



Chairperson Neal Stenberg called the regular meeting of the Southeast Community College Board of Governors to order at 3:15 p.m. on Tuesday, May 16, 2023, at the Milford Campus, 600 State Street, Milford, NE.

**ROLL CALL:**

**Present:**

Nancy A. Seim, Lincoln  
Brandon Gunther, Hickman  
Kathy Boellstorff, Johnson  
Arlyn Uhrmacher, Lincoln  
Chuck Byers, McCool Junction  
Joann Herrington, Lincoln  
James Sherwood, Lincoln  
Carina McCormick, Lincoln  
Neal Stenberg, Lincoln

**Absent:**

Vicki Haskell, Fairbury  
Kristin Yates, Lincoln  
Linda Hartman, Faculty Representative

Teres Hruza, Faculty Association President was in attendance.

Chairperson Stenberg welcomed everyone to the meeting.

**PUBLIC MEETING LAW COMPLIANCE STATEMENT**

Chairperson Stenberg stated the public meeting notice had been published in the Lincoln Journal Star on Monday, May 8, 2023, 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 11. 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**

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

- 1) Approval of Agenda as Presented

- 2) Approval of Minutes of April 18, 2023, Regular 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:

<b><u>FOR (9):</u></b>	<b><u>AGAINST (0)</u></b>	<b><u>ABSENT (2):</u></b>
Uhrmacher		
Boellstorff		
Sherwood		Yates
McCormick		Haskell
Seim		
Gunther		
Byers		
Herrington		
Stenberg		

**Motion Carried**

Dr. Sherwood stated:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0850342 and vote to approve all other bills and claims and all other Consent Agenda items.

**FINANCIAL REPORT**

**Financial Summary through April 30, 2023**

General Fund	Budget <u>22-23</u>	Year to Date through April 30, 2023			
		<u>Budget</u>	<u>Actual</u>	<u>Variance</u>	<u>% Variance</u>
<b><u>Revenues:</u></b>					
State aid	29,873,785	23,899,028	23,899,028	-	--
Local taxes	50,778,465	39,880,255	39,492,209	(388,046)	-0.97%
Tuition	16,352,786	16,352,786	15,267,597	(1,085,189)	-6.64%
Other	800,000	666,667	1,943,085	1,276,418	191.46%
<b>Total Revenues</b>	<b>97,805,036</b>	<b>80,798,736</b>	<b>80,601,919</b>	<b>(196,817)</b>	<b>-0.24%</b>
<b><u>Expenses</u></b>					
Personal services	79,432,212	66,193,509	60,316,737	(5,876,772)	-8.9%
Operating	16,955,269	14,129,391	17,021,271	2,891,880	20.5%
Travel	395,055	329,214	180,431	(148,783)	-45.2%
Equipment	1,022,500	762,672	3,241,382	2,478,710	325.0%
<b>Total Expenses</b>	<b>97,805,036</b>	<b>81,414,786</b>	<b>80,759,821</b>	<b>(654,965)</b>	<b>-0.8%</b>
<b>Net Position</b>	<b>-</b>	<b>(616,050)</b>	<b>(157,902)</b>	<b>458,148</b>	

Dr. Illich reviewed the financial report for the period through April 30, 2023. He also reviewed the investment accounts.

The budget report ending April 30, 2023 showed:

Percentage of Budget year:	83.3%
Percentage of Budget spent:	82.6%
Percentage of Board budget spent:	80%

Ms. Boellstorff moved acceptance of the financial report. Seconded by Dr. Sherwood.

**Chairperson Stenberg asked for discussion.** There was none.

Roll call vote follows:

<b><u>FOR (9):</u></b>	<b><u>AGAINST (0)</u></b>	<b><u>ABSENT (2):</u></b>
Boellstorff		
Sherwood		
McCormick		
Uhrmacher		
Byers		Yates
Herrington		Haskell
Seim		
Gunther		
Stenberg		

**Motion Carried**

## **BOARD MEMBER REPORTS**

Ms. Boellstorff reported attending the Student Academic Support Ribbon Cutting in Lincoln and mentioned attending the HLC Celebration for all three campuses. She also mentioned attending the 2023 Spring Commencement.

Mr. Uhrmacher reported meeting with the HLC visitors, attending the HLC Celebration in Lincoln, the Student Academic Support Ribbon Cutting and he attended the 2023 Spring Commencement.

Ms. Seim reported attending the 2023 Spring Commencement and the HLC Celebration in Lincoln. Ms. Seim states that she encourages to summarize Dr. Illich's achievements to be published in the Journal Star.

Mr. Byers reported attending the 2023 Spring Commencement and the HLC Celebration. He also mentioned visiting the VET Center in the Lincoln Campus. Mr. Byers also attended the Faculty Association Award Presentation.

Dr. Sherwood reported meeting with the HLC visitors, attended the HLC Celebration, Student Academic Support Ribbon Cutting, and the 2023 Spring Commencement.

Ms. Herrington reported that she attended the HLC Celebration and the 2023 Spring Commencement.

Dr. McCormick reported attending the Student Academic Support Ribbon Cutting, 2023 Spring Commencement, and Family Science night. She also mentioned meeting with Dr. Illich regarding the ACCT presentation.

Mr. Stenberg reported attending the HLC Celebration in Lincoln and 2023 Spring Commencement. He also mentioned meeting with the HLC visitors.

Mr. Gunther reported attending the 2023 GED Graduation and 2023 Spring Commencement.

## **BOARD TEAM REPORTS**

**Executive.** Mr. Stenberg stated the Executive Team met prior to the Board meeting and set the agenda.

**Finance & Facilities.** Ms. Boellstorff stated they met and provided an overview of the Facilities Project Status chart and upcoming projects. Mr. Gunther will serve as a member of the team choosing the Construction Manager at Risk for the Technology Center.

**Planning.** Dr. Sherwood stated the Planning Team had reviewed the meeting survey and set the 2023/2024 Board of Governors meeting and 2023/2024 Board of Governors Work Session. He mentioned it was decided to visit two learning centers a year, have twelve meetings a year, and to have work sessions the same day as the regular meetings.

**Equity and Human Resources.** Mr. Stenberg stated they met prior to the regular board meeting and they briefly discussed the 2023 Salary, as well as reviewing the part A policies this year.

**NCCA Representative.** Mr. Byers mentioned attending the NCCA Board meeting and the NCCA dues increasing 4.45% and approved NCCA budget. NCCA Board is meeting in August.

**TCA.** Mr. Uhrmacher stated the team has not met.

**Executive Compensation Team.** Mr. Uhrmacher stated the team has met and reached an agreement regarding Dr. Illich's contract. The contract for Dr. Illich will be voted on at the June Board meeting.

## **PRESIDENT'S REPORT**

Dr. Illich reported on the HLC Accreditation review and mentioned SCC met all criteria. He thanked Dr. Michaelis and Mr. Koster for the remarks given at the 2023 SCC Spring Commencement.

Dr. Illich mentioned the ARPA funds have to be spent by the end of 2026. He also mentioned the significant change that occurred at the Lincoln Campus.

Dr. Illich mentioned they are about at the halfway mark for the empower campaign and they are still assembling the cabinet for the EMPOWER CAMPAIGN.

Dr. Illich mentioned that Mr. Osterthun will have a presentation in a future Board meeting to go over the new SCC mascot.

Dr. Illich mentioned that they did submit a Learn to Dream presentation to the ACCT for Dr. McCormick, Mr. Byers, and Dr. Illich to be the presenters. He mentioned they will know if they were selected to present by June 1.

Dr. Illich mentioned calendar invites are being sent out to the Board of upcoming events occurring in all locations and mentioned that the SCC baseball team won regions and is hosting district.

## **FACULTY ASSOCIATION REPORT**

Theresa Hruza, Faculty Association Area President, discussed:

- NYE Health Services – Senior Living Services and Communities Education Fair-Fremont was April 19
- 2023 Spring Convention was April 25-27
- Volunteer Income Tax Assistance Program completed 125 returns from January 30 to April 17
- Jennifer Engelhaupt's students conducted their practicum at Tabitha
- Molex of Lincoln donated 16 used, but in very good condition toolboxes to the Precision Machining and Automation Technology program.
- SCC Baseball Region 9 District Championship to host the Western District Tournament in Beatrice.

## **Student Activities Report**

Cash Dailey, Student Senate President on Milford Campus, mentioned being a first-year student in the Power Sport Program. He mentioned student activities get by, they have ideas, but certain resources don't allow some activities to occur. During Student appreciation week they did pool tournaments and cornhole. He mentioned that he would like to see more sports throughout SCC campuses and not just one.

Mr. Byers elaborated, that sports are expanding throughout all SCC locations.

Cash Dailey stated he would like to see a Fishing Tournament for students if funds were available. He stated he came to SCC because he was once in the John Deere program, but that didn't work out, so he switched to Power Sports and he likes it. He mentioned that the Power Sports program consist of repairing motorcycles, jet skis, four wheelers, and snow mobiles.

## **PUBLIC COMMENT**

Cash Dailey asked the Board why can't Board of Governor meeting be held at just SCC campuses such as Milford, Beatrice and Lincoln and not the Learning Centers. Mr. Stenberg stated that Learning Centers were added to SCC. He mentioned that SCC serves fifteen county region and it's very important for the residents to see that the Board meets there.

**Chairperson Stenberg asked for public comment.** There was none.

## **ADMINISTRATIVE PRESENTATION/BOARD REVIEW**

### **Tuition Grants and Waivers**

Amy Jorgens, Vice President Administrative Services, gave a presentation on Tuition Grants and Waivers for 2023-2024. Action will be taken at the June Board meeting.

**Chairperson Stenberg declared the Board in recess at 4:20 p.m.**

**Chairperson Stenberg declared the Board in session at 4:32 p.m.**

### **President's Goals**

Dr. Illich reported on the 2023/2024 President's Goals. He mentioned that any goals highlighted yellow have been added or modified.

- Maintain strong relationships with the Board Chairperson, Board teams, and all Board members through informal meetings, College events, presentations, Board meetings and work sessions, and other events and activities. (1 – 9)
- Promote SCC through the development of relationships with members of the Legislature, Mayors' offices, local Chambers of Commerce, county commissioners, employers of SCC graduates, community organizations, and local colleges and universities across SCC's 15-county service area through open forums, meetings, and tours of all service-area counties. (1 – 9)
- Work with the SCC Educational Foundation's President and Executive Director and SCC's Director of Advancement to develop scholarship, capital, and non-restricted giving opportunities to promote collaborative partnerships in support of the College's mission and goals. (8.4)
- Utilize trend data and other data analyses to identify potential enrollment growth opportunities.

- Pursue enrollment growth goals via new programs, capacity expansion, marketing, and seamless admission practices and processes for all three campuses, learning centers, and other locations.
- Promote expansion of marketing and branding efforts to enhance communication and awareness of SCC among communities, school districts, and college and university partners. (3.1 – 3.5)
- Model and analyze potential impacts of a new funding approach currently being proposed in the 2023 Nebraska legislative session.
- In partnership with the Board of Governors, develop general fund budget strategies based on potential adoption of a new funding model associated with the 2023 Nebraska legislative session.
- Develop long-term strategies to ensure the potential new funding model allows the College to continue to pursue its mission and strategic goals and objectives.
- Provide general oversight of advancement opportunities, including the Empower Campaign, in support of the College's facilities projects to supplement other funding mechanisms and to ensure the College's communities have opportunities to invest in the College. (8.4)
- Review reporting structure to the President and consider opportunities for enhancing efficiencies
- Strengthen relationships with all state senators through tours of SCC, meetings, open forums, and other events.
- Connect industry partners with state senators and other local leaders to support SCC's role in addressing the skilled workforce gap and in providing affordable access to higher education. (1 – 9)
- Work to ensure the new potential community college funding model introduced during the 2023 legislative session guarantees the College can continue to effectively pursue its mission and strategic goals and objectives. (1 – 9)

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

**Construction Manager at Risk Agreement for Lincoln Campus Welding Facility**

At its September 14, 2021, regular meeting, the Board of Governors approved the construction manager at risk construction delivery method for next phase campus facility projects, including a proposed new welding facility on the Lincoln Campus. The Board of Governors also authorized and directed the College President, and College staff, to issue a request for proposals, appoint a selection committee to evaluate and rank submitted proposals, and to take other action allowed by law, including negotiating a construction management at risk contract with the highest ranked proposer. The College has completed the RFP process pursuant to state law and board policy and has selected Hausmann Construction, Inc., as the top ranked construction manager at risk for the welding facility project on the SCC Lincoln Campus. College administration recommends approving the negotiated construction manager at risk agreement.

Mr. Gunther motioned to ratify the selection of Hausmann Construction, Inc., as the top ranked construction manager at risk for the proposed new welding facility project on the SCC Lincoln Campus, to approve the Construction Manager at Risk Agreement with Hausmann Construction, Inc., 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 Ms. Seim.

**Chairperson Stenberg asked for discussion.**

Ms. Boellstorff stated the AIA document 8133/2019 was the first page of the document and states they are building a new two-story, 9,000 square foot Welding center on the Lincoln Campus. She also mentioned that page two, project statement tells the scope, project location, and schedule. Ms. Boellstorff stated that page three shows the map of the exact location the Welding Facility is located.

Roll call vote follows:

<b>FOR (9):</b>	<b>AGAINST (0)</b>	<b>ABSENT (2)</b>
Gunther		
Seim		
Herrington		Haskell
Uhrmacher		
Boellstorff		
McCormick		
Byers		
Sherwood		Yates
Stenberg		

**Motion Carried**

**President's Goal**

Ms. Herrington motioned to approve the President's Goals for 2023. Seconded by Mr. Byers

**Chairperson Stenberg asked for discussion.** There was none.

Roll call vote follows:

<b>FOR (9):</b>	<b>AGAINST (0)</b>	<b>ABSENT (2)</b>
Herrington		
Byers		
Gunther		
Uhrmacher		
Sherwood		

Boellstorff  
McCormick  
Seim  
Stenberg

Haskell  
Yates

**Motion Carried**

**Program Review Reports**

Ms. Seim motioned to approve the Program Review Reports. Seconded by Ms. Boellstorff.

**Chairperson Stenberg asked for discussion.** There was none.

Roll call vote follows:

<b>FOR (9):</b>	<b>AGAINST (0)</b>	<b>ABSENT (2)</b>
Seim		
Boellstorff		
Sherwood		
Byers		
Herrington		Haskell
Uhrmacher		
Gunther		Yates
McCormick		
Stenberg		

**Motion Carried**

**LEGAL COUNSEL REPORT**

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

**TIME AND PLACE FOR MAY MEETING**

Chairperson Stenberg stated the next regular Board meeting is scheduled for June 20, 2023, in Lincoln at the Jack J. Huck Continuing Education Center, Rooms 303 & 304 at 3:00 p.m.

**GOOD OF THE ORDER AND PUBLIC COMMENT**

Chairperson Stenberg stated the fiscal year is ending June 30, 2023 and all expense reports need to be submitted by then.

Ms. Boellstorff mentions the Illuminations party that occurred in April and recommends the Board to look at the book.

**ADJOURNMENT**

Chairperson Stenberg adjourned the meeting at 5:10 p.m.

James Sherwood

A handwritten signature in cursive script that reads "James E. Sherwood". The signature is written in black ink and is positioned below the printed name.

Secretary

**SOUTHEAST COMMUNITY COLLEGE  
BOARD OF GOVERNORS**

**Tuesday, May 16, 2023**

Southeast Community College Milford Campus  
600 State Street, Milford, Nebraska  
Dunlap Center - Rooms A & B

**REGULAR MEETING AGENDA – 3:15 P.M.**

- |   |           |
|---|-----------|
| 1. Meeting Called to Order  | 3:15 p.m. |
| 2. Roll Call  | 3:18      |
| 3. Public Meeting Law Compliance Statement  | 3:20      |
| 4. Consent Agenda   | 3:22      |
| a. Action Item - Review Agenda; Move Action Items to Regular Agenda and/or Approve Consent Agenda Items |           |
| 1) Approval of Agenda as Presented  |           |
| 2) Approval of Minutes of April 18, 2023, 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   | 3:27      |
| 6. Board Member Reports   | 3:37      |
| 7. Board Team Reports   | 3:42      |
| 8. President's Report   | 3:52      |
| 9. Faculty Association Report   | 4:07      |
| 10. Student Activities Report   | 4:12      |
| 11. Public Comment  | 4:17      |
| 12. Administrative Presentation/Board Review  |           |
| a. Tuition Grants and Waivers   | 4:22      |
| Break   |           |
| b. President's Goal   | 4:37      |
| <b>13. DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:</b>                              |           |
| a. Construction Manager at Risk Agreement for Lincoln Campus Welding Facility                           | 4:52      |
| b. President's Goal   | 4:57      |
| c. Program Review Reports   | 5:02      |

14. Legal Counsel Report	5:07
15. Time and Place for June Meeting	5:10
16. Good of the Order	5:13
17. Adjournment	5:15

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 Indiana )  
Lake County ) SS.

**NOTICE OF REGULAR MEETINGS**  
OF THE BOARD OF GOVERNORS OF THE SOUTHEAST COMMUNITY COLLEGE AREA May 17, 2022  
3:00 P.M. Location: Milford Campus  
600 State Street, Milford, NE  
Notice is hereby given that the regular meeting of the Board of Governors of the Southeast Community College Area will be held starting at 3:00 p.m. on May 16, 2023, in the Southeast Community College Area - Milford Campus, 600 State Street, Milford, NE - Dunlap Center -Rooms A & B. Reasonable arrangements will be made for the public to attend the regular meeting. An agenda for such regular meeting, kept continuously current, is available for public inspection at the office of the President of Southeast Community College located at Jack J. Huck Continuing Education Center, 301 South 68th Street Place, Lincoln, Nebraska  
THE BOARD OF GOVERNORS OF THE SOUTHEAST COMMUNITY COLLEGE AREA  
1156633 5:8 ZNEZ

SOUTHEAST COMMUNITY COLLEGE-LINCOLN

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

ORDER NUMBER 1156633

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 A. [Signature] Date 5/8/23

Section: Class Legals

Category: 0090 Legals State Contract

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Subscribed in my presence and sworn to before me on

May 8, 2023

Dawn Renee Heili Notary Public



**SOUTHEAST COMMUNITY COLLEGE  
Personnel Changes**

**May 10, 2023**

<b>Personnel Report: Staff (Non-Faculty)</b>									
<b>ACTION TAKEN</b>									
NAME	ASSIGNMENT	RANK	SALARY	AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Wheeler, Grady	Navigator, English Language Learners	P3					X	5/1/2023	Transfer to Replace
Goossen, Bethany	Computer Applications Workforce Trainer – FTT	P1		X				5/1/2023	New Position – Grant Funded
Hamilton, Jacob	Student Activities Coordinator/Head Women’s Wrestling Coach	P2			X			6/5/2023	Replacing
Maes, Lynette	Apprenticeship Coordinator - FTT	P2		X				5/1/2023	New Position- Grant Funded
Saffer, Lynn	Adult Education Assistant Director	P2				X		08/04/2023	Retirement
Gross, Dan	Associate Dean	A5			X			07/10/2023	Replacing
Wightman, Jill	Director of Assessment	A5			X		X	04/01/2023	Transfer, Reclassification to Replace
Rhodes, Rod	Administrative Director, Work-Based Learning	A5		X			X	04/01/2023	Transfer, Reclassification, New Position
Saucier, Michele	College Advisor	P2				X		7/31/2023	Retirement

AD=Addition      RP=Replacement      RS=Resignation      TR=Transfer

**SOUTHEAST COMMUNITY COLLEGE  
Personnel Changes**

**May 10, 2023**

**Personnel Report: Staff (Faculty)**

<b>Personnel Report: Staff (Faculty)</b>								
<b>ACTION TAKEN</b>								
<b>NAME</b>	<b>ASSIGNMENT</b>	<b>SALARY</b>	<b>AD</b>	<b>RP</b>	<b>RS</b>	<b>TR</b>	<b>EFFECTIVE DATE</b>	<b>COMMENT</b>
Green, Travis	Instructor, Food Service/Hospitality					X	8/9/2023	Transfer to Replace
Detrick, Linnea	Instructor, Long Term Care Administration				X		7/31/2023	Separation
Turner, Kory	Instructor, Computer Information Technology				X		7/31/2023	Separation
Buchkoski, Courtney	Instructor, History				X		7/31/2023	Resignation
Compton, Tonia	Instructor, History				X		7/31/2023	Resignation

AD=Addition

RP=Replacement

RS=Resignation

TR=Transfer

<b>Board Report</b>	<b>SOUTHEAST COMMUNITY COLLEGE</b>		
	<b>Approved Position Requisitions</b>		
<b>Application Deadline Date</b>	<b>Job Title</b>	<b>Justification</b>	<b>Status as of 5/10/2023</b>
Open Until Filled	Learning Center Coordinator (Wahoo)	Replacement	To Team
Open Until Filled	Instructor, Practical Nursing - Beatrice and Milford	Replacement	
Open Until Filled	Instructor, Associate Degree Nursing (Two Positions)	Replacement	
Open Until Filled	Weekend Overnight Public Safety Officer (PT)	Replacement	
Open Until Filled	Kitchen Assistant - Child Development Center (PT)	Replacement	
Open Until Filled	Ag Equipment Operator - PT (Summer)	Replacement	To Team
Open Until Filled	Instructor, Computer Information Technology	Replacement	
3/30/2023	Instructor, Art	Replacement	To Team
3/30/2023	Instructor, Developmental Mathematics	Replacement	To Team
3/30/2023	Career Coach (FTT)	New Grant Funded Position	To Team
4/3/2023	Administrative Assistant I - Registrations and Records (PT)	Replacement	To Team
4/4/2023	Instructor, John Deere Tech (Two Positions)	Replacement	To Team
4/16/2023	Instructor, Diesel Technology - Truck	Replacement	To Team
4/18/2023	Administrative Assistant I, Adult Education (FT)	Replacement	To Team
4/18/2023	Instructor, Agriculture Management & Production	Replacement	To Team
4/25/2023	Instructor, Nondestructive Testing Technology	Replacement	To Team
4/26/2023	Mental Health Counselor - Counseling Assistance Program for Students (CAPS) (PT)	Replacement	To Team
4/26/2023	Administrative Assistant I - Admissions (FT)	Replacement	To Team
4/27/2023	Social Media Specialist (FT)	Replacement	To Team
4/27/2023	Instructor, English	Replacement	To Team
5/6/2023	Instructor, Business	Replacement	To Team
5/8/2023	Maintenance Worker - Grounds - PTT (Summer)	Replacement	To Team
5/8/2023	Maintenance Worker - PTT (Summer)	Replacement	To Team
5/10/2023	Custodian (PT - Multiple Positions)	Replacement	
5/15/2023	Instructor, History	Replacement	
5/15/2023	Success Counselor (FT)	Replacement	
5/16/2023	Instructor, Emergency Medical Services/Paramedic	Replacement	
5/16/2023	College Advisor (PT- Beatrice)	Replacement	To Team
5/16/2023	Summer Camp Staff (PTT- Seasonal)	Replacement	
5/16/2023	Instructor, Graphic Design/Media Arts Program	Replacement	
5/22/2023	Testing Center Specialist (PT)	Replacement	To Team
5/22/2023	Custodian I (FT)	Replacement	
5/22/2023	Administrative Director, Human Resources; Compensation & Labor Relations (FT)	Replacement	