Chairperson Kathy Boellstorff called the regular meeting of the Southeast Community College Board of Governors to order at 3:00 p.m. on Tuesday, August 24, 2021, at the Learning Center at Nebraska City, 1406 Central Avenue, Nebraska City, NE.

ROLL CALL:

Present:

Nancy A. Seim, Lincoln
Keith Hammons, Weeping Water
James Garver, Lincoln
Neal Stenberg, Lincoln
Arlyn Uhrmacher, Lincoln
Chuck Byers, McCool Junction
Kristin Yates, Lincoln
Ellen Weissinger, Lincoln
Linda Hartman, Faculty Representative
Kathy Boellstorff, Johnson

Absent:

Dale Kruse, Beatrice (excused)

Also Attending:

Paul Illich, Area Office
Derek Aldridge, Legal Counsel
Amy Bassen, Area Office

Registered Visitors:

Terry Stutzman
Luke Pawlowski
Amy Jorgens
Robin Moore
Cindy Meyer
Jeanne Tchoumo-Mezatio
Bob Redler
Eli Crittenden
Kevin Heise
Paul Gudy

Also attending via Zoom/Conference Call:

Ed Koster
Bev Cummins
Katy Novak
Bruce Tangeman
Jose Soto
Doug Kennedy

Braeden Perkins

Chairperson Boellstorff welcomed everyone to the meeting.

PUBLIC MEETING LAW COMPLIANCE STATEMENT

Chairperson Boellstorff stated the public meeting notice had been published in the Lincoln Journal Star on Monday, August 16, 2021, as well as posted on the bulletin board in the Area Office and on the website. She indicated that the meeting is conducted according to the principles of the revised ***Robert's Rules of Order***.

Chairperson Boellstorff indicated 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. Byers moved approval of the consent agenda. Seconded by Mr. Uhrmacher.

1) Approval of Agenda as Presented or Amended
2) Approval of Minutes of July 20, 2021, 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 Boellstorff asked for discussion. There was none.

Roll call vote follows:

FOR (9):	**AGAINST (0)**	**ABSENT (1):**
Byers		Kruse
Uhrmacher		
Seim		
Stenberg		
Hammons		
Yates		
Weissinger		
Garver		
Boellstorff		

Motion Carried

Ms. Boellstorff stated:

With regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0778597 and vote to approve all other bills and claims and all other Consent Agenda items.

Mr. Byers stated:
Madame President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0778580 and vote to approve all other bills and claims and all other Consent Agenda items.

Mr. Stenberg stated:
Madame President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0778547 and vote to approve all other bills and claims and all other Consent Agenda items.

Mr. Uhrmacher stated:
Madame President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher numbers V0778548 and V0779157, and vote to approve all other bills and claims and all other Consent Agenda items.

FINANCIAL REPORT

Financial Summary through July 31, 2021

General Fund	Budget 21-22	Year to Date through July 31, 2021 Budget	Actual	Variance	% Variance
Revenues:					
State aid	29,186,711	-	-	-	--
Local taxes	48,653,946	744,895	734,653	(10,242)	-1.37%
Tuition	15,965,050	4,470,214	6,326,313	1,856,099	41.52%
Other	600,000	50,000	18,263	(31,737)	-63.47%
Total Revenues	**94,405,707**	**5,265,109**	**7,079,229**	**1,814,120**	**34.46%**
Expenses					
Personal services	77,185,524	6,432,128	6,548,967	116,839	1.8%
Operating	15,358,519	1,279,877	1,062,038	(217,839)	-17.0%
Travel	331,295	27,608	3,175	(24,433)	-88.5%
Equipment	1,530,369	325,219	325,219	-	0.0%
Total Expenses	**94,405,707**	**8,064,832**	**7,939,399**	**(125,433)**	**-1.6%**
Net Position	-	**(2,799,723)**	**(860,170)**	**1,939,553**	

Dr. Illich reviewed the financial report for the period through July 31, 2021. He also reviewed the investment accounts.

The budget report ending July 31, 2021 showed:

Percentage of Budget year:	8.3%
Percentage of Budget spent:	8.4%
Percentage of Board budget spent:	3.1%

Ms. Seim moved acceptance of the financial report. Seconded by Mr. Stenberg.

Chairperson Boellstorff asked for discussion. There was none.

Roll call vote follows:

FOR (9):	**AGAINST (0)**	**ABSENT (1):**
Seim		Kruse
Stenberg		
Yates		
Garver		
Hammons		
Byers		
Uhrmacher		
Weissinger		
Boellstorff		

Motion Carried

BOARD MEMBER REPORTS

Ms. Seim, Mr. Stenberg, Mr. Hammons, and Ms. Boellstorff, reported attending the Meadow Hall ribbon-cutting ceremony on August 18, 2021, on Milford campus.

Mr. Byers reported visiting the new Director at the Learning Center at York. Mr. Byers also indicated a need for discussion about additional workforce with material handling training in the SCC service area.

Ms. Hartman reported attending a presentation at the Focus Suites by SCORE and Sandhills Global.

BOARD TEAM REPORTS

Executive. Chairperson Boellstorff stated the Executive Team met prior to the Board meeting and set the agenda.

Equity and Human Resources. Mr. Stenberg indicated that the team did not meet.

Finance & Facilities. Ms. Seim indicated the team met prior to the Board meeting. Ms. Seim provided an overview of the status of the projects included on the Facilities Project Status chart and upcoming projects.

- **Beatrice Classroom Building:** Punch List items are being completed.
- **Lincoln Health Sciences Building:** Punch List items are being completed.
- **Milford Campus:**
    - **Residence Hall:** Full capacity. Furniture is scheduled to arrive next week. Students were notified ahead of time, currently have bed and office chair.
    - **Nebraska Hall**: Renovations are being planned. Cornhusker Hall demolition needed before Nebraska Hall project begins.

- **Agriculture Facility:** Wrapping things up to present to new Vice President of Program Development in Beatrice.
- **Student and Academic Support Project:** Project is on schedule. Parking lots and buildings are full with the start of the semester.
- **STEM Facility**: Beginning Faculty input meetings.
- **Student Housing in Lincoln**: Dormitory discussion has begun.
- **House Purchase in Milford:** Closed.
- **Construction Trade Building:** Planning has begun.

Planning Team. Dr. Weissinger stated the Planning Team met prior to the Board meeting. She indicated the team discussed important items related to redistricting. She indicated that the team agreed that four principles for redistricting, identified by the Board in 2010, are still recommended and that the team voted unanimously to send these to the Executive Committee to vote on. Dr. Weissinger also stated that Dr. Illich recommended an outside consultant work with the SCC Institutional Research department to create one or more plans to assure that the redistricting meets the Board's principles and that the Planning Team recommends the full board meet to discuss redistricting plans when available.

NCCA Representative. Mr. Hammons stated that he attended the NCCA quarterly meeting in August. He reminded the Board the annual meetings is scheduled for October 3-4, 2021, in Scottsbluff, NE, and to let Amy Bassen know if they plan to attend. Interviews to replace Executive Director, Greg Adams are later this month. He indicated that NCCA hopes to be able to introduce the new executive director at the annual meeting.

The Career Academy Joint Board. Dr. Weissinger reported the new TCA Executive Director, Joshua Jones, has accomplished a lot in the last few months and indicated that tentatively, the Career Academy will have record enrollment this semester.

PRESIDENT'S REPORT

Dr. Illich reported on the following:

- Potential use of HEERF Act funding is being reviewed. Use of these funds would allow for otherwise incumbered funds to be used on other projects.
- Pursuing Cares Act funds allocated by the City for personnel and construction.
- Redistricting project plan is in place.
- Brett Bright, Vice President of Program Development, Beatrice Campus, starts September 1.
- Communication continues with Lincoln-Lancaster County Health Department on COVID-19 guidance for Fall.
- Vaccination clinics will be held at all campuses. Incentives are being offered.
- Enrollment is up approximately 150 students from last fall.
- BWBR has been selected as the design team for the IT and STEM building project.

FACULTY ASSOCIATION REPORT

Bob Redler and Linda Harman reported surveying faculty on summer professional activities. They shared results showing; grant related work, instruction, practicums, and attendance at trainings.

STUDENT ACTIVITIES REPORT

Braeden, Lincoln Student Senate President, introduced himself and shared activities planned at the Lincoln campus, including:

- Lincoln Zoo night, donuts incentive for talking with a Dean, and a blood drive.
- Braeden noted COVID limiting how far in advance activities can be planned.

PUBLIC COMMENT

Three staff members from Riekes Equipment attended and gave board members materials pertaining to their company. Along with Mr. Byers, they spoke about training demand for material handling and noted willingness to assist in starting a program at SCC.

Ms. Boellstorff thanked them for speaking. Dr. Illich noted the information would be shared with the Vice President of Instruction in Lincoln.

ADMINISTRATIVE PRESENTATION/BOARD REVIEW

Instructional Presentation: Cindy Meyer, Learning Center at Nebraska City (4.4)
Learning Center at Nebraska City Coordinator, Cindy Meyer, presented a brief overview of the new center location and activities since its opening in May.

The center has a fully equipped Construction Lab, three classrooms, and approximately 3,000 square feet of unfinished space. Space is dedicated to the Health Sciences program that will soon be equipped with the VALT system, which will connect it to the Health Sciences building in Lincoln.

Student Jeanne Edith Tchoumo-Mezatio, from Cameroon Africa, shared information about her SCC experience at the center.

2021-22 Southeast Community College Budget and Tax Levy Review (8.6)
Dr. Illich and Amy Jorgens, Vice President of Administrative Services, provided an overview of the 2021-22 Southeast Community College Budget. Although the Board had reviewed the 2021-22 budget previously, Dr. Illich provided a brief update prior to the action item to approve advertisement of the 2021-22 Notice of Budget Hearing and Budget Summary.

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 2021 meeting schedule will be as follows:

September 14, 2021, at 3:00 p.m. – SCC Board of Governors Special Meeting; 2021-2022 Budget Hearing (please note this meeting will not be limited on time).

September 14, 2021, at 3:30 p.m. or as soon thereafter as the budget hearing is completed – SCC Board of Governors Regular Meeting.

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

13a. Authorization to Advertise 2021-22 Budget
The Southeast Community College Area 2021-22 budget was reviewed as a follow up to the budget process. Authority to advertise the 2021-22 budget as required by the Nebraska Budget Act was voted on.

Potential Action: Motion to approve the advertising of the 2021-22 Notice of Budget Hearing and Budget Summary per the Nebraska Budget Act as outlined below:

General Fund	**$ 94,405,707.00**
Self Supporting Funds	**163,250,000.00**
Capital Improvement Fund	**35,621,908.00**
Notice of Budget Hearing and Budget Summary Total 2021-2022	**$ 293,277,615.00**

Mr. Stenberg moved to approve the Authorization to Advertise 2021-22 Budget. Seconded by Mr. Hammons.

Chairperson Boellstorff asked for discussion. There was none.

Chairperson Boellstorff reread the motion and a vote was taken.

Roll call vote follows:

FOR (9):	**AGAINST (0)**	**ABSENT (1)**
Stenberg		Kruse
Hammons		
Garver		
Uhrmacher		
Byers		
Yates		
Weissinger		
Seim		
Boellstorff		

Motion Carried

13b. Student Concern and Complaint Policy
An overview of the College's new Student Concern and Complaint Policy was presented at the July 20, 2021, Board of Governors meeting by Bev Cummins, Vice President of Student Affairs and Shawna Herwick, Administrative Director, Planning & Accreditation.

Potential Action: Motion to approve the Student Concern and Complaint Policy as presented.

Ms. Seim moved to approve the Student Concern and Complaint Policy. Seconded by Mr. Uhrmacher.

Chairperson Boellstorff asked for discussion. There was none.

Chairperson Boellstorff reread the motion and a vote was taken.

Roll call vote follows:

FOR (9):	**AGAINST (0)**	**ABSENT (1)**
Seim		Kruse
Uhrmacher		
Weissinger		
Hammons		
Stenberg		
Garver		
Byers		
Yates		
Boellstorff		

Motion Carried

LEGAL COUNSEL REPORT

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

TIME AND PLACE FOR SEPTEMBER MEETING

Chairperson Boellstorff stated the next regular Board meeting and Budget Hearing are scheduled for September 14, 2021, at the Milford Campus in Dunlap A and B, at 3:00 p.m. She reminded the Board that Budget Hearing, cannot be limited by time and provided information on how the meeting will run.

She also stated that a special meeting and work session is scheduled for September 28, 12:00-4:00 p.m., Beatrice campus, Academic Excellence Center. Lunch will be served 11:30 a.m.-12 p.m.

GOOD OF THE ORDER AND PUBLIC COMMENT

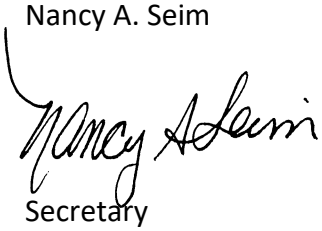
Ms. Boellstorff reminded Board Members:

- Review OnBoard and SCC email
- Special meeting to appoint vacant District Three seat following this meeting, scheduled to begin at 5:00 p.m.

ADJOURNMENT

Chairperson Boellstorff adjourned the meeting at 4:28 p.m.

Nancy A. Seim



Secretary

Southeast COMMUNITY COLLEGE

Area Office	301 S. 68th St. Place	Lincoln, NE	68510-2449	402-323-3400/800-642-4075	FAX: 402-323-3420
Beatrice Campus	4771 W. Scott Rd.	Beatrice, NE	68310-7042	402-228-3468/800-233-5027	FAX: 402-228-8935
Lincoln Campus	8800 O St.	Lincoln, NE	68520-1299	402-471-3333/800-642-4075	FAX: 402-437-2402
Milford Campus	600 State St.	Milford, NE	68405-8498	402-761-2131/800-933-7223	FAX: 402-761-2324

Learning Centers In Falls City, Hebron, Nebraska City, Plattsmouth, Wahoo, and York
Deaf TDD 402-437-2702
www.southeast.edu

NOTICE OF REGULAR AND SPECIAL MEETINGS OF THE BOARD OF GOVERNORS OF THE SOUTHEAST COMMUNITY COLLEGE AREA

August 24, 2021
3:00 P.M.

Location: Learning Center at Nebraska City
1406 Central Avenue, Nebraska City, 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 August 24, 2021, in the Southeast Community College Area – Learning Center at Nebraska City, 1406 Central Avenue, Nebraska City, NE – Room 104. Reasonable arrangements will be made for the public to attend the regular meeting. Members of the public and media also may access the regular meeting by video conference call by calling (402) 323-3405 and providing contact information to obtain authorization to enter the 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 Huck Continuing Education Center, 301 South 68th Street Place, Lincoln, Nebraska.

Notice is hereby given that a special meeting of the Board of Governors of the Southeast Community College Area will be held starting at 5:00 p.m., or as soon thereafter as the prior regular meeting of the Board of Governors is concluded, on August 24, 2021, in the Southeast Community College Area – Learning Center at Nebraska City, 1406 Central Avenue, Nebraska City, NE – Room 104. Reasonable arrangements will be made for the public to attend the special meeting. Members of the public and media also may access the special meeting by video conference call by calling (402) 323-3405 and providing contact information to obtain authorization to enter the meeting. An agenda for such special meeting, kept continuously current, is available for public inspection at the office of the President of Southeast Community College located at Jack Huck Continuing Education Center, 301 South 68th Street Place, Lincoln, Nebraska.

THE BOARD OF GOVERNORS OF THE SOUTHEAST COMMUNITY COLLEGE AREA

Southeast COMMUNITY COLLEGE

Area Office	301 S. 68th St. Place	Lincoln, NE	68510-2449	402-323-3400/800-642-4075	FAX: 402-323-3420
Beatrice Campus	4771 W. Scott Rd.	Beatrice, NE	68310-7042	402-228-3468/800-233-5027	FAX: 402-228-2218
Lincoln Campus	8800 O St.	Lincoln, NE	68520-1299	402-471-3333/800-642-4075	FAX: 402-437-2402
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SOUTHEAST COMMUNITY COLLEGE
BOARD OF GOVERNORS

Tuesday, August 24, 2021

Southeast Community College
Learning Center at Nebraska City
1406 Central Avenue, Nebraska City, Nebraska
Room 104

REGULAR MEETING AGENDA – 3:00 P.M.

1. Meeting Called to Order — 3:00 p.m.
2. Roll Call — 3:03
3. Public Meeting Law Compliance Statement — 3:06
4. Consent Agenda — 3:08
   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 20, 2021, 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 — 3:11
6. Board Member Reports — 3:20
7. Board Team Reports — 3:25
8. President's Report — 3:35
9. Faculty Association Report — 3:50
10. Student Activities Report — 3:55
11. Public Comment — 4:00
12. Administrative Presentation/Board Review
    a. Instructional Presentation: Cindy Meyer, Learning Center at Nebraska City **(4.4)** — 4:05

BREAK

    b. 2021-22 Southeast Community College Budget and Tax Levy Review **(8.6)** — 4:20
13. **DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:**
    a. Authorization to Advertise 2021-22 Budget — 4:35
    b. Student Concern and Complaint Policy — 4:40

Southeast COMMUNITY COLLEGE

Area Office	301 S. 68th St. Place	Lincoln, NE	68510-2449	402-323-3400/800-642-4075	FAX: 402-323-3420
Beatrice Campus	4771 W. Scott Rd.	Beatrice, NE	68310-7042	402-228-3468/800-233-5027	FAX: 402-228-2218
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Learning Centers	in Falls City, Hebron, Nebraska City, Plattsmouth, Wahoo, and York				
Deaf TDD	402-437-2702				

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14. Legal Counsel Report	4:45
15. Time and Place for September Meeting	4:50
16. Good of the Order and Public Comment	4:52
17. Adjournment	4:57

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.

SOUTHEAST COMMUNITY COLLEGE
Personnel Changes August 16, 2021

Personnel Report: Staff (Non-Faculty)									
				ACTION TAKEN					
NAME	**ASSIGNMENT**	**RANK**		**AD**	**RP**	**RS**	**TR**	**EFFECTIVE DATE**	**COMMENT**
Balas, Seada	Custodian II – Physical Plant	N05			X			8/16/21	Replaces Richard Campbell
Barnard-Dorn, Stacey	Operations/Special Projects Coordinator – Instruction	P01						8/01/21	Reclassification
Bayliss, Mark	Director of Testing – Student Affairs Division	P01						8/01/21	Reclassification
Bright, Brett	Vice President of Program Development/Campus Director – Beatrice/Athletic Administrator – President Staff	A01			X			9/01/21	Replaces Bob Morgan
Garcia, Carlos	Associate Director, Financial Aid – Student Affairs Division	P02						8/01/21	Reclassification
Herwick, Shawna	Administrative Director, Accreditation, Institutional Assessment and Planning – President Staff	A04						8/01/21	Reclassification
Jung, Jennifer	Operations Coordinator – Campus President Staff	P02						8/01/21	Reclassification
Kramer, Sarah	Administrative Director Human Resources – Human Resources Division	A05				X		9/29/21	Resignation

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

SOUTHEAST COMMUNITY COLLEGE
Personnel Changes August 16, 2021

Personnel Report: Staff (Non-Faculty)									
				ACTION TAKEN					
NAME	**ASSIGNMENT**	**RANK**		**AD**	**RP**	**RS**	**TR**	**EFFECTIVE DATE**	**COMMENT**
Rowell, Delray	Administrative Assistant II – Arts & Sciences Division	N10			X		X	8/2/21	Replaces Misty Griggs
Schaben, Renie	Administrative Assistant I – Career Services – Student Affairs Division	N08			X		X	8/30/21	Reassignment Replaces Marcia Van Andel
Smith, Jackie	Associate Registrar – Student Affairs Division	P02				X		8/04/21	Resignation

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

SOUTHEAST COMMUNITY COLLEGE
Personnel Changes August 16, 2021

Personnel Report: Staff (Faculty)								
			ACTION TAKEN					
NAME	ASSIGNMENT		AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Aksamit, Austin	Instructor, Nondestructive Testing - Const/Elec/Comm/CIT Division				X		7/31/21	Resignation
Corr, Tracy	Instructor Business – Business Division				X		7/31/21	Resignation
Harvey, Joshua	Instructor, Associate Degree Nursing – Health Sciences Division				X		7/31/21	Resignation
Carlson, Marlyce	Instructor Business – Business Division		X				8/10/21	Expanded
Detrick, Linnea	Instructor, Long Term Care Administration – Business Division			X			8/10/21	Replaces Fran Hartwell
Fiala Maryjan	Instructor, Business – Business Division			X			8/10/21	Replaces Rose Kowalski
Hoch, Abigail	Instructor, Chef - Business & Community Services Division			X			8/10/21	Replaces Travis Green
Raile Kerry	Instructor Business – Business Division			X			8/10/21	Replaces Jonah Jordening
Stokes Robert	Instructor Professional Truck Driving Training – Ag/Transportation/Welding Division			X			8/10/21	Replaces Mike Kuebler
Kumke Jerry	Instructor, Auto Technology – Ag Transportation/Welding Division				X		7/31/21	Resignation
Lewis Barry	Instructor, Auto Technology – Ag Transportation/Welding Division				X		7/31/21	Resignation

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

SOUTHEAST COMMUNITY COLLEGE
Personnel Changes August 16, 2021

Personnel Report: Staff (Faculty)								
			ACTION TAKEN					
NAME	ASSIGNMENT		AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Rosenau, Samuel	Instructor, Welding - Ag Transportation/Welding Division				X		7/31/21	Resignation
Stutzman, Bruce	Instructor, Building Construction – Const/Elec/Comm/CIT Division			X			8/10/21	Replaces Aaron Thompson
Trippier, Shannon	Instructor, Occupational Therapy Assistant Program – Health Sciences Division		X				8/16/21	Expanded
Turner, Kory	Instructor, Computer Information Technology – Const/Elect/Comm/CIT Division			X			8/10/21	Replaces Don Bossung
Young, Thomas	Instructor, Social Science – Arts & Sciences Division				X		7/31/21	Retirement

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

Board Report	SOUTHEAST COMMUNITY COLLEGE		
	Approved Position Requistions		
Application Deadline Date	**Job Title**	**Justification**	**Status as of 8/17/21**
1/29/2021	Enterprise Systems Specialist (FTT)	Replacement	To Team
Open Until FIlled	Assistant Residence Life Manager	Replacement	
Open Until Filled	Maintenance Worker II - HVAC and Controls Technician	Replacement	
6/30/2021	Institutional Effectiveness and Research Analyst	Expanded	To Team
7/9/2021	Dean, Construction & Electronics Division & Communication & Information Technology Division	Replacement	Recommendation
7/12/2021	Associate Dean	Replacement	Recommendation
7/21/2021	Instructor, Business	Replacement	To Team
7/26/2021	Administrative Assistant I, Continuing Education Services (2)	Replacement	Recommendation
7/27/2021	Instructor, Emergency Medical Services/Paramedic	Replacement	To Team
7/27/2021	Instructor, Associate Degree Nursing	Replacement	Recommendation
7/27/2021	Instructor, Practical Nursing	Replacement	Recommendation
8/12/2021	Associate Director of Registration and Records Milford	Replacement	
8/12/2021	Associate Director of Registration and Records Beatrice	Replacement	
8/12/2021	Director of Transitions and Tutuoring	Replacement	
8/12/2021	Custodian II	Replacement	
8/12/2021	Assistant Director, Continuing Education	Replacement	
8/12/2021	Student Affairs Technician	Replacement	
8/18/2021	Administrative Director, Human Resources	Replacement	
8/23/2021	Instructor, Welding	Replacement	
8/23/2021	Instructor, Nondestructive Testing Technology	Replacement	
8/23/2021	Instructor, Diesel Technology - Truck	Replacement	
8/31/2021	Associate Director Financial Aid	Replacement	