

**North Central State College
Board of Trustees' Meeting
January 21, 2026**

I. CALL TO ORDER

This meeting was held in a hybrid format with some participants attending in-person in the Board Room (165-Fallerius) and others online via Zoom. Trustee participation was eight in person and one online.

Chair, Ms. Linda Nelson called the meeting to order at 5:30 p.m., asked all to rise and join her in reciting the pledge of allegiance followed by the reading of the Global ENDS Policy for North Central State College.

II. ROLL CALL

The Secretary, Mr. Stephen Williams called the roll.

Present:

Ms. Kristin Aspin
Mr. Mark Masters
Dr. Dwight McElfresh
Ms. Elisabeth Morando (online)
Ms. Linda Nelson
Ms. Duana Patton
Mr. Steven Stone
Mr. Patrick Williams
Ms. Kimberly Winkle

III. INTRODUCTION OF GUESTS

President Dorey Diab introduced Dr. Kelly Gray, Vice President of Academic & Student Services; Ms. Lori McKee, Vice President of Business Services; Ms. Chris Copper, Vice President for Development; Mr. Tom Prendergast, Executive Director for Institutional and Strategic Transformation, and Ms. Sara Rollo representing the Faculty (online). Dr. Diab also introduced Ms. Kimberly Lybarger, Director of the Honors College and Ms. Isabella Schoonover, Honors College Student.

IV. FOCUS OF THE MEETING – Ms. Linda Nelson

Ms. Linda Nelson explained that the primary focus of tonight's meeting will include: hearing a project presentation from one of our Honors College Students, administering the oath of office to Mr. Stone and Mr. Williams, and hearing College updates from our president. We will conduct the routine business of the College and conduct policy governance training. There will be no executive session.

V. OATH OF OFFICE

The Board Secretary, Mr. Stephen Williams, administered the oath of public office to Mr. Steven Stone and Mr. Patrick Williams who have been re-appointed by the NCSC Trustee Selection Committee to their locally appointed terms for another three years on the Board of Trustees.

VI. OSU-MANSFIELD ADVISORY BOARD REPORT

Chair, Ms. Linda Nelson announced that the next OSU-M Advisory Board meeting, would be held on March 19th and called for a volunteer to represent the North Central State College Board of Trustees at that meeting. Hearing none, she stated that she would inquire again at the February meeting for a volunteer to represent the NCSC BOT at the OSU-M Advisory Board meeting on March 19th.

VII. PRESIDENT'S REPORT – *Dr. Dorey Diab*

A. Honors College Student, Ms. Isabella Schoonover to Present her Honors College Project.

Introduction and Context

The presentation introduced Feng Shui as a philosophical practice that, while not grounded in extensive empirical science, continues to influence modern thinking, particularly in environmental psychology.

Core Principles of Feng Shui

Three central concepts were outlined: chi, described as the energy that flows through a space; yin and yang, representing balance, and intentional organization. Emphasis was placed on reducing clutter, selecting appropriate furniture, and using a placement map that aligns space arrangement with personal traits such as personality, birth details, and behavior.

Connection to Environmental Psychology

Isabella linked Feng Shui principles to contemporary environmental psychology, explaining how physical environments affect emotions and productivity. Examples included the use of natural light, thoughtful organization, and spatial layout to improve mood and energy. She noted that settings such as medical offices, businesses, and therapy practices often use environmental psychology to enhance comfort.

Health and Stress Impacts

The presentation cited claims that Feng Shui and related environmental practices can reduce cortisol levels by up to 27 percent, supporting stress reduction and overall bodily function. As an example, Isabella referenced a conversation with Diana Garber, CEO of Intuitive Concepts, who has consulted for institutions including the Ohio State University Wexner Center. Anecdotal accounts were shared of individuals who felt health improvements after reducing stress through environmental changes.

Personal Application and Future Goals

In response to questions, Isabella described applying Feng Shui concepts in her own living space and finding them aligned with her preferences. She concluded by explaining her career goal of becoming a pediatric physical therapist and eventually opening a child-friendly private practice designed to make young patients feel comfortable and engaged.

B. Student Organizations Update

Dr. Diab delivered the Student Organizations Update as follows:

Psi Beta – Psychology Fraternity

- Psi Beta: the desire is to try to rebrand this group as a Psychology Club and have Psi Beta as a component to that group. This way, students who are not eligible for full Psi Beta membership (lack enough credit hours or do not have the minimum GPA) can be involved.
- Since the faculty advisor is teaching a class at Clear Fork High School during Spring '26, she hopes to leverage some interest from students in that class and hold meetings with those students 1-2xs a month.

Phi Theta Kappa Update:

- The Chapter Advisor is pleased to report significant progress with the Phi Theta Kappa chapter at NCSC. Membership has grown dramatically: there are now more than 15 active students, compared to just two last year. The chapter has also established an engaged student governing body that is already generating strong ideas for community involvement and service.
- The group meets every Friday via Zoom, and the next meeting will take place on Friday, January 17th. The chapter president is Jesse Halfhill, a College-NOW high school senior in the business program. Jesse also serves as the student representative on the Honors Council and has been an excellent leader in guiding the chapter's renewed momentum.
- This level of student engagement represents a major step forward for PTK at NCSC, and there is excitement about the direction the chapter is heading.

Honors College Update:

- The Honors College Information meeting will be Thursday, January 15 at 4:00 p.m. There will be more details on student interest for spring semester after that meeting.

C. North Central State College Foundation Development and Update - Dr. Dorey Diab

Dr. Dorey Diab introduced Ms. Chris Copper who presented the Foundation Development and Update Report as follows:

Foundation & Major Gifts

FY26 Goal: Increase gifts by 5% year-over-year

- \$400,168 received toward a \$442,560 goal (FY26 plan reflects a 5% YOY increase).
- New gifts received:
 - \$75,000 – OB mannequin
 - \$75,000 – Respiratory Therapy Scholarship
 - \$27,884 – Lathe equipment
 - \$7,500 – Foundation nursing support (LPN to RN program)
 - \$20,000 – Emerald Club gifts
- New \$150,000 pledge secured, with \$50,000 received as the first installment toward a matching Innovation Grant.
- Scholarships increased by 5%:
 - \$75,000 for Respiratory Therapy
 - New ask submitted on 12/31 for \$35,000 Crawford County Public Safety Criminal Justice Scholarship
- Grant-funded equipment: 10 workforce laptops received.
- Community Drone Program launches January 2026.
- Holiday gifts are distributed to major and principal gift donors.
- Rapid Response Job & Education Fair results:
 - 22 business partners
 - 78 job seekers signed in
 - Avita hired three individuals from the event
 - Nate assisted with registering prospective students at NCSC
 - Evaluating a repeat event in 2026 due to regional job downsizing.
- Hall of Excellence honorees: Mark and Zoi Romanchuk and David Eichinger (all accepted). Table sales are underway

Rentals Income

- FY26: \$39,000 on a \$38,000 target
- FY27 booked to date: \$3,475

Foundation Nursing Program – Spring 2026 Coverage

- PN: 19 students
- RN: 20 students
- BSN: 8 students

Workforce Development

Goals: Increase workforce revenue by 5% and credit apprenticeships by 5%

- Spring 2026 TurboCert launched with 24 Crawford County students at the CSC.
- Phlebotomy program: 15 students YTD, including 9 high school students.
- Charter Next Generation Films (CNG):
 - Early-stage discussions underway for apprenticeships, CollegeNow/CCP pipelines, and plastics/advanced materials pathways.
 - Strong employer interest; next meeting planned later with Dr. Diab and Dan Niss.
- Timken Lab:
 - AC/DC Electrical course demand continues to rise.
 - First full cohort completed December 2025.
 - Monthly offerings planned, supported by an employer needs survey to expand into PLCs, motors, pneumatics, and industrial safety.
- Drone Program:
 - Community cohort launches January 12, 2026 with 5 confirmed applicants (all online curriculum).
 - New MOESC cohort includes 8 participants.
- Leadership & Supervision Series:
 - Launching at Brethren Care Village for community offerings, complementing employer-specific leadership programs.
- Microsoft Excel Training:
 - Demand remains strong.
 - Excel 2.0 scheduled for December 11 at CSC.
 - Excel 1.0 scheduled for back-to-back sessions in Richland and Crawford.

Crawford Success Center

Goals: Increase non-CCP headcount and credit hours by 5% each and raise \$35,000 in scholarships by June 2026

- Recruiting efforts:
 - Facilitated an application day for high school TurboCert students at the CSC.
 - Conducted December visits to all six Crawford County high schools in partnership with the Community Foundation for Crawford County.
- Scholarships for Success Event:
 - Honoring Fred Fischer with the Leadership Award for his contributions as a local entrepreneur, CSC advocate, and leader of the Bucyrus Airport Museum and renovation.
 - Auction items are being gathered, table sponsors engaged, and the committee has finalized the leadership award recipient.

C. Monitoring Report: Executive Limitations Policies – Compensation and Benefits (4-40)

Dr. Dorey Diab explained that the monitoring report discussion is continuing with going over the six Ends policies and the 10 Executive Limitations.

This report focuses on Compensation and Benefits (Executive Limitations policy 04-40).

Policy 04-40 Compensation and Benefits policy states,

COMPENSATION AND BENEFITS (EXECUTIVE LIMITATIONS)

Policy No. 3357:13-04-40

With respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers, the CEO will not cause or allow jeopardy to fiscal integrity or to public image.

The CEO will not

4.41 Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.

4.42 Create obligations over a longer term than revenues can be safely projected.

Our employees (both faculty and staff) feel that their salaries should be higher. This is usually stated in employees exit interviews or communicated directly. However, there is a higher level of satisfaction when the whole compensation package of salaries and benefits are considered together.

As stated in this policy, the reasonable interpretation for this executive limitation is a balance between meeting “geographic or professional market” and “not creating obligations over a longer term than revenues can be safely projected.” The details below further explain this interpretation.

For the 2024-2025 salaries, the average salary for faculty was \$51,670 while working two semesters. With overload work (courses taught beyond requirement), W-2 statements show faculty earning 18% over base salary (~\$9,500) (\$61,214 vs. \$51,670) while working mostly for the two semesters of fall and spring. For the 2024-2025 salaries, the average salary for staff was \$53,810 (when including positions up to the VP’s; otherwise, it is \$51,257) while working three semesters, which include summer. The staff salary is not much different than their W-2 statements (higher by 1%) as they don’t usually do overtime or teaching courses, but some do take advantage of some vacation payout and tuition reimbursement; and increase their salaries through professional growth or promotion.

Overall, we have a great compensation package for our employees. The package is weighed more on benefits and affordable insurance. Geographically, considering these employees’ salaries are for individual incomes (and not family), they are well within the median family income in our geographic 3-county region that ranges between \$52k (mostly Crawford) and

\$62k annually (mostly Ashland). Richland's is around \$56k. Faculty officially work 157 days per year (mainly no summer, and around one month off between fall and spring semesters), while staff work around 230 days and have several weeks of vacation.

In looking at it from the perspective of the professional market, i.e. other colleges, NCSC salaries are lower. Hence the higher increases we have provided over the past two years, i.e. 4% employee raises when we were contractually obligated to provide 3% in addition to stipends that we provide every now and then, which get reflected eventually in the W-2 forms and the related pensions.

Beyond the salaries, we continue to strive to be an employer of choice in the community, while allowing for more work-life balance and remote work for our faculty and staff throughout the year as stated previously.

As mentioned previously, we have a great work and compensation package for our people considering that many other colleges and universities have either closed or downsized due to low enrollment, laid-off employees, and salary cuts.

I believe, while acknowledging the complaints of some, and due to our strong financial viability with increased reserve, we have done well by our employees under extremely extenuating circumstances - a perfect storm - caused by:

- 1. Declining demographics and student enrollment, with declining birth rates, resulting in fewer people enrolling.*
- 2. Under-resourced population: location in rural environment where higher education is of low priority; low educational attainment; first generation students, working, and caring for family; with low matriculation to college, in a culture that is questioning the value of higher education.*
- 3. Concerns about increasing college cost and rising student debt caused mostly by 4-year institutions*
- 4. Equity gaps in educational attainment especially among first generation and minorities*
- 5. Keeping up with the accelerated pace of technology, associated cost, and crowded alternative credentials delivered by a variety of organizations.*
- 6. Beyond the remanence impact of the health pandemic, there are social, environmental, cultural and political pandemics with negative dispositions toward everything.*

In summary, over the past several years, we cared for our college family during tough times, we maintained employment and provided flexibility with remote work. We backed that up with 4% salary increase in the previous year, which is the highest we have done, while increasing salary ranges by 10%.

While desiring to provide additional compensation to our hard-working employees, I believe we have done a tremendous job balancing the pros and cons of the College fiscal and future viability, while caring for our employees as a family, and adhering to the principle of "not creating obligations over a longer term than revenues can be safely projected."

D. Updates/Other

1. Thanks to great college team efforts over the years, we were informed on December 9 that the College will be receiving the Achieving the Dream highest honor, the Leah Myer Austin Award. For the first time, it also comes with \$100,000 financial recognition. It is based on continuous accomplishments in the areas of student success and caring for underrepresented and under resourced students and becoming a Leader College and a Leader College of Distinction three times. We were interviewed on January 6 for a publication later, and the public announcement will be made at the ATD's DREAM Annual Conference in Portland, Oregon on March 2.
2. The Route 30 Broadband project request for proposal was issued in December 2025 with many bidders lately requesting extension to submit their proposals (a good sign).
3. On December 4, the College held the Employee Recognition Event for people with longevity of 5 to 30 years. There were 24 employees being recognized, with much participation from the College community.
4. On December 9, the College sponsored and hosted the Richland Area Chamber of Commerce Small Business of the Year Award at the Kehoe Center. The third floor was fully occupied.
5. On December 18, we held a reception for Traci Lykins, the administrative assistant for Academic and Student Services after 30 years of service to the institution in multiple departments.
6. On December 19, the College held our annual Staff-in-Service meeting with more than 70 staff participating. Topics included: college update and future direction by the president, providing great customer care for each other and the students by Assistant Dean Miller, interdepartmental communication through a panel of the vice presidents, and student retention data from the IR department.
7. Our employees enjoyed a holiday break during the college shutdown, with badly needed rest and relaxation, between December 22, 2025, and January 2, 2026.
8. The health division held a graduation ceremony for the Practical Nursing class on January 8, with 23 students graduating, thus meeting the need of our health care facilities in the community.

VIII. REQUIRED APPROVALS AGENDA

CONSENT AGENDA

Ms. Linda Nelson, presented the Consent Agenda and called for any items that should be removed from the consent agenda for further discussion. On a motion by Mr. Mark Masters and seconded by Dr. Dwight McElfresh the roll was called:

Ayes: Ms. Aspin, Mr. Masters, Dr. McElfresh, Ms. Morando, Ms. Nelson, Ms. Patton, Mr. Stone, Mr. Williams, Ms. Winkle

Nays: None

Passing unanimously, the following items were approved.

A. Approval of Minutes for December 3, 2025 “Regular Meeting”

B. Consideration of Approval of Employment of College Personnel – R-2026-01

**CONSIDERATION OF APPROVAL OF
EMPLOYMENT OF COLLEGE PERSONNEL**

R-2026-01

NEW HIRES

BE IT RESOLVED: *by the Board of Trustees that the following faculty and staff members are hereby employed at the dates stipulated below:*

BEGINNING December 8, 2025

*Corisa Welch, Part Time Facility Program Coordinator, Correctional Education
North Central State College, Associate of Applied Science, Criminal Justice
Wilberforce University, Bachelor of Science, Organizational Management
Champlain College, Master of Business Administration*

BEGINNING January 12, 2026

*Greer Gledhill, Academic Liaison, Engineering Technology, Business and Criminal Justice
Division
North Central State College, Associate of Arts, Business Administration
University of Cincinnati, Bachelor of Business Administration*

BEGINNING January 20, 2026

*Mackayla Cox, Part Time Institutional Research Analyst
North Central State College, Associate of Arts, Business Management
Kent State University, Master of Arts, Economics*

EXPLANATIONS OF NEW HIRES FOR RESOLUTIONS R-2026-01

Corisa Welch is hired as Part Time Facility Program Coordinator, Correctional Education to replace Michael Fuddy.

Greer Gledhill is hired as Academic Liaison, Engineering Technology, Business and Criminal Justice Division to replace Ashley Hedrick.

Mackayla Cox is hired as Part Time Institutional Research Analyst.

**C. Consideration of Approval of College Personnel Professional Growth
Recognition – R-2026-02**

CONSIDERATION OF APPROVAL OF

COLLEGE PERSONNEL PROFESSIONAL GROWTH RECOGNITION

R-2026-02

Shane Smith has completed a Master of Science in Social Work degree at Indiana Wesleyan University.

THEREFORE, BE IT RESOLVED: *by the Board of Trustees that the appropriate monetary recognition is added to base salary effective December 21st in accordance with the policy adopted under resolution 1991-30 for “Professional Growth Recognition.”*

D. Consideration of Approval of Contracts for Non-Probationary Faculty
– R-2026-03

**CONSIDERATION OF APPROVAL OF CONTRACTS FOR
NON-PROBATIONARY FACULTY**

R-2026-03

BE IT RESOLVED: *by the Board of Trustees of North Central State College that approval is hereby given to the Administration of the College for the “memos of intent” issued to the following faculty, recommended without reservation, for renewal of contracts for the period stated below:*

THREE-YEAR NON-PROBATIONARY 9-MONTH CONTRACT
(Fall Semester 2026 through Spring Semester 2029)

Karen Danielson

Dorie Ford

Mohamed Ghonimy

Travis Green

David Koepke

Michelle Slattery

Tonya Stanger

Justin Tickhill

REGULAR AGENDA

A. Treasurer’s Report for November 30, 2025 – Ms. Lori McKee

Ms. Lori McKee presented the Treasurer’s Report for the period ending November 30, 2025. She stated that revenues for the month totaled \$4,843,714. Expenditures were

\$1,148,662 leaving an excess of \$3,695,052. Year-to-date revenues totaled \$15,414,024. Year-to-date expenditures totaled \$7,519,127 leaving an excess of \$7,894,897. The Month End Investment Balance for November 2025 was \$14,884,905 (\$3,285,840 in Star Ohio and \$11,599,065 in Richland Bank). Ms. McKee described the trends that are demonstrated by the Tracking of the Monthly Cash Flow feature as well as the dashboard indicators.

ACTION TAKEN: Ms. Duana Patton moved for approval of the Treasurer’s Report for the period ending November 30, 2025. Ms. Kristin Aspin seconded the motion and following no further discussion, the roll was called:

Ayes: Ms. Aspin, Mr. Masters, Dr. McElfresh, Ms. Morando, Ms. Nelson, Ms. Patton, Mr. Stone, Mr. Williams, Ms. Winkle

Nays: None

The item was approved with a unanimous vote.

B. Treasurer’s Report for December 31, 2025 – Ms. Lori McKee

Ms. Lori McKee presented the Treasurer’s Report for the period ending December 31, 2025. She stated that revenues for the month totaled \$2,012,813. Expenditures were \$1,301,668 leaving an excess of \$711,144. Year-to-date revenues totaled \$17,426,836. Year-to-date expenditures totaled \$8,820,795 leaving an excess of \$8,606,041. The Month End Investment Balance for December 2025 was \$14,950,921 (\$3,296,902 in Star Ohio and \$11,654,019 in Richland Bank). Ms. McKee described the trends that are demonstrated by the Tracking of the Monthly Cash Flow feature as well as the dashboard indicators.

ACTION TAKEN: Mr. Patrick Williams moved for approval of the Treasurer’s Report for the period ending December 31, 2025. Dr. Dwight McElfresh seconded the motion and following some further discussion, the roll was called:

Ayes: Ms. Aspin, Mr. Masters, Dr. McElfresh, Ms. Morando, Ms. Nelson, Ms. Patton, Mr. Stone, Mr. Williams, Ms. Winkle

Nays: None

The item was approved with a unanimous vote.

IX. POLICY GOVERNANCE

A. Discussion of Agenda Planning – Ms. Linda Nelson

1. Review of Annual Calendar.

Chair, Ms. Linda Nelson reviewed the Annual Agenda for the upcoming months.

2. Review of Actionable Items.

Chair, Ms. Linda Nelson reviewed the listing of Actionable Items which Included:

- a. Send recommendation for re-appointment of Ms. Kimberly Winkle to governor-appointed position to Office of Boards and Commissions (2nd submission) – This item will be completed following the expiration of her current term on January 16, 2026.
- b. Revise Asset Protection Policy (04-70): 1) 04-73 increase to \$50k
2) 04-77 amend to include “except as required by federal guidelines”– This item will be brought forward as appropriate.
- c. Evaluate prudence in attending 2026 ACCT-NLS with OACC & ACCT – This item will be addressed later in the agenda.
- d. BOT to receive Performance/Self-Evaluation Trend Analysis for 4th Quarter Report (October, November, December) at January BOT Meeting – This item will be addressed later in the agenda.

3. Community Connections.

Ms. Linda Nelson – shared a recent community interaction that highlighted the growing demand for skilled trades, particularly electricians. While speaking with an electrician working for a new and rapidly expanding business, she learned of the employer’s need for additional workers with specialized skill sets. She used the opportunity to promote North Central’s apprenticeship programs as a pathway to help businesses develop talent and provided a contact for future engagement when the employer is ready to participate. She also referenced discovering information about a new electrical training program through Pioneer and shared those details to further support workforce development. Ms. Nelson emphasized the importance of community members helping one another by sharing knowledge about available local resources and encouraging outreach.

Dr. Dwight McElfresh – shared the Ashland Airport Expansion – Renovation Partnership with Kent State. The partnership was not for flight training or mechanics. The motivation is for terminal operations. They were also considering a similar partnership with Mansfield Lahm.

Ms. Elisabeth Morando – shared a sad story of students at a different college found dead in their vehicle. This was a warning for carbon monoxide poisoning in the cold while sitting in your car for extended periods of time with the car running.

B. Board Policy Governance Training (IAW 02.70) – Ms. Linda Nelson

1. Mr. Steve Stone led the discussion of Rehearsal Scenario 6.3 “Results on Whose Benefit?”

Scenario: In the Association of Independent Hardware Stores, a small group of members specializes in selling electronic goods. This group needs public awareness of its specialty. Members of this group feel that their focus is not sufficiently prominent in the trade

association's priorities. They are considering setting up their own organization. What should the board do?

2. Policy Governance Policy Review (IAW 02.14) – training includes a continuing review, refresher, and reassessment of current Policy Governance policies. Mr. Mark Masters led the discussion and review of Governance Process policy 4.9. Emergency CEO Succession Plan. The Board concurred that policy 4.9 is still relevant and still accurate.

3. Annual Emergency Executive Succession Statement. President Diab announced that in the case of emergency executive succession, the members of his executive staff who are capable of taking on that role and their order of precedence are: 1. Dr. Kelly Gray, Vice President for Academic and Student Services, and 2: Ms. Lori McKee, Vice President for Business Services.

C. Board Performance/Self-Evaluation Survey Trend Analysis for 4th Quarter

Reflections on 4th Quarter 2025 Self-Evaluation Survey Trends:

Ms. Linda Nelson asked if all trustees had the opportunity to review the Board Performance/Self-Evaluation Survey Trend Analysis for the 4th Quarter of 2025. The Board reviewed each survey topic, discussed trend analysis results, and considered areas for improvement.

X. BOARD CHAIRPERSON REPORT- *Chair, Ms. Linda Nelson*

A. 2025 Financial Disclosure Statement Filing Deadline: Monday, May 15, 2026

Ms. Linda Nelson reminded trustees of the required financial disclosure statement filing deadline of May 15, 2026. Trustees have a plenty of time but should complete as soon as is practical for them before the prescribed deadline.

B. ACCT National Legislative Summit (February 8-11, 2026)

Ms. Linda Nelson called upon President Diab to provide discussion on the consideration of this event. Dr. Dorey Diab reported that while he, Dr. Dwight McElfresh and Ms. Elisabeth Morando would not be registering for the Legislative Summit, they plan on joining other Ohio Community College leaders in meeting with legislators as a show of force and resilience in carrying the issues that matter to two-year colleges to our leaders in Washington, D.C.

C. Leader Richland Dates (May 14, 15, and 18) (7th & 8th grade Boys this year).

Ms. Linda Nelson explained the rotation between boys and girls for the activity and stated that we were looking for those who would like to participate in this year's activity. She explained the importance of positive encouragement for these young people to take a role in community involvement and civic leadership. Further, it is an important calling

for schools to get involved in this leadership building activity. She asked Trustees to think about their schedules and what they may be able to contribute.

D. Employee In-service date February 27th (Annual Ethics Training by OEC).

Ms. Linda Nelson called upon Dr. Dorey Diab for some discussion on this topic. Dr. Diab explained that the employees of the College will be holding their spring in-service day activities on February 27th. One of the items on the agenda for that day is the annual college-wide ethics training. Trustees are invited to join this activity if they choose to do so in order to fulfill their annual requirement for annual qualifying ethics training. This training will fulfill that requirement. More information on the activity will be provided as it gets closer to time but for now, trustees are encouraged to mark their calendar and save the date if there are interested in getting their annual ethics training out of the way. He noted that this year's training will likely be in-person so Trustees will need to attend that portion of the in-service day training if they choose to do so.

E. Upcoming Events

Ms. Linda Nelson reminded Trustees of:

1. The Crawford Success Center's Scholarships for Success event taking place on March 5, 2026.
2. The North Central Ohio Hall of Excellence taking place on April 16, 2026 at the Ralph Phillips Conference Center.

XI. MEETING EVALUATION (IAW 02.16) – Ms. Linda Nelson

Chair, Ms. Linda Nelson called for a discussion on tonight's meeting evaluation. Trustees commented that the student delivered a nice presentation.

XII. TIME AND PLACE OF NEXT MEETING

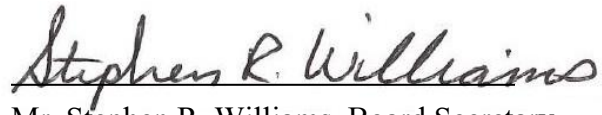
The next Regular meeting of the Board of Trustees is scheduled for Wednesday, February 25, 2026 at 5:30pm. Meeting location and setting to be announced.

XIII. ADJOURNMENT

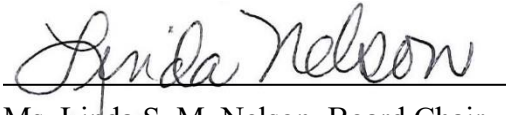
Chair, Ms. Linda Nelson called for any additional business requiring Board action.

ACTION TAKEN: As there was no further business requiring the Board's consideration, the Board Chair, Ms. Linda Nelson declared the meeting adjourned at 6:42 p.m.

Respectfully submitted:

Handwritten signature of Stephen R. Williams in cursive script, written over a horizontal line.

Mr. Stephen R. Williams, Board Secretary

Handwritten signature of Linda Nelson in cursive script, written over a horizontal line.

Ms. Linda S. M. Nelson, Board Chair