, Beatrice
Kathy Boellstorff, Johnson
Keith Hammons, Weeping Water
Nancy A. Seim, Lincoln
James Sherwood, Lincoln
Richard LeBlanc, Lincoln
Kristin Yates, Lincoln
Arlyn Uhrmacher, Lincoln
Ellen Weissinger, Lincoln
Linda Hartman, Faculty Representative
Neal Stenberg, Lincoln

Absent:

Chuck Byers, McCool Junction (Excused)

PUBLIC MEETING LAW COMPLIANCE STATEMENT

Chairperson Stenberg stated the public meeting notice had been published in the Lincoln Journal Star on Monday, August 15, 2022, as well as posted on the bulletin board in the Area Office and on the website. He indicated that the meeting is conducted according to the principles of the revised *Robert's Rules of Order*.

Chairperson Stenberg stated that supplementary materials were available for the public, along with a copy of the Open Meetings Law. A specific agenda item is reserved for Public Comment, item number 10. To testify during this time any member of the audience may approach the Board. In general, oral testimony by individuals is limited to five minutes. Written testimony will also be accepted for the public record.

CONSENT AGENDA

Ms. Boellstorff moved approval of the consent agenda. Seconded by Mr. Uhrmacher.

- 1) Approval of Agenda as Presented or Amended
- 2) Approval of Minutes of July 19, 2022, Regular Board Meeting
- 3) Approval and Ratification of Bills and Claims
- 4) Approval of Personnel Changes for College Administrative and Support Personnel
- 5) Approval of Hiring/Resignations/Terminations of Instructional Staff

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

<u>FOR (10):</u>	<u>AGAINST (0)</u>	<u>ABSENT (1):</u>
Boellstorff		Byers
Uhrmacher		
Seim		
Hammons		
Yates		
Weissinger		
LeBlanc		
Kruse		
Sherwood		
Stenberg		

Motion Carried

Dr. Kruse stated:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0823893 and vote to approve all other bills and claims and all other Consent Agenda items.

FINANCIAL REPORT

Financial Summary through July 31, 2022

General Fund	Budget 22-23	Year to Date through July 31, 2022			
		Budget	Actual	Variance	% Variance
Revenues:					
State aid	29,873,785	-	-	-	-
Local taxes	50,778,465	782,218	694,165	(88,053)	-11.26%
Tuition	16,352,786	6,214,059	6,408,819	194,760	3.13%
Other	800,000	66,667	95,556	28,889	43.33%
Total Revenues	97,805,036	7,062,944	7,198,540	135,596	1.92%
Expenses					
Personal services	79,558,385	6,629,866	6,515,356	(114,510)	-1.7%
Operating	16,842,756	1,403,563	256,759	(1,146,804)	-81.7%
Travel	391,555	32,630	1,612	(31,018)	-95.1%
Equipment	1,012,340	93,366	146,333	52,967	56.7%
Total Expenses	97,805,036	8,159,425	6,920,060	(1,239,365)	-15.2%
Net Position	-	(1,096,481)	278,480	1,374,961	

Dr. Illich reviewed the financial report for the period through July 31, 2022. He also reviewed the investment accounts.

The budget report ending July 31, 2022 showed:

Percentage of Budget year:	8.3%
Percentage of Budget spent:	7.1%
Percentage of Board budget spent:	4.6%

Ms. Seim moved acceptance of the financial report. Seconded by Dr. Kruse.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):

Seim
Kruse
Yates
Sherwood
LeBlanc
Boellstorff
Hammons
Uhrmacher
Weissinger
Stenberg

AGAINST (0)

ABSENT (1):

Byers

Motion Carried

BOARD MEMBER REPORTS

Mr. Stenberg stated he applied for a complimentary one-day board training from the Association of Community College Trustees (ACCT) on behalf of the Board. He suggested the Board consider one of these trainings in the future if not selected in the lottery drawing.

BOARD TEAM REPORTS

Executive. Chairperson Stenberg stated the team met prior to the Board meeting and set the agenda for the August 23, regular meeting.

Finance & Facilities. Ms. Boellstorff stated the team met prior to the Board meeting. She provided an overview of the status of projects included on the Facilities Project Status chart and upcoming projects. She reminded the Board webcam views of current project are available on the College website.

- **Beatrice Campus**
 - **Agricultural Career Center:** Design services have been selected, project is in fundraising stage
- **Lincoln Campus**
 - **Student and Academic Support Project:** Site work continues, project is on schedule
 - **Student Housing:** Basement walls have been constructed
 - **Welding Technology Center:** Design services have begun, project is in fundraising stage
 - **IT/STEM Center:** Design services have been selected, Weitz Construction has been selected as CMR
 - **Water Main Project:** Agenda item 12d, team recommends approval
- **Milford Campus:**

- **Nebraska Hall:** Renovations have been planned, fundraising continues
- **Construction Technologies Center:** Planning has begun, design services have been selected. Program Statement presentation is agenda item 11e.
- **Learning Center at York**
 - Now operating at the new location

Planning. Dr. Sherwood stated the team met prior to the Board meeting to review first draft of the board member orientation manual. Requesting input from College Administrative Team on some items.

Equity and Human Resources. Mr. Hammons stated the team met prior to the Board meeting to review policy B-6, Shared Governance and C-14, Program Review, to be presented at this meeting and that policies presented in July will be considered.

NCCA Representative. Mr. Hammons stated the NCCA Board met August 1, reviewed strategic plan and discussed potential legislative topics. Mr. Hammons also stated he is now President of the NCCA Board and that the annual conference will be in Grand Island, November 6-7.

TCA Joint Board. Mr. Uhrmacher stated the TCA Joint Board met and reviewed strategic plan draft. Mr. Uhrmacher shared information from the draft and the TCA Director's Report. Mr. Uhrmacher also stated he is now President of the TCA Joint Board.

PRESIDENT'S REPORT

Dr. Illich reported on the following:

- Encouraged Board to visit campuses at beginning of semesters
- Enrollment
- Status and planned use of ARPA funds being awarded to the College
- Office of Work-Based Learning
- Capital Campaign
- Wesleyan campus housing availability to SCC students
- Western Governors University partnership
- Walter Scott Foundation Grant
- Program review dashboards

FACULTY ASSOCIATION REPORT

Linda Hartman reported the Faculty Association held their annual banquet at Speedway Motors, officers were elected.

PUBLIC COMMENT

Chairperson Stenberg asked for public comment. There was none.

ADMINISTRATIVE PRESENTATION/BOARD REVIEW

Instructional Presentation: Lyn Belitz, Learning Center at Plattsmouth (Goal 4.4)

Learning Center at Plattsmouth Coordinator, Lyn Belitz, presented on community partnerships, opportunities, and student impact at the center including; credit and non-credit offerings, placement testing, test proctoring, and student assistance.

New/Revised College Policies: Shawna Herwick (Goals 9.2, 9.4)

Shawna Herwick, Administrative Director, Accreditation, Institutional Assessment, and Planning, provided a hardcopy document, Program Review and Shared Governance Policy Brief, to the members of the board and gave an overview of the following proposed new college policies:

- B-6: Participatory/Collaborative/Shared Governance
- C-14: Program Review

NSWERS Update and Interlocal Agreement Review: Dr. Illich and Dr. Matt Hastings (Goal 9.5)

Dr. Illich, College President, and Dr. Matt Hastings, Executive Director of Nebraska Statewide Workforce and Educational Reporting System (NSWERS), provided an overview of NSWERS, gave an update of progress to date, and reviewed proposed changes to the NSWERS Interlocal Agreement.

Following the presentation, Chairperson Stenberg congratulated Dr. Illich on being selected as the ACCT 2022 Chief Executive Officer Award for the Western Region. He noted the idea to nominate Dr. Illich began with the 2014 Board Executive Team. Chairperson Stenberg stated the award will be presented at the annual ACCT conference in October, and that Dr. Illich is eligible for the Marie Y. Martin Chief Executive Officer Award, to be announced at the conference.

Chairperson Stenberg declared the Board in recess at 3:27 p.m.

Chairperson Stenberg declared the Board in session at 3:50 p.m.

2022-2023 Southeast Community College Budget and Tax Levy Review: Amy Jorgens (8.6)

The proposed 2022-2023 Budget was presented for review. Amy Jorgens, Vice President Administrative Services/Resource Development, provided an overview of the 2022-2023 general fund budget. She indicated Lancaster County revised their assessed valuation the day of the meeting. Change to total allocation will be due to the revision.

Ms. Jorgens discussed relevant comparison trend data including state aid, property valuation, property tax levy rates, and tuition and fee rates. Potential capital improvement

projects were also be discussed. There will be no change in general fund levy, it will remain at 7.37 cents.

Ms. Jorgens confirmed that due to LB644, SCC will need to participate in the Lancaster County joint budget hearing on September 22, causing a need to change the date of the SCC Board of Governors budget hearing and regular meeting that was scheduled for September 13.

It was noted that the budget hearing must be held separately from the regularly scheduled meeting and cannot be limited by time per LB 148, passed in 2020.

The SCC Board of Governors September meeting schedule will be as follows:

September 27, 2022, at 3:00 p.m. – SCC Board of Governors Special Meeting; 2022-2023 Budget Hearing (this meeting will not be limited on time).

September 27, 2022, at 3:30 p.m. or as soon thereafter as the budget hearing is completed – SCC Board of Governors Regular Meeting.

Construction Technologies Center Program Statement – Milford Campus: Ed Koster (Goals 4, 6, 7)

Ed Koster, Vice President Research, Planning and Technology, Milford Campus Director, presented the Milford Campus Construction Technologies Center program statement to be submitted to the Nebraska Coordinating Commission for Postsecondary Education (NCCPE).

Mr. Koster reviewed the rationale and objective, programs to be housed in the Center, stages of construction, physical location, projected project costs, and funding.

The Career Academy First Amended and Restated Interlocal Agreement

Derek Aldridge, Legal Counsel, provided an overview of the proposed The Career Academy First Amended and Restated Interlocal Agreement changes made since the last overview at the July Board meeting.

DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:

Authorization to Advertise 2022-2023 Budget

Mr. Uhrmacher moved to approve the advertising of the 2022-2023 Notice of Budget Hearing and Budget Summary per the Nebraska Budget Act as outlined below:

General Fund	\$ 97,805,036.00
Self Supporting Funds	212,950,000.00
Capital Improvement Fund	<u>37,413,266.00</u>
Notice of Budget Hearing and Budget Summary Total 2022-2023	<u><u>\$ 348,168,302.00</u></u>

Seconded by Dr. Kruse.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	AGAINST (0)	ABSENT (1)
Uhrmacher		Byers
Kruse		
LeBlanc		
Boellstorff		
Yates		
Sherwood		
Weissinger		
Seim		
Hammons		
Stenberg		

Motion Carried

College Policy Approval: A-23, Strategic Plan: Mission, Vision, Values, and Goals, B-5, Additional Locations, C-10 Prior Learning Assessment, C-11, Consortial/Contractual Arrangements, C-12, Changes to Existing Programs, C-13, Academic Program Development

Mr. Hammons motioned to approve new policies A-23, Strategic Plan: Mission, Vision, Values, and Goals, B-5, Additional Locations, C-10 Prior Learning Assessment, C-11, Consortial/Contractual Arrangements, C-12, Changes to Existing Programs, C-13, Academic Program Development as Southeast Community College Policy, such policies on file with official College records and presented at this meeting, and, hereby direct the College Administration to take such action as to implement such policies effective immediately. Seconded by Ms. Seim.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	AGAINST (0)	ABSENT (1)
Hammons		Byers
Seim		

Weissinger
Kruse
Uhrmacher
Boellstorff
LeBlanc
Sherwood
Yates
Stenberg

Motion Carried

Construction Manager at Risk Agreement for Lincoln Campus IT Tower Project

Mr. Uhrmacher motioned to ratify the selection of The Weitz Company as the top ranked construction manager at risk for the proposed new IT Tower Project on the SCC Lincoln Campus, to approve the Construction Manager at Risk Agreement with The Weitz Company, in the form on file with official College records or with such changes as are deemed necessary and in the best interest of the College, and to delegate authority to and authorize and direct the College President, or designee, to sign, execute and deliver such agreement, any agreement amendments, change orders or other documents call for in such agreement, to pay the contract sum, and to take all other action necessary to carry such agreement into effect. Seconded by Dr. Sherwood.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	AGAINST (0)	ABSENT (1)
Uhrmacher		Byers
Sherwood		
Hammons		
Kruse		
Weissinger		
Yates		
Boellstorff		
LeBlanc		
Seim		
Stenberg		

Motion Carried

Authorize Construction Contract for Construction Water Main Extension Improvements (Lincoln)

Ms. Boellstorff motioned to to award a contract to Sampson Construction, as the general contractor, for the installation and construction of new water main extension improvements to connect the future facilities around the new Sandhills Global Building and Residence Halls, and partially complete the water line loop to the proposed new welding

facility, all on the Lincoln Campus, and to authorize and approve a construction contract with such contractor in the total contract amount of \$254,746, and to authorize, direct and delegate authority to the President of the College, or designee, to negotiate, sign, execute and deliver such construction contract, and any documents or agreements called for in such construction contract, for and on behalf of the College, to sign and approve any contract amendments, modifications, and change orders, and to retain any necessary professionals for assistance, to pay the contract amount and expenses and all transaction costs, change order increases, and expenses related to the project to be performed and completed, and to pay for any contingencies or related construction matters with a contingency amount not to exceed \$60,000, and to take or cause to be taken all other action necessary or appropriate to complete any requirements or obligations under the construction contract. Seconded by Dr. Weissinger.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	AGAINST (0)	ABSENT (1)
Boellstorff		Byers
Weissinger		
Sherwood		
Kruse		
Uhrmacher		
Seim		
Hammons		
Yates		
LeBlanc		
Stenberg		

Motion Carried

LEGAL COUNSEL REPORT

Derek Aldridge, Legal Counsel, stated there was no report.

TIMES AND LOCATION FOR SEPTEMBER BUDGET HEARING AND REGULAR MEETING

Chairperson Stenberg stated the budget hearing and regular meeting are scheduled for September 27, with the budget hearing to begin at 3:00 p.m., followed by the regular meeting, at Milford Campus, Dunlap Center, rooms A and B.

GOOD OF THE ORDER AND PUBLIC COMMENT

Chairperson Stenberg reminded Board Members to complete their RSVP for the Milford Campus Outstanding Faculty and Staff Awards today or email to Misty Griggs by September 7.

ADJOURNMENT

Chairperson Stenberg adjourned the meeting at 4:50 p.m.

Keith Hammons

Keith Hammons

Secretary

**SOUTHEAST COMMUNITY COLLEGE
BOARD OF GOVERNORS**

Tuesday, August 23, 2022

Southeast Community College
Learning Center at Plattsmouth
537 Main Street, Plattsmouth, Nebraska
Room 103

REGULAR MEETING AGENDA – 2:00 P.M.

- | | |
|--|-----------|
| 1. Meeting Called to Order | 2:00 p.m. |
| 2. Roll Call | 2:03 |
| 3. Public Meeting Law Compliance Statement | 2:05 |
| 4. Consent Agenda | 2:07 |
| a. Action Item - Review Agenda; Move Action Items to Regular Agenda and/or Approve Consent Agenda Items | |
| 1) Approval of Agenda as Presented or Amended | |
| 2) Approval of Minutes of July 19, 2022, Regular Board Meeting | |
| 3) Approval and Ratification of Bills and Claims | |
| 4) Approval of Personnel Changes for College Administrative and Support Personnel | |
| 5) Approval of Hiring / Resignations / Terminations of Instructional Staff | |
| 5. Financial Report | 2:12 |
| 6. Board Member Reports | 2:22 |
| 7. Board Team Reports | 2:27 |
| 8. President's Report | 2:32 |
| 9. Faculty Association Report | 2:47 |
| 10. Public Comment | 2:52 |
| 11. Administrative Presentation/Board Review | |
| a. Instructional Presentation: Lyn Belitz, Learning Center at Plattsmouth
(Goal 4.4) | 2:57 |
| b. New/Revised College Policies: Shawna Herwick (Goals 9.2, 9.4) | 3:07 |
| c. NSWERS Update and Interlocal Agreement Review: Dr. Illich and Dr. Matt Hastings (Goal 9.5) | 3:22 |
| Break | |
| d. 2022-2023 Southeast Community College Budget and Tax Levy Review: Amy Jorgens (Goal 8.6) | 3:42 |
| e. Construction Technologies Center Program Statement – Milford Campus: Ed Koster (Goals 4, 6, 7) | 4:00 |
| f. The Career Academy First Amended and Restated Interlocal Agreement | 4:15 |
| 12. DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO: | |
| a. Authorization to Advertise 2022-2023 Budget | 4:25 |

- b. College Policy Approval: A-23, Strategic Plan: Mission, Vision, Values, and Goals, B-5, Additional Locations, C-10 Prior Learning Assessment, C-11, Consortial/Contractual Arrangements, C-12, Changes to Existing Programs, C-13, Academic Program Development 4:30
- c. Construction Manager at Risk Agreement for Lincoln Campus IT Tower Project 4:35
- d. Authorize Construction Contract for Construction Water Main Extension Improvements (Lincoln) 4:40
- 13. Legal Counsel Report 4:45
- 14. Times and Location for September Budget Hearing and Regular Meeting 4:50
- 15. Good of the Order and Public Comment 4:52
- 16. Adjournment 4:55

The Southeast Community College (SCC) Board of Governors reserves the right and is empowered to discuss, consider and take action on (a) any item listed on the Agenda, and (b) at any time during the meeting, irrespective of the time or order listed. In addition, the Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The SCC Board of Governors releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the President.

*** Proof of Publication ***

State of Nebraska)
Lancaster County) SS.

SOUTHEAST COMMUNITY COLLEGE-LINCOLN

301 S 68TH ST PLACE Floor 5
LINCOLN, NE 68510

ORDER NUMBER 1097685

**NOTICE OF THE MEETING
OF THE BOARD OF GOVERNORS
OF THE SOUTHEAST
COMMUNITY COLLEGE AREA**
August 23, 2022 2:00 P.M.
Location: Learning Center at Plattsmouth Room 103537 Main Street, Plattsmouth, Nebraska
Notice is hereby given that the regular meeting of the Board of Governors of the Southeast Community College Area, will be held at 2:00 p.m. on August 23, 2022, at the Southeast Community College Learning Center at Plattsmouth, room 103, or other location therein, 537 Main Street, Plattsmouth, NE. The agenda for the meeting, kept continuously current, is available for public inspection during regular business hours at the Jack J. Huck Continuing Education Center, 301 South 68th Street Place, Lincoln, Nebraska.
THE BOARD OF GOVERNORS OF THE SOUTHEAST COMMUNITY COLLEGE AREA
1097685 8:15 ZNEZ

The undersigned, being first duly sworn, deposes and says that she/he is a Clerk of the Lincoln Journal Star, legal newspaper printed, published and having a general circulation in the County of Lancaster and State of Nebraska, and that the attached printed notice was published in said newspaper and that said newspaper is the legal newspaper under the statutes of the State of Nebraska.

The above facts are within my personal knowledge and are further verified by my personal inspection of each notice in each of said issues.

Clerk of the Lincoln Journal Star

Signature *Heidi Sommer* Date 8-16-22

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Subscribed in my presence and sworn to before me on August 16, 20 22

Kathryn Mary Kinsella-Boles Notary Public



**SOUTHEAST COMMUNITY COLLEGE
Personnel Changes**

August 5, 2022

Personnel Report: Staff (Non-Faculty)									
NAME	ASSIGNMENT	RANK		ACTION TAKEN				EFFECTIVE DATE	COMMENT
				AD	RP	RS	TR		
DeLong, Marcie	From: A.R. Specialist Business Office To: Associate Director of Student Accounts	From: N13 To: P01						8/1/22	Reclassification and update of title from July 2022 Board Report
Kistner, Davy	Maintenance Worker II – Plumbing -Physical Plant-Beatrice	N15			X			08/01/22	Replaces: Schwisow, Bruce
Oblender, Nicholas	Financial Aid Tech – Student Affairs - Lincoln	N10				X		09/30/22	Resignation
Parks, Tyson	Wellness Coordinator/Developmental Baseball Coach – Student Success/Athletics - Beatrice	N04		X				08/01/22	Expanded
Rasmussen, Krisayla	Project Coordinator – President Staff - Lincoln	P01				X		08/05/22	Resignation
Reis, Renae	Operations/Special Projects Coordinator – Student Success -Beatrice	P01				X		09/06/22	Replacement/Reclassification: Jung, Jennifer
Saltzman, Adam	Information Systems Technician – Information Services - Lincoln	N17			X			07/25/22	Replaces: Taylor, Alexander
Wheeler, Gehan	Academic Coach to Academic Coach-Special Populations – Transitions & Tutoring – Lincoln	P02		X				08/01/22	New Grant Funded Position

AD=Addition

RP=Replacement

RS=Resignation

TR=Transfer

SOUTHEAST COMMUNITY COLLEGE
Personnel Changes

August 5, 2022

Personnel Report: Staff (Faculty)

		ACTION TAKEN						
NAME	ASSIGNMENT		AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Baer, Brody	Instructor, Welding – Const/Elect/CIT/Manufacturing Division – BNSF – Lincoln (Previous Position- Instructor, Welding Technology – Milford (ended 7/31/22))			X		X	08/01/22	Transferred to Replace: Nyland, Arend
Bartholomew, Jason	Instructor, Automotive Technology - Auto Tech - Milford			X			08/09/22	Replaces: Uhler, Kevin
Fangmeier, Crystal	Instructor, Ag Management & Production – Instructional/Agriculture - Beatrice			X			08/09/22	Replaces: Fairley, Amanda
Grummert, Kerri	Instructor, Associate Degree Nursing - Lincoln			X			08/09/22	Replaces: Kinnett, Katie
Koch, Shelby	Instructor, Automotive Technology – Auto Tech - Lincoln			X			08/09/22	Replaces: Jacobsen, Mark
Morrill, Todd	Instructor, Automotive Technology – Auto Tech - Milford					X	08/01/22	Replaces: Lewis, Barry (Correction from March 2022 Board Report)
Morrill, Todd	Instructor, Chrysler Instructor – MOPAR- Chrysler/Dodge - Milford				X		07/31/22	Reduction In Force: Program Ended
O’Sullivan, Caitlin	Instructor, Associate Degree Nursing - Lincoln			X			08/09/22	Replaces: Walker, Dalene
Pecka, Darrin	Instructor, Precision Machining & Automation – Milford – FT Temp			X			08/09/22	Temp Replaces: Schutte, Michael (Deployment)
Riehle, Bonni	Instructor, Welding Technology - Milford			X			08/09/22	Replaces: Baer, Brody
Stukenholtz, Clifford	Instructor, Livestock Management & Production – Instructional/Agriculture - Beatrice			X			08/09/22	Replaces: Rumbaugh, Alan

AD=Addition

RP=Replacement

RS=Resignation

TR=Transfer

Board Report	SOUTHEAST COMMUNITY COLLEGE		
	Approved Position Requisitions		
Application Deadline Date	Job Title	Justification	Status as of 8/10/2022
Open Until Filled	Maintenance Worker II - HVAC and Controls Technician	Replacement	
7/5/2022	Administrative Assistant I - Admissions	Replacement	To Team
7/13/2022	Accountant	Expanded	To Team
7/21/2022	Associate Director of Registration and Records Beatrice	Replacement	To Team
7/21/2022	Administrative Assistant I - Financial Aid	Replacement	To Team
7/26/2022	Admissions Representative - Milford	Replacement	To Team
7/27/2022	Admissions Representative - Beatrice	Replacement	To Team
7/27/2022	Academic Coach	Replacement	To Team
8/1/2022	Instructor, Electrical and Electromechanical Technology	Replacement	Recommendation
8/3/2022	College Advisor - Beatrice	Replacement	To Team
8/8/2022	Assistant Director, Traffic Safety & Licensing	Expanded	To Team
8/10/2022	Instructor, Computer Programming	Replacement	
8/10/2022	Career Services Specialist - Beatrice	Replacement	
8/10/2022	Registration Technician	Replacement	
8/12/2022	Human Resource Analyst	Replacement	
8/15/2022	Administrative Assistant I - Arts & Sciences Division	Replacement	
8/15/2022	Administrative Assistant I - Health Sciences Division	Replacement	
8/16/2022	Administrative Assistant I - Admissions (evenings)	Replacement	
8/16/2022	Instructor, Professional Truck Driver Training	Expanded	
8/17/2022	Instructor, Deere Construction & Forestry Equipment Tech	Replacement	
8/18/2022	Learning Center Coordinator (Hebron)	Replacement	
8/23/2022	Administrative Assistant I, Financial Aid	Replacement	