



Chairperson Arlyn Uhrmacher called the regular meeting of the Southeast Community College Board of Governors to order at 12:32 p.m. on Tuesday, November 18, 2025, at the Beatrice Campus, 4771 W. Scott Road, Beatrice, NE.

Swearing in of Newly Voted Board Member Matthew Haden by Chairperson Arlyn Uhrmacher.

ROLL CALL:

Present:

Kathy Boellstorff, Johnson
Chuck Byers, McCool Junction
Brandon Gunther, Hickman
Matthew Haden, Lincoln
Vicki Haskell, Fairbury
Joann Herrington, Lincoln
Carina McCormick, Lincoln
Nancy Seim, Lincoln
James Sherwood, Lincoln
Neal Stenberg, Lincoln
Linda Hartman, Faculty Representative
Arlyn Uhrmacher, Lincoln

Absent:

PUBLIC MEETING LAW COMPLIANCE STATEMENT

Chairperson Uhrmacher stated the public meeting notice had been published in the Lincoln Journal Star on Wednesday, November 12, 2025, 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 Uhrmacher 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 12. 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.

TOPICS FOR DISCUSSION

Progress Report on President's Goals

Dr. Illich presented on the following:

- 2025-2026 Three Goal Areas
 - Relationship building

- Strategic and Operational planning
 - Collaboration with Regional and State associations and Agencies
- Relationship building and culture
 - Relationship building events
 - Open forums, meetings, and tours of all service area counties
 - Phi theta kappa all-Nebraska team and Aksarben
 - Lincoln Chamber of Commerce
 - Skills USA recognition ceremony
 - Skills USA Golf tournament
 - Governor's Economic Development summit
 - UNL & SCC administrative retreat
 - Ribbon cutting
 - Welding Technology center
 - Nebraska Hall
 - Cyber security Conference
 - Aksarben through the ages event
 - 2025-2030 Strategic plan 15 county tour
 - President/Board relationship building
 - Conference, meeting presentations, board meetings, work sessions, and other events and activities
 - Board retreat
 - ACCT Conference
 - NCCA annual meeting conference
 - Board team meetings
 - TCA joint board meeting
 - Campus events
 - Graduation events
- Fall enrollment
 - 23% increase from Fall 2021
- Spring enrollment
 - 12% increase from Spring 2024
- Fall enrollment by campus
 - Percent increase from 2024
 - Lincoln 9%
 - Milford 2%
 - Beatrice 4%
- Spring enrollment by campus
 - Percent increase from 2024
 - Lincoln 13%
 - Milford 4%
 - Beatrice 16%
- FY 2025 Community College Certified REUs
 - 12.6% increase in REUs
 - 2025-26 CCPE certified change in REUs and CCFF funding 12.60%
- Total under graduate enrollment
 - 15,390

- Number of credentials awarded
- Success and retention rates
- Matriculation rates
- Learning center enrollment
- Financing and construction
 - COPs financing capacity factor
 - Collaboration with regional and State associations and agencies
 - Year 4 assurance review preparation
 - Legislative support for Community College

Chairperson Uhrmacher asked to explain the Prison Program? Dr. Illich shared background on how the prison education program was developed and provided current enrollment numbers.

Dr. Sherwood asked what does Dr. Illich do for a relationship with Faculty? Dr. Illich explained that he attends quarterly Faculty Council meetings, provides weekly updates, participates in informal gatherings and classroom presentations, and engages with faculty through activities such as serving as MC for a speech contest.

Quarterly Financial Report

Dr. Illich and Amy Jorgens, Vice President of Administrative Services & CFO reported on the following update on the quarterly financial report:

- Southeast Community College's Financial Strategy
 - 2025-30 Strategic plan Goal 6
 - Institutional Strategy
- SCC Quarterly financial report
 - Composite Financial Index
 - REU
 - Cash reserve
 - Net position
- HLC Composite financial index consists of four key financial ratios
 - Primary reserve ratio
 - Measures financial strength and flexibility
 - Calculations: expendable net assets/total expenses
 - CFI weight 35%
 - Return on Net Assets Ration
 - Measures whether the college is better off now than in the previous year
 - Calculation: Change in net assets / Total net assets
 - CFI weight 20%
 - Viability Ratio
 - Measures expendable resources available to cover debt obligations
 - Calculation: Expendable net assets / Long-term debt

- CFI weight 35%
- Net Operating Revenues Ratio
 - Indicates whether the college is living within available resources
 - Calculation: Operating Income (Loss) plus Net Non-operating Revenues (Expenses) / Operating Revenues plus Non-operating Revenues
 - CFI weight 10%
- The Composite Financial Index creates one overall measure of financial health
 - Computing values of four core ratios
 - Standardizing ratio values to strength factors on a common scale
 - Weighting strength factors
 - Summing the four adjusted ratios to create the CFI
 - CFI ranges from 1 – Poor financial health to 10 – Strong financial health
- Composite financial index/SCC trends
 - SCC has maintained a strong CFI while assuming debt to pursue its strategic initiatives
 - The CFI should be interpreted with caution because of the complex interplay between the four ratios, the goals of the institution, and the pending investment necessary to meet these goals
- Composite financial index/weighting of four ratios
 - Since 2017, SCC has transitioned from a history of no debt to maintaining viability while assuming debt to pursue and accomplish its strategic initiatives
 - SCC has enhanced its primary reserve ratio to maintain flexibility and financial viability

Ms. Boellstorff asked whether SCC had not been using capital funds? Ms. Jorgens confirmed that was correct — capital funds had not been used.

Dr. Sherwood asked whether other HLC institutions in a similar financial position as SCC? Ms. Jorgens responded that comparative statistics are more than likely available publicly.

Facilities Update

Dr. Bev Cummins, Vice President Campus Operations & Development, Scott Maas, Associate Vice President – Lincoln Campus, Toni Landenberger, Associate Vice President – Beatrice Campus, and Jon Kisby, Associate Vice President – Milford Campus reported on the following:

- Beatrice Campus
 - Agriculture Technology Center
 - Where Agriculture meets innovation
 - 2025 -26 Beatrice Campus Project list
 - Design Services – Update Campus Master Facility Plan

- Sidewalk Repair/Addition/Lighting
 - Storage for Golf Cart & ATV
 - New Windows – Truman Hall
 - Wayfinding/Signage Interior & Exterior
 - Student Center Furniture, Branding, Games
- Lincoln Campus
 - Life Science Center
 - Where science comes to life
 - Future residence hall with 1st floor dining hall
 - Study spaces
 - Student spaces
 - Quad unit
 - Dining
 - Double unit
 - 2025-26 Lincoln Campus Project List
 - Landscape design
 - Lincoln Campus Center Space Planning
 - Landscaping, Irrigation, Sidewalks
 - Internal & External Signage

Ms. Seim asked whether the current dorms had a waiting list? Mr. Maas confirmed that there is no waiting list at this time.

Ms. Hartman asked about renumbering inside the main building? Mr. Maas explained that sections D, N, R, T, U, and V are being updated, and the renumbering process will take approximately six months.

- Milford Campus
 - Construction Technology Center
 - Building the future
 - Modern learning spaces
 - Savannah Hall
 - 2025-26 Milford Campus Project List
 - Window Replacement - Pioneer Complex
 - Parking Lot Repairs
 - Eicher Roof Replacement
 - Interior & Exterior Wayfinding/Signage

Chairperson Uhrmacher declared the Board in recess at 1:54 p.m.

Chairperson Uhrmacher declared the Board in regular session at 2:05 p.m.

CONSENT AGENDA

Dr. Sherwood moved approval of the consent agenda. Seconded by Ms. Seim.

- 1) Approval of Agenda as Presented

- 2) Approval of Minutes of October 15, 2024, 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 Uhrmacher asked for discussion. There was none.

Roll call vote follows:

FOR (11):

Sherwood
Seim
Boellstorff
Byers
Gunther
Haden
Stenberg
Pitcher
McCormick
Haskell
Uhrmacher

AGAINST (0)

ABSENT (0):

Motion Carried

Mr. Byers:

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

- V0928124

Arlyn Uhrmacher:

With regard to the Consent Agenda item for Bills and Claims, I declare a conflict of interest and abstain from the action with regard to the following voucher numbers and vote to approve all other bills and claims and all other Consent Agenda items:

- V0930008

FINANCIAL REPORT

Unaudited Cash Basis Financial Summary through October 31, 2025

General Fund	Budget <u>25-26</u>	Year to Date through October 31, 2025			
		Budget	Actual	Variance	% Variance
Revenues:					
State aid	31,565,827	6,313,165	6,313,165	-	--
CCFF	71,181,055	14,236,211	14,236,211	-	--
Tuition	17,913,603	10,389,890	11,355,184	965,294	9.29%
Other	995,988	331,996	772,622	440,626	132.72%
Total Revenues	121,656,473	31,271,262	32,677,182	1,405,920	4.50%
Expenses:					
Personal services	95,743,799	31,914,601	28,181,600	(3,733,001)	-11.7%
Operating	21,279,396	7,093,133	10,350,596	3,257,463	45.9%
Travel	716,387	238,795	93,404	(145,391)	-60.9%
Equipment	4,132,500	1,332,617	1,332,617	-	0.0%
Total Expenses	121,872,082	40,579,146	39,958,217	(620,929)	-1.5%
Net Position	(215,609)	(9,307,884)	(7,281,035)	2,026,849	

Dr. Illich reviewed the unaudited financial report for the period through October 31, 2025. He also reviewed the investment accounts.

The budget report ending October 31, 2025 showed:

Percentage of Budget year: 33.3%
 Percentage of Budget spent: 32.8%
 Percentage of Board budget spent: 18.2%

Ms. Boellstorff moved acceptance of the financial report. Seconded by Ms. Pitcher.

Chairperson Uhrmacher asked for discussion. There was none.

Roll call vote follows:

FOR (11):

Boellstorff
 Pitcher
 Haden
 Sherwood
 McCormick
 Haskell
 Seim
 Gunther
 Byers
 Stenberg
 Uhrmacher

AGAINST (0):

ABSENT (0):

Motion Carried

BOARD MEMBER REPORTS

Mr. Byers attended the NCCA Award Ceremony and annual conference, as well as a York Community meeting on November 4.

Dr. Sherwood attended the Kiwanis Club tour of SCC.

Ms. Seim noted that the NCCA conference panel was excellent.

Ms. Boellstorff attended the NCCA conference and praised the panel; she added that Butter Braid sales continue until November 21, 2025.

Mr. Gunther attended the NCCA conference and took two of his daughters to a wrestling competition.

Ms. Pitcher attended the NCCA conference and spoke with the keynote speaker, Mr. Jim Hermes.

Mr. Haden attended the new board member orientation on November 11.

Chairperson Uhrmacher attended the NCCA Award Ceremony, expressed gratitude for the nominations and winning the Governor's Award. He stated that all sessions were informative and met with Zane Francescato from 6 Regions One Nebraska. Lastly, he attended the Special Board meeting on November 4 to select a new board member for the vacant seat.

BOARD TEAM REPORTS

Executive Advisory Team: Chairperson Uhrmacher reported that the EAT met prior to the November 4 Board meeting to set the agenda for this meeting.

Planning/Advocacy: Ms. Seim shared that the team met prior to the Board meeting and is continuing work on the "three C's." They are also planning the upcoming board retreat and developing board branding focused on five key elements: the marketing team is leading efforts to build messaging, shape perception, and reinforce these brand pillars:

- Redefining the Community College Experience
- Within reach, beyond expectation
- Here for you
- Experts build experts
- Results that matter

Human Resources & Policy: Mr. Stenberg reported the team met prior to the Board meeting. They discussed Policy B-2, which will be an action item later in the meeting, and agreed to recommend its approval. An updated organizational chart will appear on the December agenda. Revisions to Policy E-18 (harassment and discrimination) reached a tentative agreement and the policy and procedures will go to legal and then to the administrative team for review. The team also discussed procedure 11a (reimbursement) that will come before the Board since it directly relates to Board processes.

Finance & Facilities: Ms. Boellstorff reported that the team met prior to the Board meeting and reviewed current projects on the Facilities Project Status chart as well as upcoming initiatives. She noted that the main building will be renamed to the Lincoln Campus Center.

NCCA Representative: Mr. Byers stated that the group met after the award ceremony on November 2. They discussed taking a neutral position on current legislation and addressed concerns regarding the state's budget deficit.

TCA Joint Board: Chairperson Uhrmacher noted that the TCA Joint Board has not met yet; the next meeting is scheduled for December 9, 2025.

PRESIDENT'S REPORT

Dr. Illich reported on the following:

- COPs financing
 - 4.4% interest rate
 - Scott Keene to present to the board in the future to discuss financing
- P-20 initiative
 - Meetings held in Lincoln
 - Meets once every couple of weeks
- Kiwanis club tour
 - Seth Meranda organized the event
- Legacy in Lights
 - The event was about Scott's legacy
- Wrestling match in Beatrice

STUDENT ACTIVITIES REPORT

Brock Byrd, Beatrice Student Senate President, explained that Student Senate is a student-led organization focused on increasing campus involvement.

Campus Activities:

- Milford: Discovery Days, blood drive, Feed Veterans event, No Tobacco Days, and student senate elections.
- Lincoln: Fun Fest, bingo and magic show, blood drive, Great American Smoke-out, and Finals Relaxation Day.

- Beatrice: Game nights, pool tournament, a successful effort to gain approval for Student Center renovations, a clothing donation drive, and Thanksgiving-themed engagement.

Mr. Byrd expressed a desire to grow Student Senate across all campuses and shared that serving in this role has been a great experience.

Ms. Boellstorff asked what brought him to SCC and his post-graduation plans? Mr. Byrd said he came to SCC for wrestling and hopes to transfer to a four-year university to study criminal justice or forensics. He is from Beaumont, Texas.

Ms. Pitcher thanked him for the wide range of activities and asked about stress-reduction plans for finals? Mr. Byrd shared that they will offer massage chairs, pancakes, and additional relaxation activities. Ms. Pitcher appreciated updates from all three campuses.

Chairperson Uhrmacher encouraged Student Senate to continue providing reports from each campus.

PUBLIC COMMENT

Chairperson Stenberg asked for public comment. There was none.

Chairperson Uhrmacher declared the Board in recess at 2:52 p.m.

Chairperson Uhrmacher declared the Board in regular session at 3:02 p.m.

ADMINISTRATIVE PRESENTATION/BOARD REVIEW

13a. New Program Proposals

Joel Michaelis, Vice President of Instruction, reported an overview of new programs.

- Artificial Intelligence for Professionals Certificate
 - Program Overview
 - Southeast Community College (SCC) proposes to establish an Artificial Intelligence for Professionals Certificate. This credential is intended for students seeking to attain skills in the proficient and ethical use of artificial intelligence (AI). This program prepares individuals to work in professional settings that utilize tools in AI. This will be useful in an office setting and for small business owners in a variety of career fields.
 - Rationale & Justification
 - Targeted student population
 - Curriculum plan
 - The proposed curriculum plan for Artificial Intelligence for Professionals Certificate credential is comprised of 16 credit hours. Courses will be offered in a combination of face-to-

face, online, and/or synchronous web modalities. Existing full-time and/or adjunct faculty will teach all courses.

- Potential revenue and expenses
 - No additional funds are needed to offer this credential. We anticipate that current faculty will teach all classes in the program with the existing courses. No additional support staff, equipment, or classrooms will be needed as all existing classrooms and equipment will be utilized.
- Electronic System technology – AVD/Low Voltage technician Diploma
 - Program Overview
 - The AVD/Low Voltage Technician Diploma program prepares students for careers as service and field technicians in the Audio, Video, and Data (AVD)/Low Voltage industry. Graduates will be equipped to work with private companies and government organizations, supporting installation, maintenance, and repair needs. This program can help current employees advance within their organizations or serve as an entry point for individuals new to the field.
 - Rationale & Justification
 - Targeted student population
 - Curriculum plan
 - Students in the AVD/Low Voltage Technician Diploma program will begin with ACFS 1015 (Success @ SCC) and Basic DC Principles. They will learn about active devices such as transistors and develop troubleshooting skills essential to the field. Coursework in Audio, Visual, and Low Voltage Systems will expand their troubleshooting experience and introduce concepts in voice communication. Additional topics include analog and digital modulation, antenna radiation patterns, and fiber optics. Students will also complete two General Education Learning Outcome (GELO) courses as part of the diploma requirements.
- Culinary/Hospitality: Hospitality Management and Culinary Communications AAS proposal
 - Program Overview
 - The Culinary/Hospitality program currently offers an Associate of Applied Science degree in Culinary Arts with three possible focuses: Culinary Arts, Hospitality Management, and Culinary Communications. The purpose of this proposal is to separate these focuses into their own separate AAS degree pathways. The program already offers separate Diplomas in Culinary Arts, Hospitality Management and Culinary Communications.
 - Rationale & Justification

- Targeted student population
- Curriculum plan
 - Since this proposal requests separation of already existing focuses within the Culinary/Hospitality program, all courses are existing courses. No new courses are needed. These courses are available on the Lincoln campus and are offered face-to-face, hybrid or online. All courses will be taught by the current full-time faculty.
- Potential Revenue and Expenses
 - No additional expenses are forecast because we are separating current options within an existing AAS using existing courses. We will utilize existing space, faculty, staff, and equipment with no additional costs associated for the separation of the options. With the purpose of providing students with more customized choices to meet their educational goals, we do not anticipate additional revenue.
- Additional Resources
 - No additional resources are necessary.

- English Certificate
 - Program Overview
 - The English Certificate credential is an entry-level certificate that will develop knowledge and skills for students interested in earning a credential in English and gaining access to employment in the writing, editing, and design field. Courses provided in this certificate are currently offered through the English Department.
 - Rationale & Justification
 - Targeted student population
 - Curriculum plan
 - The proposed curriculum plan for this credential will ladder to existing Academic Transfer credentials and serve as a stackable credential within the Academic Transfer and other Associate of Arts Programs. Courses will be offered face-to-face as well as online. With the exception of a new Capstone, all course requirements currently fit within the existing Academic Transfer and Associate of Arts degrees.
 - Program Learning Outcomes
 - Potential revenue and expenses
 - No additional funds are needed to offer this credential. We anticipate the current faculty to teach all classes in the program. No additional support staff, equipment, or classrooms will be needed as all existing classrooms and equipment will be utilized.
 - References

The Board reviewed each program individually and discussed the specific needs, requirements, and justification for each one.

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

14a. NCCA Dues

Mr. Byers motioned to authorize payment of NCCA membership dues in the amount of \$74,847.17 for the period of January 1 – December 31, 2026. Seconded by Mr. Gunther.

Chairperson Stenberg asked for discussion.

Mr. Byers mentioned that the dues would not be raised and remain flat for next year.

Chairperson Uhrmacher asked what was the credit for? Mr. Jorgens explained what that credit was.

Roll call vote follows:

FOR (11):

Byers
Gunther
McCormick
Stenberg
Boellstorff
Haden
Sherwood
Pitcher
Haskell
Seim
Uhrmacher

AGAINST (0):

ABSENT (0):

Motion Carried

14b. Water Damage Settlement – Beatrice Campus

In or around July 2025, the College suffered damage to Eisenhower Hall as a result of a water heater water line break. The College submitted the damage claim to its insurance carrier, the Nebraska Community College Insurance Trust via its administrator the Nebraska Risk Management Association, Inc. After paying its deductible in the amount of \$25,000, the College will receive the amount of \$51,359.55 from insurance as full and final settlement of the claim. College administration recommends the claim amount and the insurance settlement.

Mr. Gunther motioned to authorize and approve the settlement agreement with the Nebraska Community College Insurance Trust in the amount of \$51,359.55, as full and final settlement and release of all claims of the College regarding the 2025 water damage and loss insurance claim by the College, such settlement agreement in the form on file with official College records and as presented at this meeting or with such changes as are deemed necessary and in the best interest of the College, and further to authorize and delegate authority to the Board Chairperson to sign, execute and deliver such settlement agreement, and any documents or agreements called for or necessary to complete the settlement, and to take or cause to be taken all other action necessary or appropriate to complete any requirements or obligations under the settlement agreement. Seconded by Dr. McCormick.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (11):

Gunther
McCormick
Seim
Pitcher
Haskell
Stenberg
Boellstorff
Byers
Sherwood
Haden
Uhrmacher

AGAINST (0):

ABSENT (0):

Motion Carried

14c. Policy B-2

Mr. Stenberg motioned to approve revised board policy B-02 such policy 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 policy effective immediately. Seconded by Dr. McCormick.

Chairperson Stenberg asked for discussion.

The Board discussed the possibility of hearing a presentation one month and taking action the following month. Mr. Stenberg and Dr. Illich clarified that due to the policy's complexity, both the presentation and action would need to occur in the same month to allow timely progress on updating the related procedures.

Roll call vote follows:

FOR (11):

Stenberg
McCormick
Gunther
Sherwood
Byers
Haskell
Pitcher
Haden
Boellstorff
Seim
Uhrmacher

AGAINST (0):

ABSENT (0):

Motion Carried

14d. Ratify Appointment of Board Team

Mr. Uhrmacher motioned to approve the appointment of Matthew Haden to the HR/Policy Team to replace Kristin Yates. Such appointment is effective immediately and will continue until new Board Teams are appointed and approved. Seconded by Dr. Sherwood.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):

Uhrmacher
Sherwood
Byers
Pitcher
Haskell
Boellstorff
Stenberg
Seim
Gunther
Haden
McCormick

AGAINST (0):

ABSENT (0):

Motion Carried

LEGAL COUNSEL REPORT

There were none

TIME AND PLACE FOR DECEMBER MEETING

Chairperson Uhrmacher stated the next Board regular meeting is scheduled for December 16 at 3:00 p.m., at the Lincoln Campus.

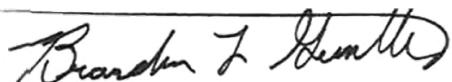
GOOD OF THE ORDER

Chairperson Uhrmacher mentioned that graduation will be at 6pm at Pinnacle Bank Arena on December 11, 2025. He mentioned that the forms regarding office for 2026 and teams' preference form will be sent out early along with the due date.

ADJOURNMENT

Chairperson Uhrmacher adjourned the meeting at 3:51 p.m.

Brandon Gunther

A handwritten signature in black ink, appearing to read "Brandon Gunther", is written over a horizontal line.

Secretary

SOUTHEAST COMMUNITY COLLEGE
BOARD OF GOVERNORS

Tuesday, November 18, 2025

Southeast Community College
Beatrice Campus
4771 W. Scott Road, Beatrice, Nebraska
Academic Excellence Center – Room 134

WORK SESSION & REGULAR MEETING
AGENDA – 12:30 P.M.

1. Meeting Called to Order	12:30 p.m.
2. Swearing in of Newly voted Board of Governor	12:33
3. Roll Call	12:38
4. Public Meeting Law Compliance Statement	12:40
5. Topics for Discussion	
a. Progress report on President's goals	12:42
b. Quarterly Financial Report	1:02
c. Facilities Update	1:22
BREAK	1:42
6. Consent Agenda	1:52
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 October 15, 2024, 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	
7. Financial Report	1:57
8. Board Member Reports	2:07
9. Board Team Reports	2:17
10. President's Report	2:27
11. Student Activities Report	2:42
12. Public Comment	2:47
BREAK	3:02

13. Administrative Presentation/Board Review	
a. New Program Proposals	3:12
14. DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:	
a. NCCA Dues	3:32
b. Water Damage Settlement – Beatrice Campus	3:37
c. Policy B-2	3:42
d. Ratify Appointment of Board Teams	3:47
15. Legal Counsel Report	3:52
16. Time and Place for December Meeting	3:54
17. Good of the Order	3:57
18. Adjournment	4:00

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.



The Lincoln Journal Star
PO Box 81609
(402) 473-7448

State of Florida, County of Broward, ss:

Anjana Bhadoriya, being first duly sworn, deposes and says: That (s)he is a duly authorized signatory of Column Software, PBC, duly authorized agent of The Lincoln Journal Star, a legal newspaper printed, published and having a general circulation in the County of Lancaster as that 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 statute 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.

PUBLICATION DATES:

Nov. 12, 2025

NOTICE ID: VgQqnWyahfOlBs0XEwkv

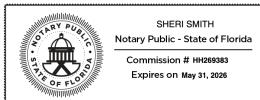
PUBLISHER ID: COL-NE-1007073

NOTICE NAME: November 18 BOG Mtg

Publication Fee: \$22.61

Anjana Bhadoriya

(Signed) _____

**VERIFICATION**

State of Florida
County of Broward

Subscribed in my presence and sworn to before me on this: 11/12/2025

S. Smith

Notary Public
Notarized remotely online using communication technology via Proof.

**NOTICE OF THE
MEETING OF
THE BOARD OF
GOVERNORS OF
THE SOUTHEAST
COMMUNITY
COLLEGE AREA**

November 18, 2025 at 12:30
P.M.

Location: Beatrice Campus
4771 West Scott Road, Beatrice,
Nebraska
Academic Excellence Center –
Room 134

Notice is hereby given that the work session & regular meetings of the Board of Governors of the Southeast Community College Area, will be held at 12:30 p.m. on November 18, 2025, at the Southeast Community College Beatrice Campus, Academic Excellence Center, room 134, or other location therein, 4771 West Scott Road, Beatrice, NE. The agenda for the meeting, kept continuously current, is available for public inspection during regular business hours at the Southeast Community College - Lincoln Campus, 8800 O Street, Suite 227, Lincoln, Nebraska.

THE BOARD OF GOVERNORS OF
THE SOUTHEAST COMMUNITY
COLLEGE AREA
COL-NE-1007073 11/12 ZNEZ

SOUTHEAST COMMUNITY COLLEGE**Personnel Changes****November 18, 2025****Personnel Report: Staff (Non-Faculty)**

ACTION TAKEN										
NAME	ASSIGNMENT	RANK	SALARY	AD	RP	RS	RT	TR	EFFECTIVE DATE	COMMENT
Hill, Matthew	Custodian I – FT	N5			X				11/03/2025	Replace
Kelley, Daniel	Maintenance Worker II – FT	N15			X				11/03/2025	Replace
Loos, Sam	Safety & Security Coordinator	N16						X	11/17/2025	Transfer to Expanded
	Director, Trades & Industry – FT	P1							10/27/2025	Position Reclassification
Rupprecht, Misty	Campus Operations Coordinator – FT	P1						X	11/17/2025	Transfer to Replace
Zabokrtsky, Jill	Human Resources Specialist – FT	N14				X			10/31/2025	Resignation

AD=Addition

RP=Replacement

RS=Resignation

RT=Retirement

TR=Transfer

SOUTHEAST COMMUNITY COLLEGE

Personnel Changes

November 18, 2025

Personnel Report: Faculty

ACTION TAKEN										
NAME	ASSIGNMENT	SALARY	AD	RP	RS	RT	TR	EFFECTIVE DATE	COMMENT	
Beck, Joshua	Instructor, Physics – FT			X				01/06/2026	Replace	
Biehl, Nicole	Instructor, Electrical & Electromechanical - FT		X					11/03/2025	Expanded Position	
Guillen, Carolyna	Instructor, Biological Science - FT		X					01/06/2026	Expanded Position	
Trenhaile, Sidney	Instructor, Medical Lab Technology – FT			X				01/06/2026	Replace	

AD=Addition

RP=Replacement

RS=Resignation

RT=Retirement

TR=Transfer

SOUTHEAST COMMUNITY COLLEGE
Approved Position Requisitions

Application Deadline Date	Job Title	Justification	Status as of 11/12/2025
3/30/2025	Career Readiness Navigator - UPWARD Prison Education Program - (PTT)	New	To Team
6/15/2025	Instructor, Developmental Mathematics (FT)	Replacement	To Team
6/24/2025	Instructor, Business (FT)	Replacement	
8/8/2025	Administrative Assistant I - Admissions (PT)	Replacement	To Team
8/8/2025	Administrative Assistant I - Admissions (PT)	Replacement	
8/11/2025	Instructor, Anatomy & Physiology (FT)	Replacement	To Team
8/24/2025	Administrative Assistant I - Registration and Records (PT)	Replacement	To Team
9/11/2025	Instructor, Developmental English (FT)	Replacement	To Team
9/17/2025	Admissions Representative (FT)	Replacement	
9/17/2025	Admissions Representative (FT)	Replacement	
9/24/2025	Instructor, Physics (FT)	Replacement	To Team
9/30/2025	Library Resource Center Specialist (FT)	Replacement	To Team
10/7/2025	Maintenance Worker II - Generalist (FT)	Replacement	To Team
10/15/2025	Scott Pathway Program Coordinator - FTT	New	To Team
10/16/2025	Senior Director, Human Resources	New - Expanded	To Team
10/21/2025	Educational Navigator, UPWARD Prison Education Program (PT)	Replacement	To Team
10/21/2025	SENCAP Faculty Liaison - PT	Replacement	To Team
10/22/2025	Activities Information Director (FT)	New - Expanded	To Team
10/22/2025	CAPS Counslor (Counseling Assistance Program) (FT)	New	To Team
10/22/2025	Environmental Health & Safety Coordinator (FT)	New - Expanded	To Team
10/23/2025	Instructor, Utility Line Worker (FT)	New - Expanded	
11/3/2025	Administrative Assistant I - Business (FT)	Replacement	To Team
11/4/2025	Administrative Director, Grant & Sponsored Projects (FT)	Replacement	To Team
11/4/2025	Administrative Director, Transfer Initiatives (FT)	New - Expanded	To Team
11/4/2025	Testing Center Specialist - PT	Replacement	
11/5/2025	College Advisor - FT (2 Positions Available)	New - Expanded	
11/5/2025	Director, Continuing Education - Trades & Industry (FT)	Replacement	
11/9/2025	Farm Manager (FT)	Replacement	To Team
11/11/2025	Video Producer - FT	New - Expanded	To Team
11/12/2025	Admission Events Coordinator (FT)	New - Expanded	To Team
11/16/2025	Apprenticeship Coordinator (FT)	Replacement	
11/16/2025	Employer Engagement Specialist, UPWARD – Prison Education Program (FTT)	Replacement	
11/16/2025	Network Systems Engineer (2 Positions Available) (FT)	Replacement	
11/17/2025	College Advisor - TCA/Undeclared (FT)	New - Expanded	
11/17/2025	Human Resources Specialist (FT)	Replacement	
Open Until Filled	Accessible Orientation Instructor/Demonstrator (PTT)	New	To Team
Open Until Filled	Aide - Child Development Center (PT)	Replacement	
Open Until Filled	Course Restaurant Server (PT)	Replacement	To Team
Open Until Filled	Custodian - Lincoln (PT)	Replacement	To Team

SOUTHEAST COMMUNITY COLLEGE
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Open Until Filled	Custodian - Milford (PT)	Replacement	To Team
Open Until Filled	Head Women's & Men's Soccer Coach (PTT)	Replacement	
Open Until Filled	Farm Assistant (PTT)	New	To Team
Open Until Filled	Instructor, Building Construction Technology (FT)	Replacement	To Team
Open Until Filled	Instructor, Electrical & Electromechanical Technology (FTT)	Replacement	To Team
Open Until Filled	Instructor, Emergency Medical Services/Paramedic (FT)	Replacement	To Team
Open Until Filled	Instructor, HVAC & Refrigeration Technology (FT)	Replacement	To Team
Open Until Filled	Instructor, Land Surveying & Civil Engineering Tech (2 Positions Available) (FT)	Replacement	To Team
Open Until Filled	Instructor, Nursing (FT) (3 Positions)	Replacement	To Team
Open Until Filled	Kitchen Assistant - Child Development Center (PT)	Replacement	To Team
Open Until Filled	Lead Aide - Child Development Center (PT)	Replacement	To Team
Open Until Filled	Public Safety Officer (PT)	New	To Team