



Mission Statement: Inspire individuals & enrich our community one student at a time.



Vision Statement: Be a national leader in academic excellence & partner of choice in the communities we serve.

KANSAS CITY KANSAS COMMUNITY COLLEGE
Board of Trustees Meeting
Tuesday, July 15, 2025 – 5:00 P.M.

CONSENT AGENDA – Item A
Meeting Minutes

1. **Call to Order & Pledge of Allegiance:** Chairman Brad Isnard called the Kansas City Kansas Community College (KCKCC) Board of Trustees Meeting to order at 5:12 p.m. at KCKCC-Main Campus Upper Jewell Lounge and in the KCKCC Zoom meeting platform on Tuesday, July 15, 2025. The Pledge of Allegiance was led by Trustee Hoskins Sutton.
2. **KCKCC Mission Statement:** Chair Isnard read the college mission statement.
3. **Roll Call:** Trustees present were Chairman Brad Isnard, Vice Chairwoman Mary Ricketts, Mr. Donald Ash, Ms. Evelyn Criswell, Mr. Mark S. Gilstrap, Ms. Linda Hoskins Sutton and Dr. Brenda Scruggs Andrieu.
4. **Approval of Agenda:** Chair Isnard called for a motion to approve the agenda. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**
5. **Student/Alumni Successes:** Chair Isnard invited the presentation by Alumna – Ms. Nubia Gomez-Villegas.
 - Dr. Greg Mosier, President, introduced Ms. Gomez-Villegas as a successful KCKCC alumna and former student senator, who earned her associate degree in Business Administration and was a Phi Theta Kappa Honor Society member. After graduating from Sumner Academy and KCKCC, she completed a Bachelor of Science in Information Services at the University of Kansas as a Multicultural Business Scholar. She spent several years as a consultant and recently launched her own business, Cortadito Cuban Café.
 - Ms. Gomez-Villegas, a proud KCKCC alumna, explained that she co-founded Cortadito Cuban Café with her husband in November 2024, blending his Cuban heritage with her Mexican roots to bring culture and community to Wyandotte County. Their café is known for its authentic Cuban coffee, warm hospitality, and community-centered atmosphere.

Beyond the café, they run multiple businesses, including a real estate investment company focused on revitalizing local neighborhoods in Wyandotte County, rental properties, and a landscaping business. Ms. Gomez-Villegas credits her foundation at KCKCC and her Phi Theta Kappa scholarship as pivotal to her success. Grateful for the opportunities KCKCC provided her and her family, she now aims to give back through community partnerships, events, and potentially expanding the café to a second location.

The Board gave thanks and congratulations to Ms. Gomez-Villegas and asked what her customers say or know about KCKCC. Ms. Gomez-Villegas explained that she actively promotes KCKCC in the community and recently helped a few Cuban immigrant friends enroll in English as a Second Language (ESL) classes. These friends were unaware that such opportunities were available at the college, but now plan to progress to English for Speakers of Other Languages (ESOL) classes and eventually pursue a degree. Trustee Ash noted that the new KCKCC center will be opening close to the café.

Trustee Hoskins Sutton, former Director of Student Activities, fondly recalled Ms. Gomez-Villegas's time in Student Senate, expressed pride in her continued success, and praised her leadership, noting her active involvement beyond the classroom and emphasizing how important student engagement is to personal and professional growth.

6. **Special Presentation:** Chair Isnard invited the KCKCC Community Impact presentation. Dr. Greg Mosier, President, presented the following –
 - Slides were shared representing that KCKCC is an investment in Wyandotte County's future, highlighting the positive impact the college is making in the County and beyond, emphasizing progress shared during recent budget conversations, showcasing student success through impressive starting wages from certificate and degree programs and commending the work being done at the downtown Kansas City Kansas Community Education, Health and Wellness Center. Dr. Mosier shared a favorite quote, noting that education is truly one of the most powerful tools for reducing poverty and inequality.
 - Student Success – Dr. Mosier emphasized that 85% of jobs in the market require education beyond a high school diploma, yet only half of working age Wyandotte County residents meet this demand.
 - Fiscal Year 2026: Distributions per \$1.00 of Tax – Images were shared of the property tax breakdown showing KCKCC at \$0.15 to \$0.16 per dollar. He stated that the college remains diligent in staying cost effective for the community with the percentage of tax dollar continuously decreasing year after year.
 - KCKCC Community Economic Impact – In reference to the 2022 Economic Impact Study, Dr. Mosier reported KCKCC's strong return on investment (ROI) and regional economic impact with a \$115 million investment by Kansas resulted in a \$765 million economic impact. He stressed the importance of sharing this success and noted that KCKCC also contributes significantly to Leavenworth County, around \$50–55 million annually, without using Wyandotte County taxpayer funds, demonstrating the college's regional impact.

- Mill Levies 101: Contributing to KCKCC is an investment – Dr. Mosier highlighted the success of KCKCC’s Industrial Maintenance Technology (IMT) and Skilled Maintenance Technology (SMT) certificates, which produce graduates who enter high-demand, well-paying careers, and each semester these graduates contribute an estimated \$3–5 million to the local economy. It was noted that 19 additional students are completing the summer program, and with an average annual salary of \$55,000, they will collectively generate about \$1 million in income for the community.
- Community Impact – With the new downtown center, KCKCC will make a difference in and create a huge community impact in downtown Kansas City, Kansas. Dr. Mosier shared images of several positive articles written about the project.
- Student Success – Dr. Mosier reported an Employment Overview showing healthcare professions making an average of \$80,000 per year but advanced manufacturing currently making even more, he shared facts to bust the myths heard around the County, and he informed that in fiscal year 2024 KCKCC graduated 376 nurses, emergency medical technicians (EMT), paramedics, and respiratory therapists with a total of 1,900 health professionals graduated in the last five years.
- Positioning for the Future – Dr. Mosier noted that Wyandotte County’s capital investment growth continues, with projections to surpass \$1 billion in 2025. A major development involves building six data centers valued at \$12 billion total (\$2 billion each) with each center employing about 50 high-paying positions, and that KCKCC is preparing to expand its information systems, cybersecurity, and networking programs to align with the workforce needs of this project.
- Community Economic Impact: Sampling – President Mosier shared a snapshot of programs from the spring semester graduating class reporting that those programs created almost \$30 million in student income with their new jobs, in addition to the SMT summer cohort of 19 students adding over \$1 million in new income.
- Compounding inflation – Dr. Mosier noted current funding concerns as KCKCC is starting to sink below the Consumer Price Index; conversations would continue about this issue.
- Fiscal Year 2025: Community Impact: Student Success – Dr. Mosier emphasized that one of the most effective ways to reduce a community’s tax burden is by creating more taxpayers, and while KCKCC is not a taxing entity, it contributes significantly by producing graduates who enter well-paying careers, generating more income for the community through a multiplier effect. President Mosier shared several successful career wages of KCKCC students.
- President Mosier reiterated KCKCC’s mission to inspire individuals and enrich our community one student at a time; he believed the college is successfully fulfilling this mission and expressed optimism that the college’s positive impact will continue to grow.

7. **Audience to Patrons and Petitioners:** Chair Isnard invited patrons or petitioners to address the Board for a 3-minute limit. There were no patrons or petitioners online or in person.

8. **Recognitions/Presentations:**

- Chair Isnard invited the Academic Master Plan Annual Update. Mr. Jerry Pope, Vice

President of Academic Affairs, presented the following –

- Mr. Pope outlined recent achievements in Academic Affairs, highlighting the launch of the Skilled Machine Technician apprenticeship program, a 16-credit hour certificate combining coursework with on-the-job training and tied to a registered apprenticeship. Despite challenges aligning instructional and occupational codes, KCKCC successfully implemented the program more efficiently than other institutions, showcasing its entrepreneurial spirit. The program's success was recognized at Panasonic's grand opening event.
 - Mr. Pope highlighted the development of an 8-credit hour Phlebotomy Technician program leading to industry certification, created in response to requests from Johnson County high schools. Unlike Johnson County Community College's non-credit offering, KCKCC's program provides college credit, allowing students to access SB 155 funding. Starting in the fall, this program offers a strong entry point into health careers and reflects KCKCC's entrepreneurial approach and commitment to expanding student opportunities.
 - KCKCC's existing Surveying Technician program now includes an 18-credit hour certificate designed to help experienced surveyors qualify for the Certified Survey Technician Level I license. Responding to industry needs, the program has driven an increase in enrollment, particularly in the required trigonometry course, indicating student interest and program growth.
 - An update on the High Voltage Line Technician program was provided noting that a faculty member was recently hired who has made significant progress since joining. The program is now moving forward with equipment purchases and implementation, and there is excitement about its development and future impact.
 - Curriculum Updates – To simplify course management, KCKCC shifted from offering the same course in multiple fixed credit hour options (1, 2, or 3 credits) to using variable credit courses, starting in the Music Department and expanded to Allied Health and Audio Engineering. Additional curriculum changes were made in Chemistry, Communications, Criminal Justice, Exercise Science, Heating, Ventilation, Air Conditioning, and Refrigeration (HVAC/R), and Music Psychology, and a for-credit study abroad psychology course to Italy was created. The college is currently working on meeting the Kansas Board of Regents' (KBOR) increasingly detailed program alignment requirements, with an extended deadline for full compliance.
- Chair Isnard invited the Gallagher Compensation Study Update. Dr. Patrick Schulte, Vice President of Finance and Operations, presented the following –
- This was an update on the ongoing compensation study conducted in partnership with Gallagher, Human Resources (HR) leadership, and campus stakeholders. The study aims to review all position descriptions, assess how roles are administered, and evaluate KCKCC's competitive standing locally, nationally, and internationally. HR is reviewing and synthesizing the data, with recommendations to be presented to the President. Dr. Schulte emphasized that the study is not intended to adjust individual pay, restructure staffing, cut costs, or eliminate positions and that its purpose is to provide accurate,

strategic insights to guide future decisions.

- Dr. Schulte explained how Gallagher collaborated with KCKCC to define a comprehensive “market basket” for the compensation study, comparing positions locally and nationally. Higher education roles were benchmarked against similar-sized colleges and universities, while positions in areas like facilities, accounting, and finance were compared to local businesses. The analysis considered organization type, size, location, and scope, using College and University Professional Association for Human Resources (CUPA-HR) data and other sources to ensure relevant comparisons.
- Three pay strategies were discussed, lagging, matching, or leading the market median, with the emphasis on matching the median, within 10%. The study categorized positions by competitiveness, from highly competitive to significantly misaligned, and found that KCKCC generally fell within the competitive range.
- The compensation study focused on ensuring consistent comparisons across employers, using sufficient market data, and matching jobs to relevant equivalents by aligning them with similar duties. The analysis showed that most campus divisions fall within 10% of the market median. Gallagher has provided recommendations, which are under review. Final proposals will go to the president, then through the Board Finance Committee, and ultimately to the Board for consideration.

Vice Chair Ricketts asked about KCKCC’s criteria for deciding whether a position should be filled through a national or local search and whether there is data comparing retention rates between the two approaches. Dr. Schulte answered that KCKCC’s decision to conduct a national versus local search depends on the position’s level and responsibilities. High-level roles may be marketed locally and nationally, while other roles are targeted more locally, though still posted nationally through platforms like LinkedIn. HR tracks applicant origins to guide future posting strategies. Vice Chair Ricketts questioned if there was data that supported the retention rate of hiring local individuals versus outside of the Kansas City area. Dr. Schulte did not have that data but could present it in the future. He noted that KCKCC experiences turnover, and data would help guide posting strategies to improve attraction and retention.

Dr. Mosier added that KCKCC categorizes searches as internal or external rather than local or national. He reported that most administrative positions are external searches, which are posted both nationally and through local channels depending on the role’s skills. He pointed out that the High Voltage faculty position was advertised nationally and to regional utilities within 200 miles. He continued that this approach ensures broad outreach, and recent major searches have attracted local and national applicants. Dr. Mosier noted that it would be useful to analyze candidate longevity based on their origin.

Chair Isnard thanked Dr. Schulte and requested that the retention data be sent to the Board as soon as it’s compiled, noting its relevance to current budget discussions.

Trustee Ash shared that the Gallagher information was reviewed in the monthly Board Finance Committee meeting.

9. **Communications** – Chair Isnard announced there were no Communications scheduled.

10. **Board Committee Reports:** Chair Isnard invited the Board Committees to report.

- On behalf of the **Board Finance Committee (BFC)**, Chair Isnard announced that Trustee Criswell, Chair of the BFC, was not present for July's BFC meeting so he substituted into the committee which was chaired by Trustee Gilstrap and attended by Trustee Ash.
 - Trustee Gilstrap reported that the BFC met on July 10, where Dr. Schulte reviewed the Gallagher study and presented June financials, noting possible adjustments once final figures are in. The BFC certified the cash on hand as of June 30, 2025, for submission to the Kansas Board of Regents (KBOR) by July 15, made one revision to the 2025–2026 pre-approved contracts list, designated official depositories, and heard President Mosier's update on the new downtown location.
 - Trustee Ash added that the depository information would be reviewed later in the Board meeting pointing out that the information was provided in the packet.
 - Chair Isnard noted that the designation of depositories lists where the college's money is kept for banking purposes in the community; it is a yearly process that is handled every July.

Chair Isnard called for a motion to accept the report. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

- On behalf of the **Board Policy Committee (BPC)**, Trustee Hoskins Sutton, Chair of the BPC, confirmed that the BPC will not meet until September when the Senates return.

Chair Isnard called for a motion to accept the report. Trustee Criswell made the motion. Trustee Ash seconded the motion. **The Motion Carried.**

- On behalf of the **Board Community Engagement Committee (BCEC)**, Vice Chair Ricketts, Chair of the BCEC, reported the BCEC met on July 14. The BCEC is preparing to send letters to community members that participate in the BCEC, encouraging informal conversations with friends and family to gather community feedback on KCKCC highlighting what people are saying, what the college excels at, and where it can improve. The goal is to amplify positive news, ensure the community voice is heard, and share relevant insights with leadership. An in-person meeting with community committee members is planned for September to exchange updates and feedback, recognizing that public perception is key.

Chair Isnard called for a motion to accept the report. Trustee Hoskins Sutton made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

- As the **Association of Community College Trustees (ACCT)** Delegate and as the **Kansas Association of Community Colleges (KACC)** Delegate, Trustee Ash reported it is a quiet period with little new activity. He noted that emails were shared from KACC, there was positive news from ACCT regarding the recent Pell Grant legislation and a proposed bill that would have unfairly held colleges responsible for student loan defaults was removed, which was good news for KCKCC. Trustee Ash announced upcoming meetings: a KACC meeting in August at Cowley Community College and the ACCT Leadership Congress in October in New Orleans, with committee meetings beforehand for himself and Trustee Hoskins Sutton.

Chair Isnard gave appreciation for the email updates and meeting recaps of the various topics. Trustee Ash acknowledged that not all of the updates are positive, highlighting concerns about funding cuts or claw backs that complicate budget planning. He emphasized the need to stay informed, explore alternative funding sources, and stated he would keep the group updated as the budget process continued.

Vice Chair Ricketts asked if anything stood out from those email communications that would impact Wyandotte County. Trustee Ash reiterated the Pell information and the student loan default information. He continued that the other information was not a significant impact on the college but was good information. He added that as the ACCT Leadership Congress and Legislative Summit approach, especially with the new administration settling in after seven months, developments would be monitored, and that the goal is to stay informed and adjust strategies for the 2026 Legislative Summit. He encouraged the Board to share concerns so they can be addressed.

Chair Isnard pointed out that the approval of Short-Term Pell (or Workforce Pell), was a major advocacy success at the national level thanks to strong relationships with the college's Congressional delegation. He explained that this funding supports shorter programs that don't fit traditional full-length frameworks but still provide valuable skills and help students earn living wages which makes a significant positive impact on the community.

Chair Isnard called for a motion to accept the report. Vice Chair Ricketts made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

11. **Consent Agenda:** Chair Isnard called for a motion to approve the Consent Agenda. Trustee Hoskins Sutton commented on Item D - Approval of Personnel Items (H.R.) expressing gratitude for Dr. Fabiola Riobé's two great years of service, highlighting her valuable Peru connections, her national recognition. She gave thanks to Dr. Riobé for sharing her expertise at KCKCC and wished her well in her future endeavors.

Trustee Ash motioned to approve the Consent Agenda. Trustee Gilstrap seconded the motion. **The Motion Carried.**

12. **Student Senate Report:** Not scheduled due to summer break.

13. **President's Report:** Chair Isnard called for the President's report. Dr. Greg Mosier presented the following –

- Yesterday's grand opening of the Panasonic factory in De Soto, Kansas, was a major event attended by hundreds, including state and federal officials, and Panasonic's Japanese corporate representatives. Dr. Mosier and Ms. Ashley Irvin, Associate Dean of Career and Technical Education, attended and were proud hearing Kansas City Kansas Community College mentioned multiple times during speeches as a key partner in workforce training for the facility. The facility will employ 4,000 people and KCKCC has trained 74 of those employees across spring and summer. Panasonic's workforce apprenticeship lead was recently promoted and also approved to present with KCKCC at the upcoming Association of Community College Trustees (ACCT) Leadership Congress conference in New Orleans on public-private partnerships and for-credit apprenticeships; this is a significant recognition and win for KCKCC.
- Starting July 19, seven individuals will be on a seven-day study abroad trip to Peru, chaperoned by Dr. Candice Scott, Assistant Director of International and Immigrant Student Services. An exciting agenda is planned for the trip.
- A Board Candidate Orientation will be held this Thursday for new candidates running in the upcoming election.
- Announced new hires that will be joining the team: Dr. Devin Stroman will join as Vice President of Enrollment Management and Student Services starting August 28, coming from Eastern New Mexico, and Mr. Eché Okoye will start next Monday as Chief Information Officer, coming from New Mexico State University. There was not a hire from the Dean of Arts, Humanities, and Social Sciences search, but President Mosier and Mr. Jerry Pope, Vice President of Academic Affairs, are reviewing a workable solution.
- The President's Cabinet Retreat is scheduled for July 31 and August 1.
- With Dr. Fabiola Riobe's (Vice President of Educational Innovation and Global Programming) departure, the college reassessed her seven areas and made the following adjustments. Updates will be reflected on the website soon.
 - Workforce Innovation will report to the Vice President of Academic Affairs (VPAA) to better integrate noncredit programs into credit programming, especially bridging career technical education and academics. Adult and Continuing Education, as well as Online Education Services, will also report to the VPAA.
 - Entrepreneurship will report to the Executive Vice President, who is already involved in that area.
 - High School Partnerships, International and Immigration Services, and the Cultural Enrichment Center will move under the new Vice President of Enrollment Management and Student Services, who is aware and looking forward to these additions.
- Budget Items – As of July 1, the Adult Basic Education is on pause, meaning it most likely will not be funded for this year; it will be funded with KCKCC dollars in the

interim. The Senate Appropriations Committee earmark for \$3 million for Automation Engineer Technology (AET) equipment has not been finalized or approved yet. The Carl D. Perkins grant funding is not to exceed 30% of the budget by September 30. There are talks of claw backs in different areas but budget-wise, Dr. Mosier thought the college needed to be extra cautious.

- Shared updated construction photos of the downtown center during Dr. Balog's report.

Chair Isnard called for a motion to accept the report. Trustee Criswell made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

14. Executive Vice President's Report: Chair Isnard called for the Executive Vice President's report. Dr. Greg Mosier, President, on behalf of Dr. Scott Balog, highlighted the following –

- Dr. Balog's areas of focus are institutional strategy, partnerships and community engagement, and operational excellence.
- Partnerships – Regarding workforce, Dr. Balog met with Tico Productions, KC BioHub Consortium and Kanbe's Markets to explore collaboration opportunities between KCKCC students and the community. Dr. Balog remains very active in the KCK Chamber of Commerce. In educational partnerships, Dr. Balog has been working with the superintendent of Leavenworth USD453 to discuss technical education opportunities and new programs between KCKCC and Leavenworth High School. The Executive Vice President (EVP) attended KCKCC's Lansing Correctional Facility welding program's graduation.
- Community Engagement – Dr. Balog participated in various meetings in the Kansas City Metro including the New2KC group, Swope Health's Honoring Women in Healthcare Luncheon, Kansas City Tomorrow Alumni Association, several events at Fort Leavenworth, Greater Kansas City Hispanic Coalition's ComidaKC, and Court-Appointed Special Advocates (CASA) of Johnson and Wyandotte Counties.
- Operational Excellence – The EVP has been providing leadership on grant initiatives (looking for new grant opportunities that may help replace some grants) and engaging multiple technology companies, including Packback, Archer Education and Adaptivity for leveraging products and solutions to help with the college's automation and enhancements.
- Institutional Strategy – Dr. Balog has worked with KC Rising's talent pipeline management (TPM) implementation addressing key workforce shortages. The EVP assisted with and led various recent new hire searches such as the Vice President of Enrollment Management and Student Services.
- The college completed Year One of *The 4 Disciplines of Execution* (4DX) with strong results for the institutional Wildly Important Goal (WIG). The goal was 992 non-duplicated students earning degrees or certificates, which would be a 3.2% increase from 961 students. The target was exceeded by 46 students (4.6% above target), reaching 1,038 total students, which is 77 more than the previous year and an 8% increase overall. Planning for Year Two would occur at the upcoming President's

Cabinet Retreat.

- There were two sub-WIGs. One sub-WIG focused on enrollment aimed to grow from 6,629 students to a target of 6,795 (a 2.5% increase). The final result was 7,055 students – 260 above target, exceeding it by 3.8% and marking a 6.4% increase from the starting point. This reflects significant, collaborative effort across multiple areas. The persistence sub-WIG aimed to grow from 3,511 to 3,667 students (a 4.4% increase) but reached 3,624, missing the target by 43 students (1.1%). Persistence still rose by 113 students overall, a 3.4% increase. Persistence and retention remain focus areas for improvement and will be addressed at the upcoming retreat.
- Shared updated construction photos of the downtown center.

Chair Isnard called for a motion to accept the report. Trustee Criswell made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

15. Vice President Academic Affairs Report: Chair Isnard called for the Vice President of Academic Affairs report. Mr. Jerry Pope highlighted the following –

- This reporting season, Mr. Tom Grady, Faculty Director of the Institute for Teaching and Learning, reviewed year-long survey feedback on many professional development activities, showing most participants highly agreed or agreed the objectives were met and useful; kudos were given for his work. The Office of Assessment also met multiple June deadlines, analyzing faculty data for the assessment report, which will be presented to the board in October.
- Dr. Andres Cantillo, Associate Professor and Coordinator in Economics, attended a university conference in Denmark, which, due to memberships and other factors, was cost efficient. President Mosier and Mr. Pope agreed it was a valuable opportunity for Dr. Cantillo to present, reflecting the college's growing international presence.
- Career and technical education students recently participated in several tours. Welding students took part in activities, and culinary arts students showcased Latin American, Caribbean, Brazilian, and Spanish cuisines, earning high praise for their work.
- Construction technology students completed a hands-on project at the main campus, transforming a storm drain into an attractive stone brick wall.
- Automation Engineer Technology students in the Federation of Advanced Manufacturing Education (FAME) program focused on robotics, identifying the best robot type for specific applications and recognizing that no single solution fits all manufacturing needs.
- The Physical Therapy Assistant (PTA) program received 34 qualified applicants for fall 2025, 24 were admitted. This is the largest class in nearly a decade likely boosted by being the first PTA program in the United States approved as a hybrid format.
- The Carl D. Perkins grant funded 30 Meta Quest Virtual Realty headsets, to be piloted with a small group before expanding to health professions and eventually the whole college for classroom instruction.
- Dr. Ed Kremer, Dean of Math, Science and Computer Technology, reported that KCKCC

hosted the Catholic Charities Refugee School Impact Summer Camp on the main campus during the week of June 16.

Trustee Hoskins Sutton questioned whether the 10 qualified PTA applicants who were not accepted for fall 2025 would be included in the spring 2026 class as that would be a good start on the next class. Mr. Pope would get clarification from Dr. Tiffany Bohm, Dean of Health Professions and Public Safety.

Chair Isnard called for a motion to accept the report. Trustee Hoskins Sutton made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

16. Vice President Student Affairs and Enrollment Management Report: Chair Isnard called for the Vice President of Student Affairs and Enrollment Management report. Dr. Tom Corti (Interim) highlighted the following –

- KCKCC's student-athletes ranked second among 21 Kansas institutions for combined team grade point average (GPA) in the 2024–2025 academic year, achieving a 3.324 GPA, just behind Johnson County Community College's 3.355. This is a major improvement from placing in the teens last year.
- The fall enrollment numbers are robust – up over 6% in headcount and over 7% in credit hours compared to Fall 2024, indicating strong prospects for the semester.
- Student housing is at full capacity with contracts, and there is a waiting list of about 12 students.
- The Student Success Center is experiencing high traffic as advisors work at full speed to register students for classes.
- The Pell Grant situation is expected to be fine for fall, but the college is addressing ongoing issues with fraudulent financial aid and admissions applications, a problem shared by many institutions.

Trustee Hoskins Sutton commended Student Health Services for adding a new A1C diabetes screening and providing that important resource for students and the community. Dr. Corti agreed.

Trustee Hoskins Sutton noted appreciation for the two options for new student orientations scheduled for July 15 (Zoom) and July 24 (in person). She asked if attendance was still mandatory as it was in the past. Dr. Corti, answered yes, and noted that the college is exploring an online student orientation option to increase convenience, allowing students to access it anytime, even outside regular hours. Admissions staff currently host live virtual sessions, but the goal is to have a 24/7 program so students can complete orientation before arriving on campus without needing to attend in person.

Trustee Ash commented that the enrollment data was encouraging, and it was exciting to see the consistent growth, especially since COVID. Dr. Corti agreed that he has not witnessed this kind of consistent enrollment growth at the many different colleges he has worked at.

Dr. Mosier thought this was the six straight semester of enrollment growth. Dr. Corti added the enrollment growth was exceptional, with some semesters seeing nearly double-digit increases which was far higher than the typical 2–4% growth he has observed at other schools. Chair Isnard noted that the college would take small incremental gains over time, yet large number increases was great news.

Dr. Mosier announced that this was Dr. Corti's last Board meeting after 13 months with the college; he will stay on until August 8 to overlap with incoming Vice President Devin Stroman, who starts July 28. A gathering would be held to celebrate both transitions, and invitations would be shared. Dr. Corti expressed gratitude for the experience, saying working with the President's Cabinet, Board, and the KCKCC community has been a highlight of his interim roles due to the welcoming, encouraging, and open environment. The Board thanked Dr. Corti for his work.

Chair Isnard called for a motion to accept the report. Trustee Hoskins Sutton made the motion. Trustee Gilstrap seconded the motion. **The Motion Carried.**

17. Vice President Finance and Operations Report: Chair Isnard called for the Vice President of Finance and Operations report. Dr. Patrick Schulte highlighted the following –

- Business Office – Working on the preparation of the fiscal year 2025-2026 budget. The valuations from the Unified Government were received on June 13, and revisions of that information are being created and shared with the Board.
- Food Service – Consolidated Management was approved last month, and the college continues to move forward with the plan to open the Blue Devil Café prior to the start of fall semester with a focus on being able to feed students on campus and enhance their student success.
- Facility Services – The fieldhouse floor project draws close to completion. All approved graphics have been installed, and final finishing details are underway. Several various initiatives on campus are taking place over the summer to take care of some of the deferred maintenance needs as the college prepares to welcome back students and employees.
- Information Services – Dr. Schulte announced the hiring of Mr. Eché Okoye as the new Chief Information Officer (CIO). He brings over 15 years of experience leading technology and innovation in higher education and global enterprise settings, including work on Enterprise Resource Planning (ERP) system migrations at New Mexico State. Mr. Okoye holds a Master of Business Administration (MBA) in Information Technology Management and is a Doctor of Philosophy (PhD) candidate in Learning Technology. He will join KCKCC next Monday.
- Human Resources – With a focus on employee engagement, the Human Resources Department continues the 2025 staff performance evaluation period, which includes supervisory training, staff self-evaluations, performance assessment and future goal setting operations. The annual medical benefits review was conducted with Blue Cross Blue Shield of Kansas City on June 18 to determine what benefit opportunities are available and making sure KCKCC was providing the best opportunities for employees.

- College Police – With a focus on community engagement, Sergeant Scott Bailie and Officer Giovanni Garcia attended the Down Syndrome Innovations Summer Celebration Foam Party in Mission, Kansas on June 7.
- Wellness Center – The college is continuing the hiring process for a fitness center attendant, with a candidate expected by the end of July. Additionally, Fitness on Demand is being implemented to ensure students, employees, and community members have access to fitness programs.

Chair Isnard called for a motion to accept the report. Trustee Gilstrap made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

18. Vice President Marketing and Institutional Image Report: Chair Isnard called for the Vice President of Marketing and Institutional Image report. Ms. Kris Green highlighted the following –

- Ms. Green shared a video highlighting the Visual Arts programs.
- Student Success – The Marketing and Institutional Image division is actively promoting student enrollment by leveraging community networks. Efforts include advertising on Spanish radio and TV, sending final postcards to prospective students, and extending local radio campaigns through August to remind the community of enrollment deadlines. The division has been working closely with Athletics in planning vinyl installations in the fieldhouse to enhance the new floor's appearance. Work is being done with the College Police in developing a wrap for a community engagement vehicle.
- Employee Engagement – Ms. Green participated in several search initiatives last month, including leading the search for a new Graphic Designer and serving on the search committees for the new Chief Information Officer.
- Community Engagement – A Topping Out Ceremony for the downtown center will be held on August 8 at 10:00 a.m., with opportunities to sign the final beam earlier. Construction is progressing rapidly, and a video documenting the project from groundbreaking will be shared. A drone will also capture an up-close view as the steel beam is installed.
- The KCKCC Annual Report is in development.
- The Support Services team, which includes media services, events and scheduling, and the print shop, exceeded their customer service goal of 3.5 on over 200 surveys, achieving a 3.9 rating. Their hard work on the Wildly Important Goal (WIG) was publicly acknowledged and celebrated.

Trustee Hoskins Sutton gave congratulations to Ms. Green and her team.

Chair Isnard expressed excitement for the upcoming downtown center Topping Out Ceremony, noting it has been a long-awaited event.

Chair Isnard called for a motion to accept the report. Vice Chair Ricketts made the motion.

Trustee Hoskins Sutton seconded the motion. **The Motion Carried.**

19. Unfinished Business:

- Chair Isnard invited the presentation of the Revision of Preapproved Contracts List FY2026. Dr. Patrick Schulte, Vice President of Finance and Operations, presented the following –
 - During the Board Finance Committee meeting, a revision was proposed and approved to add a \$1 million miscellaneous line item to the Preapproved Contracts List for fiscal year 2026. This addition allows for emergency facilities repairs without waiting for full Board approval. This will allow for timely action on unexpected issues with a commitment to reconcile expenses monthly and keep the Board informed.

Trustee Ash motioned to approve the Revised Preapproved Contracts List for Fiscal Year 2026. Trustee Criswell seconded the motion. **The Motion Carried.**

20. New Business:

- Chair Isnard invited the presentation of the Notice of Intent to Exceed the Revenue Neutral Rate and Budget Hearing for FY 2025-2026 Budget. Dr. Patrick Schulte, Vice President of Finance and Operations, and Dr. Greg Mosier, President, presented the following –
 - Dr. Schulte explained that today additional budget timeline information from the Kansas Department of Administration was shared, focusing on Kansas Statutes Annotated (K.S.A.) 79-2988. Key dates include June 15 for assessed property valuations (KCKCC received their information on June 13) and July 20 as the deadline to notify the county clerk of any intent to levy beyond revenue neutral. Dr. Schulte gave the floor to President Mosier for further comments.
 - Dr. Mosier shared a presentation regarding the Intent to Exceed Revenue Neutral Rate Hearing. He noted that much of the work was done by Dr. Schulte, his team and President's Cabinet. He explained that this information would remind the Board of some key points that have been discussed in this budget cycle, and that tonight the Board would need to take action on whether KCKCC will or will not have the intent to exceed revenue neutral. Slides presented included:
 - Overview – FY26 proposed operating expenses & capital project priorities, FY26 projected revenues & expenses, and property mill levy options.
 - Updated Proposals from the Board of Trustees May 2025 Meeting – Budget scenarios: flat mill, minus 0.5 mill and revenue neutral. Dr. Mosier explained that revenue neutral equals 1.946 mills and each mill is \$2.3 million. These are the options that are requested for the Board's consideration.
 - Proposal and Board Direction at the April 2025 Board of Trustees Meeting – FY26 projected expenses to meet identified priorities. Dr. Mosier explained the anticipated expenses and the scenarios of flat mill, half-mill reduction, or revenue neutral. He noted a recent \$320,000 loss in Adult Basic Education funding and

uncertainty about receiving \$3 million in Congressional discretionary funds. Dr. Mosier stated that depending on the scenario, expense reductions could range from \$3.38 million up to \$8.2 million; possible cuts were identified.

- Revenues – FY26 Tuition and Fees: Student Fees, Course Fees and Grants. Dr. Mosier provided a quick review stating that KCKCC did not change the fees for Wyandotte County students, that auxiliary and other revenues include student housing and the bookstore, and non-operating revenues (state aid) include tiered and non-tiered funding (questions still exist about the availability of this funding). He added that non-operating revenues include interest, investment income and transfers for larger projects.
- The Revenue Summary, not including property mill levy, totals \$25.4 million for operating revenues and \$14 million for non-operating revenues.
- FY26 Proposed State & Federal Revenue Cuts include significant cuts from the State, Federal earmark claw back, Adult Basic Education funds and a possible claw back of the Carl D. Perkins grant funds.
- Standard Expenses include salaries and benefits, strategic opportunities, learning spaces updates, facilities repair and replacement, reserves, and contingencies.
- Unfunded Expenses due to FY25 Revenue Neutral Rate (RNR) include dollar amounts that the college does not have much control over – salaries, health insurance, facility insurance, utilities, leases and maintenance, and contractual expenses – which total about \$5.6 million. RNR for FY26 would force the college to absorb an additional \$4.344 million.
- Mill Levy History – KCKCC has been flat or down for eight years.
- Compounding Inflation – KCKCC is now falling short of the Consumer Price Index (CPI) of about 5.5% (about \$5.5 million) and if the college were to go revenue neutral again this year, that would land at about 8.5% below CPI (about \$8.5 million).
- KCKCC Community Economic Impact – the college offers tremendous return on investment for the community; from about 12 KCKCC programs and summer cohorts, about \$30 million goes into the economy.
- KCKCC Budget Process – Departments submit budget requests, those requests are reviewed and adjusted by the President's Extended Cabinet then sent to President's Cabinet for evaluation. New asks are evaluated and prioritized, based on the funding availability and in relationship to the strategic plan priorities, then given a ranking score, and then those are dependent on what the college can afford to fund.
- FY2026 Expenses were highlighted by Proposed Budget, by Percentage, and Highlights of Personnel Related Expenses. Dr. Mosier explained that the majority of expenses were salaries & benefits, plant & capital, and supplies & other expenses, with approximately 50% of expenses going to salaries and benefits, and the top three categories equaling about 78% of the budget. Proposed budget increases for the year include: 3% salary and benefits increase (\$2.3M), adjunct pay increase to \$50/credit hour (\$108K), estimated 12% health insurance increase

(\$625K), pay equity adjustments from the Gallagher study (\$600K–\$800K, targeting 50–60% of recommendations), new faculty positions (\$450K), and early hiring for the new downtown campus to ensure staff are trained before opening in summer 2026.

- Highlights of Proposed Expenses and possible cuts based on the different mill levy scenarios were shared. These would affect supplies and operating expenses, reserves, the master facility plan, the new Leavenworth site, scholarships and financial aid, strategic opportunities, and contingency.
- Key expenses were provided for Repair and Maintenance to Plant including capital outlay and equipment.
- FY26: Distributions per \$1.00 of Tax – KCKCC maintains a low share of tax dollar usage and budgets conservatively to uphold high program and service standards, continuing improvements made over the past six to seven years while reallocating resources as needed to remain fiscally responsible.
- Next steps include a determination on the Notice of Intent to Exceed Revenue Neutral Rate (RNR) and a Notice of the Hearing Date, if necessary. Dr. Mosier explained that even if the Board plans to remain revenue neutral, experts advise filing an intent to exceed to allow for potential valuation increases, as occurred this year when the Unified Government's anticipated 5% came in at 6.4%, which could otherwise result in lost funds.

Chair Isnard clarified that tonight's action is not setting the 2025–2026 budget but establishing the mill rate ceiling. He further explained that filing an intent to exceed now preserves two additional months to refine the budget and still allows for later mill rate reductions, whereas going revenue neutral tonight locks in a fixed number immediately. He noted the college's history of revenue neutral or reducing mill rates, but cautioned this may be unsustainable given inflation, programming needs, and employer demands. He emphasized that the college was financially responsible and frugal, pointing out that the Board meetings were held on folding tables. Chair Isnard stressed protecting educational access, pointed out that reducing the mill also benefits commercial properties disproportionately, and recommended filing the intent to exceed with the county clerk while continuing budget discussions.

Trustee Gilstrap confirmed that last year was the first year that the college did the revenue neutral rate and asked for clarification whether Kansas legislation came up with the idea of the revenue neutral rate.

Trustee Ash explained that the policy, created by the legislature, requires that if a taxing entity plans to exceed revenue neutral, it must notify the Unified Government by July 20 and set a public hearing for community input. He noted that although final budget numbers are unknown until October or November, failing to file the intent by July results in losing potential revenue. He further explained that filing the intent does not commit the entity to the maximum rate; it still allows setting the final rate anywhere between revenue neutral and that cap to meet obligations.

Trustee Gilstrap questioned if the Unified Government or the taxpayers would receive any additional funds that could have gone to the college if the college chooses not to exceed revenue neutral and property valuations increase. Dr. Schulte was unsure and thought the funds would go to any other taxing entities that decided to exceed revenue neutral as a proportion of those taxes.

Chair Isnard stated that the greater concern is that property valuations often decrease between now and November due to appeals (like the "dark store" issue), which can lower commercial values. He noted that if the college sets a revenue neutral mill rate now and valuations drop, it would result in an overall budget decrease, even if the intent was to keep funding neutral or flat.

Trustee Scruggs Andrieu confirmed that salaries were about half of the budget. She acknowledged the need for salary increases due to inflation but raised concerns about high salaries leading to job cuts, citing an example in the Wellness Center. She affirmed that the college should target "fat" in the budget and certain programs, before seeking more revenue. She believed more focus should be on meaningful cuts rather than continually requesting additional funds, noting that if revenue is not collected, it stays with taxpayers.

Dr. Schulte emphasized that under the president's budget scenarios, revenue neutral would require over \$8 million in cuts from a \$100 million budget, a flat mill rate would require \$3 million or more, and a half-mill reduction would mean nearly \$4.5 million in cuts. He stressed that the Board and the Board Finance Committee are exercising diligence in reviewing these impacts and would continue doing so.

Dr. Mosier explained that departmental reductions, such as those in the Wellness Center, follow union seniority rules rather than selective layoffs. Trustee Scruggs Andrieu commented that some former Wellness Center individuals began going to the YMCA and believed the Wellness Center no longer provided the same service they were.

Trustee Gilstrap noted that last year the vote was held in August. Trustee Ash explained that tonight's vote was to decide if the Board was going to sign an intent to exceed revenue neutral and notify the Unified Government or not, and that the dates are set in legislation by statute and are also dependent on the Board meeting date. He continued that the other detail is voted on later.

Dr. Mosier explained that tonight's decision is whether to set an intent to exceed the current mill levy, with the cap set at a flat mill levy. This means the college is signaling it would not ask for a higher mill levy than that, but the Board can still choose to lower it or go revenue neutral later; this action simply preserves the option to levy to that cap if needed.

Chair Isnard clarified that the notice being sent to the county is just the first step in the official budget process, it informs the county so they can notify the public about the upcoming hearing where everyone can provide input on the proposed budget, and that the full budget document will be much more detailed and developed later.

Trustee Gilstrap stated that last year there was confusion about his motion to not exceed revenue neutral, though the board voted 7 to 0 to approve it, some further discussions caused uncertainty. He stated that he wants to avoid that kind of confusion this year.

Chair Isnard explained that last year the Board voted to stay revenue neutral at this stage. He noted that later, a paperwork error with the county caused some confusion about tax collection, but it was caught and corrected, and that the college did remain revenue neutral and collected the same amount as the prior year.

Trustee Ash mentioned that last year to stay revenue neutral, the college lowered its mill levy, though that was initially reported incorrectly. He continued that if the Board signs the intent to exceed revenue neutral this year, it would be based on last year's revenue after that mill levy reduction. His understanding was that the administration is indicating that last year's revenue level will likely not be enough to fund the upcoming fiscal year's budget.

Trustee Criswell understood her own position and appreciated the thoughts that were given. Vice Chair Ricketts echoed Trustee Criswell's comments.

Chair Isnard called for a motion to approve the Notice of Intent to Exceed the Revenue Neutral Rate and Budget Hearing for fiscal year 2025-2026 budget as presented, listing a flat mill rate to the prior year. Trustee Criswell made the motion. Vice Chair Ricketts seconded the motion. Trustee Gilstrap then questioned if the motion was to vote Yes on the intent to exceed the revenue neutral rate. Chair Isnard confirmed that there was a motion on the floor to vote for the Yes option on the form with a flat mill rate compared to the prior fiscal year. Trustee Gilstrap offered a substitute motion since the vote had not been taken yet. Trustee Gilstrap motioned to not exceed the revenue neutral rate for the 2026 budget year. Chair Isnard explained that motion would be the second option and for that substitute motion to replace the original motion both the Trustee who made the motion and the second would have to agree to that. Chair Isnard called for agreement from Trustee Criswell and Vice Chair Ricketts with both declining to agree to the substitute motion.

Chair Isnard led a roll call vote on the original motion that was made and seconded (to approve the Notice of Intent to Exceed the Revenue Neutral Rate and Budget Hearing for fiscal year 2025-2026 budget as presented, listing a flat mill rate to the prior year). Yes votes of four (4) were Ash, Criswell, Ricketts and Isnard. No votes of three (3) were Gilstrap, Hoskins Sutton and Scruggs Andrieu. **The Motion Carried.**

Trustee Gilstrap explained his vote by stating that last year he voted to not exceed revenue neutral, seconded by Trustee Ash, and it was a 7 to 0 vote. He stated that he understands the ramifications and the challenges but knows that the fantastic staff can handle these challenges. He continued that in his heart he cannot vote for the current motion, it was with no malice to anyone and he appreciated all the individual votes.

Chair Isnard stated that the form would be signed and submitted to the county clerk; the Board and administration would continue working together to finalize a budget that all could support.

Trustee Ash asked Dr. Schulte about determining the hearing date tonight. Dr. Schulte announced that the document confirms the intent to exceed revenue neutral, with a public hearing scheduled for September 16, 2025, at 5:00 p.m. on the main campus. He further explained that the hearing must occur by September 20, allowing time to develop and review the budget at the next Board Finance Committee meeting, and that the August Board of Trustees meeting happens just before the hearing window opens.

Dr. Mosier confirmed that since the Board voted Yes on the intent to exceed the revenue neutral rate, then the Board needed to take action on setting the revenue neutral rate hearing date of September 16, 2025, at 5:00 p.m. in Upper Jewell Lounge on KCKCC's main campus. Dr. Schulte shared context that the budget timeline document provided by the Kansas Office of Accounts and Reports/Municipal Services states that when exceeding the revenue neutral rate the hearing must be held between August 20 and September 20.

Chair Isnard clarified that the hearing is a public hearing; the Board would hold the revenue neutral hearing and the budget hearing typically in the same night and that would be when the public has an open comment period which follows the Board's normal public comment rules. The public is invited to give their testimony whether the Board should or should not adopt revenue neutral or the proposed budget.

Chair Isnard motioned that as part of the Intent to Exceed Revenue Neutral Notice that the revenue neutral rate and budget hearings for fiscal year 2025-2026 are set for September 16, 2025, at 5:00 p.m. in Upper Jewell Lounge at KCKCC-Main Campus. Trustee Criswell amended the location to include virtual as well as the physical meeting location. Chair Isnard agreed with the amendment to include a virtual meeting option to his original motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

Dr. Mosier added that 10 days prior to the hearing, the college would post notices in the local newspaper.

- Chair Isnard invited the presentation of the Designation of Official Depositories. Dr. Patrick Schulte, Vice President of Finance and Operations, presented the following –
 - As posted in the Board meeting book and presented at the Board Finance Committee (BFC) meeting last week, are the Designation of Official Depositories for fiscal year 2025-2026. Noting the use of local financial institutions, the banks listed include Security Bank, Country Club Bank, Bank of Labor, and UMB Bank for banking services, with investments held at Security Bank, Bank of Labor, Academy Bank, and Commerce Bank. This motion was moved forward by the BFC.

Trustee Ash motioned to approve the Designation of Official Depositories for fiscal year 2025-2026 as presented on the document. Trustee Gilstrap seconded the motion. **The Motion Carried.**


- Chair Isnard invited the presentation of the Alcohol Resolution for the Muse Wedding Reception. Dr. Greg Mosier, President, presented the following –
 - The request is for an upcoming wedding reception at KCKCC. This type of event at the college is rare, safety measures will be enforced, including College Police presence and a drink ticket limit, to ensure a controlled and safe environment.
 - Dr. Mosier read the resolution as presented in the Board meeting book.

Chair Isnard called for a motion to approve the resolution as presented. Trustee Criswell made the motion. Vice Chair Ricketts seconded the motion. **The Motion Carried.**

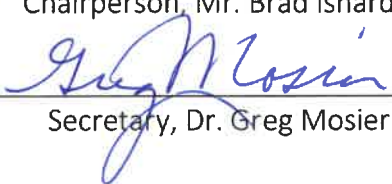
21. **Adjournment:** Chair Isnard called for a motion to adjourn the meeting. Trustee Gilstrap made the motion. Trustee Criswell seconded the motion. **The Motion Carried.**

The meeting adjourned at 7:56 p.m.

ATTEST:



Chairperson, Mr. Brad Isnard



Secretary, Dr. Greg Mosier