

NORTH CENTRAL STATE COLLEGE

BOARD OF TRUSTEES

LIST OF RESOLUTIONS

2023

- R-2023-01** **Consideration of Approval of Employment of College Personnel:** Susan Grass is hired as Administrative Assistant for the Foundation. Laurie Jackson is hired as Admissions Director to replace Amanda Sheets. Donna Kittle is hired as Accounting/Business Faculty to replace Jen Adkins. Elliot Sommer is hired as Biology Faculty to replace Tristan Hayes. Abby Schroeder is hired as PN Nursing Faculty (NEGP) Grant to replace Shelby Stout. Rachel Arnold is hired as Administrative Assistant for the Ashland Outreach Center. (01/18/23)
- R-2023-02** **Consideration of Approval of College Personnel Professional Growth Recognition: Brandel Boyd** has supplied documentation that she has completed a Doctor of Philosophy degree at Liberty University. **Hannah White** has supplied documentation that she has completed a Bachelor of Science in Business Administration degree at Franklin University. (01/18/23)
- R-2023-03** **Consideration of Approval of Contracts for Non-Probationary Faculty:** The board approves “memos of intent” to the following faculty for renewal of contracts. Michael Beebe, Sharon Conley, Karen Danielson, Dorie Ford, Mohamed Ghonimy, Vickie Rose, Michelle Slattery, Tonya Stanger, Justin Tickhill, Jason Tucker. (01/18/23)
- R-2023-04** **Consideration of Approval of Amendment to Governance Process Policy 2.21:** The board approves this amendment to Governance Process Policy 2.21 – Board Job Description Policy. (01/18/23)
- R-2023-05** **Consideration of Approval of Amendment to Executive Limitations Policy 4.65:** The board approves this amendment to Executive Limitations Policy 4.65 – Financial Condition and Activities Policy. (01/18/23)
- R-2023-06** **Consideration of Approval of Amendment to Executive Limitations Policy 4.73:** The board approves this amendment to Executive Limitations Policy 4.73 – Asset Protection Policy. (01/18/23)
- R-2023-07** **Consideration of Approval of Amendment to Executive Limitations Policy 4.81:** The board approves this amendment to Executive Limitations Policy 4.81 – Focus of Grants and Contracts Policy. (01/18/23)
- R-2023-08** **Consideration of Approval of Employment of College Personnel:** Collin Johnson is hired as Help Desk Specialist to replace Vickie Kissel. Tiffany Detillion is hired as Administrative Assistant, Admissions, Gateway Services,

CCP to replace Katlynn Lang. Britney Riley is hired as Office Assistant, Business, Industry and Technology to replace Samantha Hall. Tori Sauder is hired as Infant/Toddler Lead Teacher to replace Robin Owens. Stephany Elgin is hired as Success Coach, CCP to replace Casey Randall. Kathleen Kline is hired as Substitute Teacher at the Child Development Center. (2/22/23)

- R-2023-09 Consideration of Approval of Tuition Waiver for 2023-2024 Tuition Freedom Scholarship Program:** the NCSC Board of Trustees does hereby approve the NCSC Tuition Freedom Scholarship Program for the 2023-2024 academic year, and that as required by law, the administration will seek approval from the Chancellor of Higher Education for a tuition waiver relative to the NCSC Tuition Freedom Scholarship Program. (02/22/23)
- R-2023-10 Consideration of Approval of an Offsite Dual Enrollment rate for Private School Students and Home-Schooled Students Who are Not Eligible for the College Credit Plus Program:** the NCSC Board of Trustees does hereby approve the Dual Enrollment rate for Private and Home-Schooled Students for the 2023-2024 academic year, and that as required by law, the administration will seek approval from the Chancellor of Higher Education for a tuition waiver relative to the NCSC Offsite Dual Enrollment Rate for Private and Home-Schooled Students. (02/22/23)
- R-2023-11 Consideration of Approval of Amendment to Board Operating Policy 11-02 Membership Board of Trustees:** The Board of Trustees hereby approves the amendment to Board of Trustees Operating Policy 11.2 – Membership Board of Trustees. (02/22/23)
- R-2023-12 Consideration of Approval of Employment of College Personnel:** Rod Stratton is hired as the IST Lab Technician to replace Bob Scodova. Kasey Teynor is hired as the Early Head Start Family Visitor for the Child Development Center to replace Michelle Moore. Crystal Middleton is hired as the PT Paraprofessional at the Child Development Center. Grace Krupa is hired as the PT Substitute Teacher Assistant for the Child Development Center. (3/22/23)
- R-2023-13 Consideration of Approval of Status Changes:** Michelle Moore is moving from Family Visitor, Child Development Center to Administrative Assistant, Child Development Center No salary change (3/22/23)
- R-2023-14 Consideration of Approval of Contracts for Non-Probationary Faculty:** The board approves “memos of intent” to the following faculty for renewal of contracts. Travis Green, David Koepke, Annmarie Adams, Xiaolan Ai, Jaydip DasGupta, Allyson McCune, Anna Plank, Thomas Shields, Laura Testrake, Sneha Vanga, Morgan Baker, Brandel Boyd, Heidi Chambers, Kelly Cominsky, Taryn Hutton. (03/22/23)

- R-2023-15** **Consideration of Approval of Nominations for the 2023 Association of Community College Trustees (ACCT) Equity Awards:** The North Central State College Board of Trustees, takes pleasure in submitting the following nomination for the 2023 ACCT Equity Awards: Mr. Mike Beebe for the Faculty Member Award. Dr. Dwight McElfresh to cause the associated letters of support to be written on behalf of the Trustees. (03/22/23)
- R-2023-16** **Consideration of Approval of Religious Accommodation Policy (14-75):** HB 353 of the 134th General Assembly enacted “The Testing Your Faith Act” into the Ohio Revised Code as R.C. 3345.026, and requires each state institution of higher education to adopt a policy that reasonably accommodates the sincerely held religious beliefs and practice of students regarding exams, other academic requirements, and absences for reasons of faith or religious or spiritual belief system. In order to comply with R.C. 3345.026 institutions must have a policy established and implemented that meets all requirements set forth in The Testing Your Faith Act by the effective date of April 3, 2023. North Central State College Board of Trustees, hereby approves policy 3357:13-14-75 Religious Accommodation Policy. (03/22/23)
- R-2023-17** **Consideration of Approval of Amendment to Governance Process Policy 2.21:** The board approves this amendment to Governance Process Policy 2.21 – Board Job Description Policy. (03/22/23)
- R-2023-18** **Consideration of Approval of Amendment to Board Operating Policy 11-03 Powers and Duties of the Board of Trustees:** The Board of Trustees hereby approves the amendment to Board of Trustees Operating Policy 11.3 – Powers and Duties of the Board of Trustees. (03/22/23)
- R-2023-19** **Consideration of Approval of Employment of College Personnel:** Brianna Middleton is hired as the PT Paraprofessional/Substitute at the Child Development Center. Keeley Weese is hired as the Instructional Lab Assistant. Kevin Smith was hired as an IST Lab Technician. (4/26/23)
- R-2023-20** **Consideration of Approval of College Personnel Professional Growth Recognition:** **Tori Sauder** has supplied documentation that she has completed the Professional Certification of Child Development Associate Credential. (4/26/23)
- R-2023-21** **Consideration of Approval for the Conferral of the Honorary Degree of Associate of Applied Business to Sherrod Brown:** the North Central State College Board of Trustees, takes pleasure in conferring upon Sherrod Brown the Honorary Degree of Associate of Applied Business, honoris causa, as part of the May 12th, 2023 North Central State College Commencement Ceremony in accordance with the policy adopted under resolution 1978-08 for “Honorary Degrees.” (4/26/23)

- R-2023-22** **Consideration of Approval of Status Changes:** Jason Tucker is moving from Assistant Professor, Bioscience to Title III Grant Project Director. Steven Haynes is moving from Assistant Dean, Liberal Arts to Dean, Liberal Arts. (5/24/23)
- R-2023-23** **Consideration of Approval of Employment of College Personnel:** Jeffrey Stacklin is hired as the Technology Success Coach, Academic Services. James Davis Sr. is hired as the Equity and Access Coordinator. Lydia McCabe is hired as a Substitute Teacher Assistant at the Child Development Center. (5/24/23)
- R-2023-24** **Consideration of Approval of Tuition Increase:** The Board of Trustees hereby authorizes an increase in base tuition by five dollars per credit hour for each academic year of the biennium upon its approval in HB 33 of the 135th General Assembly. (5/24/23)
- R-2023-25** **Consideration of Approval of College Personnel Professional Growth Recognition: Laurie Jackson** has supplied documentation that she has completed a Doctor of Education degree at Ashland University. (5/24/23)
- R-2023-26** **Consideration of Approval of Status Changes:** June Miller is moving from PT Teacher Assistant Substitute to FT Lead Infant Toddler Teacher, Child Development Center. Tori Sauder is moving from Infant/Toddler Teacher to Lead Infant Toddler Teacher, Child Development Center. Grace Krupa is moving from PT Teacher Assistant Substitute to FT Infant Toddler Teacher, Child Development Center. (6/28/23)
- R-2023-27** **Consideration of Approval of Employment of College Personnel:** Tessa Mowry is hired as a Substitute Teacher Assistant, Child Development Center. Adrianna Moore is hired as a Substitute Teacher Assistant, Child Development Center. Kylea Foss is hired as a Substitute Teacher Assistant, Child Development Center. (6/28/23)
- R-2023-28** **Consideration of Approval of 2023-2024 Operating Budget: WHEREAS:** the Board of Trustees acknowledges that the allocation of payroll expenditures includes an increase in compensation for all full-time and designated part-time employees of 2.0% to base salary; as well as establishing a minimum pay rate for all employees of \$14/hour; and the Board of Trustees acknowledges the employee contribution of health insurance will remain unchanged at 81% from the College and 19% from the full-time employee; and **WHEREAS:** the Board of Trustees approves the income and allocation of payroll and non-payroll expenditures of this budget. **BE IT RESOLVED:** by the Board of Trustees that the 2023-2024 Operating Budget of the College is hereby adopted as presented. (6/28/23)
- R-2023-29** **Consideration of Approval of Investment Policy for the 2023-2024 Fiscal Year:** The Board of Trustees hereby approves policy 17-04 Investment Policy for the 2023-2024 fiscal year. (6/28/23)

- R-2023-30** **Consideration of Approval of Status Changes:** Karley Binger is moving from Student Account Specialist to Accounting Technician. David Boehler is moving from PT IST Lab Technician to PT Lead IST Lab Technician. Sheila Campbell is moving from Director, Information Systems and Institutional Research to Director Information Systems. Leesa Cox is moving from Assistant Dean, Health Sciences to Dean, Health Sciences. Melinda Roepke is moving from Dean, Health Sciences to Administrator, Nursing Programs. Hannah White is moving from PT Administrative Assistant, Crawford Success Center to FT Administrative Assistant, Crawford Success Center & Foundation Specialist. Penelope Parmer is moving from PT Senior Analyst, Institutional Research to FT Director, Institutional Research. Brad Copeland is moving from PT Police Academy Commander/Instructor to FT Police Academy Commander. Timothy Hawes is moving from Network Administrator to Interim Director, IT. Elliot Sommer is moving from Assistant Professor, Biology to Assistant Professor, Bioscience. (8/23/23)
- R-2023-31** **Consideration of Approval of Employment of College Personnel:** Pamela Henney is hired as English Faculty. Jordynn Liggett is hired as Registered Nursing Faculty to replace Taryn Hutton. Tonia Pace is hired as Human Services Faculty/Program Coordinator to replace Christine Lynch. (8/23/23)
- R-2023-32** **Consideration of Approval of College Personnel Professional Growth Recognition: Timothy Hawes** has supplied documentation that he has completed a Master of Science, Data Analytics degree at Western Governors University. (8/23/23)
- R-2022-33** **Consideration of Acceptance of The President/Chief Executive Officer's Annual Monitoring Report:** The Board of Trustees resolves that the monitoring report of the President/Chief Executive Officer for the 2022-2023 reporting year has met or exceeded the expectations expressed by the Board in current ENDS and Executive Limitations policies. (8/23/23)
- R-2023-34** **Consideration of Approval of Employment of College Personnel:** Tina Foley is hired as the Student Accounts/Administrative Specialist to replace Karley Binger. John Craft is hired as a Part Time Custodian to replace Phil Nolan. Logan Cox is hired as the Admissions Representative to replace Cassie Sager. Joi Davis is hired as the Admissions Representative to replace April Gregory. Ruba Alsheyab is hired as Biology Faculty to replace Monica Ghosh. Elizabeth Choma is hired as Part Time Teacher Assistant Substitute, Child Development Center. Alexandria Unger is hired as Part Time Teacher Assistant Substitute, Child Development Center. Ally Green is hired as Office Assistant, BIT to replace Britney Riley. Simuel Robinson is hired as a Part Time Custodian to replace William Scott. Molly Bradbury is hired as Part Time Teacher Assistant Substitute, Child Development Center. Jocelyn Shira is hired as Part Time Teacher Assistant Substitute, Child Development Center. (9/27/23)

- R-2023-35** **Consideration of Approval of College Personnel Professional Growth Recognition: Matthew Schwartz** has completed a Master of Science in Computer Science degree at Franklin University. (9/27/23)
- R-2023-36** **Consideration of Approval of Status Changes:** Carter Hayes is moving from IT Systems and Security Specialist to Network Systems Administrator. (10/25/23)
- R-2023-37** **Consideration of Approval of Employment of College Personnel:** Heidi Kreglow is hired as the Assistant Dean of Health Sciences to replace Leesa Cox. Shaniah Smith is hired as a Part Time Custodian to replace John Craft. Chase Carper is hired as Respiratory Care Faculty, Clinical Coordinator to replace Sharon Conley. Brittany Morgan is hired as a Part Time Teacher Substitute at the Child Development Center. Chad Minnear is hired as the Facilities Assistant to replace Anthony Johnston’s prior position. (10/25/23)
- R-2023-38** **Consideration of Approval to Continue/Discontinue the Practice of Transcript Withholding:** An assessment of the current practice of transcript withholding at North Central State College is that the practice is beneficial for both the students (by controlling their rate of higher education debt accumulation) and the institution (by providing incentives for students fulfilling their financial obligations to the College). **NOW, THEREFORE BE IT RESOLVED:** that the North Central State College Board of Trustees, hereby approves the continuation of the current practice of transcript withholding. (10/25/23)
- R-2023-39** **Consideration of Approval of Status Changes:** Scott George is moving from Assistant Director, College Credit Plus to Registrar (12/06/23)
- R-2023-40** **Consideration of Approval of Employment of College Personnel:** Emma Collins is hired as Part Time Teacher Assistant Substitute, Child Development Center. Ashley Hedrick is hired as the Career Pathway and Internship Coordinator to replace Alicia Camak. Philip Mata is hired as a Part Time Custodian to replace Larry Carpenter. Shannon Teynor is hired as Part Time Teacher Assistant Substitute, Child Development Center. (12/06/23)
- R-2023-41** **Consideration of Approval of College Personnel Professional Growth Recognition: Elliot Sommer** has completed a Ph.D., Biology-Integrative Physiology and Neurobiology at Kent State University. (12/06/23)
- R-2023-42** **Consideration of Approval of Value-Added Acknowledgement for Chancellor Randy Gardner:** the Board of Trustees of North Central State College takes pleasure in honoring Chancellor, Randy Gardner for being present to hear the needs of the higher education community and acknowledge the “value added” contributions he has made to the betterment of our great state and all who call Ohio home. (12/06/23)

- R-2023-43** **Consideration of Approval of Tuition Waiver for 2024-2025 Tuition Freedom Scholarship Program:** the NCSC Board of Trustees does hereby approve the NCSC Tuition Freedom Scholarship Program for the 2024-2025 academic year, and that as required by law, the administration will seek approval from the Chancellor of Higher Education for a tuition waiver relative to the NCSC Tuition Freedom Scholarship Program. (12/06/23)
- R-2023-44** **Consideration of Approval of an Offsite Dual Enrollment rate for Private School Students and Home-Schooled Students Who are Not Eligible for the College Credit Plus Program:** the NCSC Board of Trustees does hereby approve the Dual Enrollment rate for Private and Home-Schooled Students for the 2024-2025 academic year, and that as required by law, the administration will seek approval from the Chancellor of Higher Education for a tuition waiver relative to the NCSC Offsite Dual Enrollment Rate for Private and Home-Schooled Students. (12/06/23)
- R-2023-45** **Consideration of Approval of 2023 Report of Efficiency Review and Implementation Plan:** In October 2015, the Task Force issued a report with ten recommendations to advise institutions on efficiency and academic practices which will improve both the quality of education and lower costs for students. House Bill 49 (Section 381.550) requires each institution's board of trustees to complete an efficiency review, based on the Task Force's recommendations, and requires colleges and universities to annually review best practices and shared services and include this review as part of the efficiency report. (12/06/23)
- R-2023-46** **Consideration of Approval of One-Time Stipend and Salary Increase for Employees of North Central State College:** this one-time stipend shall be based on employee status whereby designated full-time faculty and staff will receive a one-time stipend of \$1000; designated part-time staff will receive a one-time stipend of \$250 or \$500; and Fall 2023 adjunct faculty will receive a one-time stipend of \$100; based on criteria determined by the College, on pay date 12/22/23; and a salary increase of four percent for fiscal year 2024-2025, while increasing the new hire rate for faculty by ten percent, and also increasing the pay grades for staff by ten percent, to further enhance employee attraction and retention. (12/06/23)
- R-2023-47** **Consideration of Approval of President's Contract Renewal and Compensation:** Renews the contract with Dorey Diab as President and President Diab's annual salary as President of the College. (12/06/2023)