

**North Central State College
Board of Trustees' Meeting
August 24, 2022**

I. CALL TO ORDER

NOTE: The limited-time exception to the “in person” requirement which again temporarily permits public bodies to meet virtually. Sub. H.B. 51, 134th General Assembly expired July 1, 2022. Therefore, the Board is bound to ORC 3345.82 as set forth in policy 3357:13-11-05 Board Attendance.

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. All Trustees participating in tonight’s meeting attended in person.

Chair Mr. Matthew Smith called the meeting to order at 5:42p.m. and asked all to rise and join him in reciting the pledge of allegiance followed by his reading of the Global ENDS Policy for North Central State College.

II. ROLL CALL

The Secretary, Mr. Stephen Williams called the roll.

Present (in person):

Ms. Kristin Aspin
Mr. David Bush
Mr. Mark Masters
Dr. Dwight McElfresh
Ms. Elisabeth Morando
Ms. Linda Nelson
Mr. Mathew Smith
Mr. Steven Stone
Ms. Kimberly Winkle

III. INTRODUCTION OF GUESTS

Board Chair, Mr. Matthew Smith asked President Dorey Diab to introduce the guests present and online. President Diab acknowledged the online presence of Dr. Kelly Gray, Vice President of Academic Services; Ms. Michele Schaad reporting for Ms. Lori McKee, Vice President of Business Services; Ms. Chris Copper, Vice President College Foundation and Ms. Sara Rollo representing the Faculty Caucus. Attending in person was Mr. Tom Prendergast, Vice President of Student Services.

IV. FOCUS OF THE MEETING – *Mr. Matthew Smith*

Mr. Matthew Smith explained that the primary focus of tonight's meeting will include: hearing College updates from President Diab and others, and conduct routine business of the College. We will also conduct policy governance training. There will be a brief executive session to discuss the contract and compensation of a public employee and there will be further business expected to follow the executive session.

V. OSU-MANSFIELD ADVISORY BOARD

Board Chair, Mr. Matthew Smith announced that there is no OSU-M Board Report scheduled for tonight. The next OSU-M Board meeting is scheduled for September 15, 2022 and Ms. Linda Nelson will serve as our representative at that meeting.

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

A. Phi Theta Kappa (PTK) and Sigma Alpha Pi (SAP) Updates

Dr. Diab explained that there would be no student organizations report for this meeting as both organizations are working on recruitment, organizing and planning activities for the current term.

B. North Central State College Foundation Development and Update – *Ms. Chris Copper*

Dr. Diab introduced Ms. Chris Copper to present the Foundation Development and Update Report. Ms. Copper presented the Foundation Development report as follows:

Emerald Club 2022/2023

- Goal: \$400,000
- Total: \$60,000 in as of July 31
- FY23 Budget is a 14% increase year-over-year
- Letters have gone out to all past Emerald Club donors

Events

- Arts for Success-committee evaluating FY23 plan
 - Meeting with WQEL media presenting sponsor on Aug 16, with Dave Bush, NCSC Board member attending
- Hall of Excellence
 - FY23 date April 13, 2023
 - Nominations are being accepted now through September 1
 - Selection is on Sept 8

Partnerships

- In person meetings are being scheduled with donors at the \$10,000 and above level.
- A large foundation has allowed me to submit a grant to make up the difference that would not be covered by the Rapids grant for the equipment needed for the new Chemistry lab
- Meetings are being scheduled with our hospital CEOs to provide an update and learn about their current needs
 - NCSC is planning to offer the summer cohort again in 2023 if there are enough students

Workforce

- Revenue: Target \$150,000, a 15% increase year-over-year.
- As of July 31, 2022, \$8,000 in the door, \$5,000 is in process
- Randy has been meeting with Lisa monthly to reconcile the revenue and ensure all billing has occurred. Karley will be handling this going forward.

Tower Tech

- Curriculum has been received and a computer upgrade at NATE (National Association of Tower Equipment) caused the training material link to not work
- The NCSC Kehoe tower platform is curing and the actual tower erection will begin in the next two weeks
- All program equipment has been inventoried and received
- Target – August 15 start

Leadership Workshops

- NCSC Workforce is providing a four-part series for NCSC mid-level managers and above
- The Supervision and Leadership program has a new trainer, Joy Edgington, from Crawford County
- Richland Safety Council is now promoting it with all RMC organizations
- A new Supervision and Leadership program is planned for Willard and Huron County, to be held at the library (free of charge), no dates are set yet
- A Supervision and Leadership new program is planned for Wyandot County in September, with a grant to cover the cost for students by Mizik and Miller
 - The Wyandot County Chamber is a co-sponsor and promoting it with area manufacturing, the hospital, and businesses

Grants

- Rapids grant has been submitted
- Choose Ohio First RFP will drop September 1 and Paula Waldruff has set a preliminary meeting for the planning process

C. Monitoring Report: ENDS Policies – Transferability Policy (1.40)

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 the Transferability ENDS Policy (ENDS policy 01-40).

TRANSFERABILITY POLICY (ENDS)

Policy No. 3357:13-01-40

Transferability - Students prepared for advanced academic success will have the ability and the prerequisite academic experience sufficient for entry into a four-year college or university.

- *The required transferability in some programs (i.e. The Ohio Guaranteed Transfer Pathways-OGTP), The transfer module (TM, now known as Transfer 36) to universities, and the Career Transfer Assurance Guide (CTAG) from career centers established by the state have helped the transferability of credits.*
- *Agreements with more than 50 area high schools to deliver dual enrollment CCP courses that are part of Transfer 36 and Transfer Assurance Guide also help with transfer.*
- *The auditor's review of co-located campuses, to be out soon, is also recommending stronger transfers between community colleges and universities on co-located campuses.*
- *Among other students, College Now students are transferring to finish their baccalaureate degree at our own institution saving themselves and their parents thousands of dollars without having to move. Many graduates have already received the Bachelor of Applied Science in Mechanical Engineering Technology.*
- *We have unofficially been informed that HLC has approved our Bachelor of Science in Nursing, and we are waiting for the formal board approval shortly.*
- *The College has been very active in pursuing transferability agreements with 4-year institutions and currently has formal pathways and articulation agreements (2+2 and 2+3) with more than a dozen Ohio and national public and private universities including: Ashland University, Baldwin Wallace University, Bowling Green State University, Capital University, Eastern Michigan University, Franklin University, Heidelberg University, Herzing University, Kent State University, Muskingum University, Ohio University, University of Cincinnati, and Wayne State University.*
- *The top five universities our students transfer to are: Ohio State University, Ashland University, Franklin University, Ohio University, University of Cincinnati.*
- *Transferability to any public Ohio College include programs such as: business, communication, English, Mathematics, Psychology, and Social Work.*
- *Overall, transfer rates of associate degree graduates were 28% for 2020-21 graduates, a slight decrease from 31% the previous year.*
- *Over 70% of Associate of Arts and Associate of Science graduates transferred to a 4-year school within a year of graduation.*

Updates/Other

College

- We continue to focus on our biggest challenge which is enrollment. National, state, and local data shows continuing drop in enrollment due to a strong economy, the need for workers who are getting paid much more than before without higher degrees, a drop-in demographics, and

not to mention pandemic-related health concerns. The financial support to students, whether from the federal stimulus or scholarships like Tuition Freedom, is not having the impact that it used to.

- Partnerships with Charter Schools
 - a. We currently have 18 CCP students from community schools taking a total of 122 credits. The biggest consumers are Ohio Virtual Academy (OHVA) (7 currently registered students) and Ohio Connections Academy (6 currently registered).
 - b. Partnership with OHVA where their teachers would instruct College Algebra, English and First Year Experience (FYEX) in separate sections.
 - c. Locally, our two biggest brick-mortar community schools are Cypress in Mansfield and Ashland County Community Academy (ACCA) in Ashland. Technically, these schools are labeled as “credit recovery” because a large part of their student body moved to these schools after struggling in home schools.
As such, not generally a large CCP contingent. We only have one from Cypress. We do have a long-term plan with one of their staffers who is working on her Masters in Social Work to teach Chemical Dependency Counselor Assistant (CDCA) there once she is done.
 - d. The better chance with schools like ACCA and Cypress are getting the students after high school. We had 11 applicants for fall between them. But only two have registered. Again, these students are at a higher risk level. But we intend to keep tabs with the nonconverted students and try to woo them back for spring with things such as the short-term certificate scholarship. We are very excited about ACCA given we will offer classes there including the supervision cert.
- President and vice presidents participated virtually in the National Small College Enrollment Conference where we gain additional insight into enrollment management. We are in the process of establishing a detailed plan.
- With the help of the workforce development department at the College, we continued the monthly implementation of the professional development plan for the middle managers with pertinent management topics based on their survey. This included professional development focused on Leading Ladies from within the group.
- We held our convocation on Thursday and Friday, August 11 and 12, covering a multitude of topics including: college update, IT and facilities infrastructure, Title IX training on discrimination, mental health, Family Educational Rights and Privacy Act (FERPA), Association of College and University Educators (ACUE) online training, and pension benefits. We also held our adjunct faculty convocation on Saturday, August 6.

Community Engagement and Outreach

- Using the Lumina Foundation data, I presented to the Richland County Development Group on the importance of educational attainment to help community members reach their full potential through higher education to get better paying jobs in a changing economy, and improve their standard of living and quality of life.
- Met over lunch with OSU-Mansfield new Dean and Director, Eric Anderman, and discussed several topics to continually improve the campus services to the community including the auditor's recommendations to strengthen shared services, support OSU-M with their engineering courses at Kehoe, and update the memorandum of understanding between our two institutions.

State engagement and advocacy

- Worked with the Ohio Association of Community Colleges (OACC) Executive Committee for performance evaluation of OACC President.
- Met with the Open Education Resource Committee to continue the work on providing free online textbooks to students.
- We continue to have multiple meetings, internally and externally, on grants related to Intel and semiconductors chips manufacturing.
- Working with OACC and co-located community colleges presidents to provide a common response to the auditor's recommendations.

National engagement

- The Bioscience Technician Expansion Project was featured in the National Science Foundation, Advanced Technology Education booklet "Impacts." Led by our two faculty members Justin Tickhill and Jason Tucker, the article covered the lessons learned in development of remote bioscience courses during the pandemic.
- As the new chair of the American Association of Community Colleges Presidents Academy Executive Committee, I coordinated the efforts of the four-days Presidents Academy Summer Institute in California. Topics included: crisis management; data, technology, and cyber security; mental health and trauma-informed leadership; Diversity, Equity, and Inclusion; and the Future of Community Colleges.

VII. REQUIRED APPROVALS AGENDA

CONSENT AGENDA

The Chair presented the Consent Agenda and called for any items that should be removed from the consent agenda for further discussion. On a motion by Dr. Dwight McElfresh

and seconded Mr. Steven Stone and passing unanimously, the following items were approved:

A. Approval of Minutes for June 22, 2022 “Regular Meeting”

B. Approval of Minutes for June 22, 2022 “Annual Planning Retreat”

C. Consideration of Approval of Employment of College Personnel – R-2022-27

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

R-2022-27

NEW HIRES

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

BEGINNING July 25, 2022

*Laura Stackhouse, IR Analyst
University of Pittsburg, MS, Human Genetics*

BEGINNING August 1, 2022

*Mark Monnes, Student Records Specialist
Bowling Green University, MA, College Student Personnel*

BEGINNING August 1, 2022

Regina Bertke, Kehoe Custodian

BEGINNING August 8, 2022

*Katy Lang, Administrative Assistant, Admissions
Franklin University, BS, Business Administration*

BEGINNING August 8, 2022

Gabriel Smedley, Custodian

BEGINNING August 22, 2022

*Julie Ihrig, Success Coach/Academic Advisor
Ohio State University, BS, Education*

EXPLANATIONS OF NEW HIRES FOR RESOLUTIONS R-2022-27

Laura Stackhouse is hired as IR Analyst.

Mark Monnes is hired as Student Records Specialist.

Regina Bertke is hired as Kehoe Custodian to replace Bill Sweeney.

Katy Lang is hired as Administrative Assistant, Admissions to replace Diana Kelley

*Gabriel Smedley is hired as Custodian to replace Marisa Hoffman.
Julie Ihrig is hired as Success Coach/Academic Advisor to replace Eric Grove.*

REGULAR AGENDA

A. Consideration of Approval to amend Resolution R-2016-15 pertaining to the Amendment and Restatement of the North Central State College Chapter 3305 Alternative Retirement Plan – R-2022-28 – Dr. Dorey Diab

CONSIDERATION OF APPROVAL TO AMEND RESOLUTION R-2016-15 PERTAINING TO THE AMENDMENT AND RESTATEMENT OF THE NORTH CENTRAL STATE COLLEGE CHAPTER 3305 ALTERNATIVE RETIREMENT PLAN

R-2022-28

WHEREAS, the North Central State College Board of Trustees seeks to add clarification to the term “the College’s duly appointed officers in the subject resolution; and

WHEREAS, the Board identifies the College’s duly appointed officers in this instance as the College President/Chief Executive Officer, the Chief Financial Officer, and the Executive Director of Human Resources.

NOW, THEREFORE, BE IT RESOLVED, that the NCSC Board of Trustees does hereby approve the amendment to resolution R-2016-15 Pertaining to The Amendment and Restatement of The North Central State College Chapter 3305 Alternative Retirement Plan, that identifies “the College’s duly appointed officers for the purpose of this resolution, as the Chief Executive Officer, Chief Financial Officer, and the Executive Director of Human Resources.

(AMENDMENTS AS HIGHLIGHTED BELOW)

CONSIDERATION OF APPROVAL OF A RESOLUTION PERTAINING TO THE AMENDMENT AND RESTATEMENT OF THE NORTH CENTRAL STATE COLLEGE CHAPTER 3305 ALTERNATIVE RETIREMENT PLAN

R-2016-15

Pertaining to authorizing the adoption of the amendment and restatement of the North Central State College Chapter 3305 Alternative Retirement Plan (“Plan”).

WHEREAS, North Central State College (“College”) adopted the North Central State College Chapter 3305 Alternative Retirement Plan (“Plan”), effective March 24, 1999; and

WHEREAS, the College reserved the right in Section 8.3 of the Plan to amend the Plan by action of the Board of Trustees; and

WHEREAS, the Board of Trustees may delegate authority to amend the Plan for all future amendments to the Plan to the College's duly appointed officers (specifically the Chief Executive Officer, Chief Financial Officer and Executive Director of Human Resources); and

WHEREAS, the Plan is required to be amended to comply with the 2010 Cumulative List of Notice 2010-90, including but not limited to, the Pension Protection Act of 2006, the Heroes Earnings Assistance and Relief Tax Act of 2008, and the Worker, Retiree, and Employer Recovery Act of 2008; and

WHEREAS, the Board of Trustees desires to approve a formal amendment to the Plan in order to comply with Internal Revenue Code requirements.

NOW, THEREFORE, be it resolved, by the Board of Trustees of the College that:

Section 1. Amendment and Restatement of the Plan. The amendment and restatement of the Plan, a copy of which is on file with the Office of the Board of Trustees, is hereby adopted effective July 1, 2015.

Section 2. Authority for Execution of the Plan Amendment. The Administration, in carrying out this Resolution, is hereby authorized to execute the amendment and restatement of the Plan and any other instruments, documents or conveyances necessary to effectuate and implement the same.

Section 3. Authority for Future Amendments. If, in the future, any further amendments to the Plan (or to any other ancillary documents for the Plan) become necessary in order to either (1) secure or maintain compliance with federal tax laws; or (2) conform to amendments of the governing provisions of the Ohio Revised Code, then the duly appointed officers of the College (specifically the Chief Executive Officer, Chief Financial Officer and the Executive Director of Human Resources) are hereby authorized to take such actions and execute such documents as are necessary to effectuate such amendments and ancillary documents, without further review or resolutions by the Board of Trustees.

Section 4. Open Meetings. The Board of Trustees finds and determines that all formal actions of the Board relating to the enactment of this Resolution were taken in an open meeting of the Board, and that all deliberations of the board and of any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including ORC Section 121.22.

ACTION TAKEN: Ms. Linda Nelson moved for approval of resolution R-2022-28 Amendment to resolution R-2016-15. The motion was seconded by Mr. Steven Stone and passed unanimously.

B. Treasurer’s Report for June 30, 2022 – Ms. Michele Schaad

Ms. Michele Schaad presented the Treasurer’s Report on behalf of Ms. Lori McKee for the period ending June 30, 2022. She stated that revenues for the month totaled \$868,157. Expenditures were \$1,462,737 leaving a deficit of \$594,580. Year-to-date revenues totaled \$20,275,816, Year-to-date expenditures totaled \$16,951,524 leaving an excess of \$3,324,292. The Month End Investment Balance for June 2022 was \$5,934,061 (\$1,054,845 in Star Ohio and \$4,879,216 in Richland Bank). Ms. Schaad described the trends that are demonstrated by the Tracking of the Monthly Cash Flow feature as well as the dashboard indicators.

ACTION TAKEN: Ms. Linda Nelson moved for approval of the Treasurer’s Report for the period ending June 30, 2022. The motion was seconded by Ms. Elisabeth Morando and passed unanimously.

C. Treasurer’s Report for July 31, 2022 – Ms. Michele Schaad

Ms. Michele Schaad presented the Treasurer’s Report on behalf of Ms. Lori McKee for the period ending July 31, 2022. She stated that revenues for the month totaled \$5,355,867. Expenditures were \$838,517 leaving an excess of \$4,517,350. Year-to-date revenues totaled \$5,355,867, Year-to-date expenditures totaled \$838,517 leaving an excess of \$4,517,350. The Month End Investment Balance for July 2022 was \$5,948,789 (\$1,056,331 in Star Ohio and \$4,892,454 in Richland Bank). Ms. Schaad described the trends that are demonstrated by the Tracking of the Monthly Cash Flow feature as well as the dashboard indicators.

ACTION TAKEN: Dr. Dwight McElfresh moved for approval of the Treasurer’s Report for the period ending July 31, 2022. The motion was seconded by Mr. Mark Masters and passed unanimously.

VIII. POLICY GOVERNANCE

A. Nominating Committee Report (Committee Appointments)

Board Chair, Mr. Matthew Smith explained that those Trustees up for consideration of reappointment this year makes it necessary to replace a few members of the previous nominating committee. Following discussion, Ms. Elisabeth Morando (Richland County) announced that she would continue her service on the nominating committee. She would be joined by Dr. Dwight McElfresh (Ashland County) and Ms. Linda Nelson (Crawford County). Mr. Matthew Smith called upon Ms. Elisabeth Morando to serve as the committee chair and she accepted this appointment. The committee was issued their charge and all Trustees were encouraged to offer assistance to the committee as leads become available.

B. Discussion of Agenda Planning – Mr. Matthew Smith

1. Review of Actionable Items.

Board Chair, Mr. Matthew Smith reviewed the listing of Actionable Items which included:

- a. Discussion of Electronic Attendance for Board of Trustees Meetings
- This item was discussed earlier in the meeting.
- b. Board to receive Performance/Self-Evaluation Trend Analysis for 2nd quarter of 2022
- This item to be addressed later in the agenda.
- c. Follow-up with new AG Counsel or Susan Willeke of Ohio Ethics Commission for Annual Ethics Training at August or September Meeting.
- Training was conducted prior to the start of this meeting.

2. Owners Connections.

Dr. Dwight McElfresh

– brought up discussion on President Biden’s Student Loan Forgiveness Plan. Dr. Dorey Diab added some discussion on the details of the proposed plan.

- shared a lot of excitement in the Ashland community over WIL Research Laboratories that has recently come to light that some activities may not happen due to difficulty in acquiring local gas supply sufficient to meet their needs.

Ms. Kimberly Winkle – shared information about the new Galion Chamber Leadership Program. It will be spread out over a 10-month period.

Ms. Elisabeth Morando shared an encounter that she had with a first-time college student and their experience with registering, on-boarding and getting set up. She also shared an encounter regarding a high school junior in the CollegeNow program, who was looking forward to being able to graduate early.

Mr. Matthew Smith – added that the desire of the upcoming study into Ownership will bring some added dimensions to our connections with our Owners.

3. Reflections on 2nd Quarter 2022 Self-Assessment Survey Trend Analysis

Mr. Matthew Smith called for the 2nd Quarter 2022 Self-Assessment Survey Trend Analysis results to be displayed and called for discussion on areas the Board is doing well in or areas for improvement.

B. Board Policy Governance Training (IAW 02.70) – Mr. Matthew Smith

1. Mr. Mark Masters shared his insights and guided the discussion of the Article entitled, “Ownership” from the selected writings from Dr. John Carver. He explained

that this article is designed to create a foundation for the concept of ownership, who are the owners of the College and to set the stage for discussion of the series of articles to follow in the coming months.

2. Policy Governance Policy Review (IAW 02.14) – training will continue to include a review, refresher, and reassessment of current Policy Governance policies. Ms. Kimberly Winkle led the discussion and review of Governance Process policies:

3.3 – Accountability of the CEO Policy – This policy was found to be still relevant and still accurate as presented.

3.4 – Monitoring CEO Performance Policy – This policy was found to be still relevant and still accurate as presented.

IX. BOARD CHAIRPERSON REPORT- *Mr. Matthew Smith*

A. 2022 ACCT Leadership Congress (October 26-29) (New York, NY)

Mr. Matthew Smith explained that the concurrent presentation is pretty much set. Dr. Dorey Diab added an update on the pre-congress academy stating that he has discovered that his portion of the presentation will be held more like a panel discussion. He has also informed ACCT that if that is the case, there will be several more of the College's Trustees present who may be interested in joining the panel to share their insights and experiences.

B. Proposed Meeting Dates for 2023

Mr. Matthew Smith presented the proposed meeting dates for 2023 and called for any discussion needed. Ms. Linda Nelson inquired about the October 25th meeting and the dates for the 2023 ACCT Leadership Congress. Mr. Stephen Williams indicated that the 2023 ACCT Leadership Congress will be earlier in the month (October 9-12).

C. Discussion of Date for NCSC/OSU-M Joint Board Meeting (December 7, 2022)

Mr. Matthew Smith announced the date proposed for the joint board meeting with OSU as December 7, 2022. We will meet with the OSU-M Board at 4:00pm – 5:00pm, come to our Board Room to meet with the Auditor(s) at 5:00pm-5:30pm, then call the December Regular Board meeting to order at 5:30pm. Naturally, all of this is pending any developments in the Covid protocols at that time.

X. EXECUTIVE SESSION – *Mr. Matthew Smith*

The Chair called for an Executive Session at 7:04p.m. to discuss the contract and compensation of a public employee. Mr. Smith announced that he DOES expect there will be further business following the executive session. Dr. Dwight McElfresh made a motion and it was seconded by Ms. Linda Nelson to adjourn to Executive Session. A roll call vote on the motion was approved unanimously by all members in attendance.

Ms. Kristin Aspin – “yes”
Mr. David Bush – “yes”
Mr. Mark Masters – “yes”
Dr. Dwight McElfresh – “yes”
Ms. Elisabeth Morando – “yes”
Ms. Linda Nelson – “yes”
Mr. Matt Smith – “yes”
Mr. Steve Stone – “yes”
Ms. Kimberly Winkle – “yes”

At 8:16 p.m., Chair, Mr. Matthew Smith declared the Executive Session concluded and the Regular Session resumed.

REGULAR SESSION RESUMED

D. Consideration of Approval of President’s Contract Renewal and Compensation – R-2022-29 – Mr. Matthew Smith

CONSIDERATION OF APPROVAL OF PRESIDENT’S CONTRACT RENEWAL AND COMPENSATION

R-2022-29

WHEREAS, President Diab has worked collaboratively with the Trustees to create a great vision of access and success, and to align resources to accomplish that vision, and

WHEREAS, President Diab has undergone an extensive evaluation that included a thorough self-evaluation, and

WHEREAS, President Diab has provided evidence of successful accomplishment of board stated ends per ENDS policies and avoidance of board proscribed means per Executive Limitations Policies, and

WHEREAS, President Diab’s efforts in providing a balanced budget and increased reserves are reflective of the Board’s goal of improving the College’s financial position, and

WHEREAS, President Diab is commended for leading the ongoing work on the Ends Policies and Strategic Planning metrics that will guide the Board and the Administration Team in monitoring the work of the College, and

WHEREAS, *President Diab is commended for the College's superior accomplishments in addressing the needs of the community, and*

WHEREAS, *President Diab is commended for his leadership and advocacy at the State and National levels.*

NOW, THEREFORE BE IT RESOLVED *that the Board of Trustees of North Central State College renews the current contract with Dorey Diab as President with the following changes:*

- 1. The contract is extended for five years through June 30, 2027, and*
- 2. President Diab's annual salary as President of the College shall be increased for fiscal year 2023 by six percent of his current salary retroactive to July 1, 2022, and*
- 3. President Diab's compensation shall include a one-time stipend equal to six percent of his current salary, and*
- 4. President Diab is entitled to a ten-thousand-dollar annual retention incentive to be paid by June 30 of every year between fiscal year 2023 and fiscal year 2027 as part of a retention package each of the next five years if he remains employed in his current position as president of the College, and*
- 5. The payment of salary and other benefits is subject to the sufficiency of legislative salary appropriations and the receipt of sufficient funds to enable performance hereof by the College, and*
- 6. The Board and President Diab intend to enter into a separate written agreement setting forth in more detail the aforementioned premises.*

ACTION TAKEN: Dr. Dwight McElfresh moved for approval of resolution R-2022-29 President's Contract Renewal and Compensation. Mr. Mark Masters second the motion and the motion carried unanimously.

XI. MEETING EVALUATION (IAW 02.16) – Dr. Dwight McElfresh

Board Chair, Mr. Matthew Smith called for a discussion on tonight's meeting evaluation. Trustees commented that it was nice having everyone present. There was great policy governance discussion and a great policy review. Everyone stayed on track. We stuck to the agenda.

XII. TIME AND PLACE OF NEXT MEETING

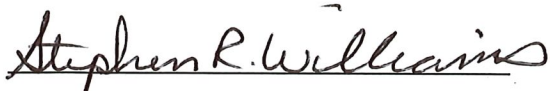
The next Regular meeting of the Board of Trustees is scheduled for Wednesday, September 28, 2022 at 5:30 p.m. in the Gorman Room (165-Fallerius) unless otherwise stated.

XIII. ADJOURNMENT

The Chair called for any additional information items.

ACTION TAKEN: As there was no further business or information items, the Board Chair, Mr. Matthew Smith declared the meeting adjourned at 8:21 p.m.

Respectfully submitted:



Mr. Stephen R. Williams, Board Secretary



Mr. Matthew P. Smith, Board Chair