

RESOLUTION 2025-5

A RESOLUTION TO EXCEED THE REVENUE NEUTRAL RATE AS DEFINED BY SENATE BILL 13 AND HOUSE BILL 2104, AND AS ESTABLISHED BY THE COUNTY CLERK OF FINNEY COUNTY, KANSAS

WHEREAS, the Board of Trustees of Garden City Community College (Board of Trustees) notified the County Clerk of Finney County, Kansas (Notice of Intent to Exceed the Revenue Neutral Rate), on or before July 20, 2025 of the intent of the Board of Trustees to exceed the Revenue Neutral Rate of 27.820 mills established by the County Clerk; and

WHEREAS, the Board of Trustees placed the Notice of Intent to Exceed the Revenue Neutral Rate on the Garden City Community College website and published the Notice of Intent to Exceed the Revenue Neutral Rate in the Garden City Telegram at least ten (10) days prior to August 29, 2025; and

WHEREAS, the Notice of Intent to Exceed the Revenue Neutral Rate set a tax rate and budget hearing for September 16, 2025 at 6:00 p.m., in the Endowment Room in the Beth Tedrow Student Center; and

WHEREAS, the tax rate and budget hearing will be held on September 16, 2025 at which time taxpayers were given an opportunity to comment on the tax rate and budget; and

WHEREAS, following the tax rate and budget hearing, the Board of Trustees discussed the tax rate and budget and determined that the Revenue Neutral Rate established by the County Clerk should be exceeded for Garden City Community College's 2025-26 budget.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Garden City Community College, as follows:

1. The Board of Trustees shall exceed the Revenue Neutral Rate of 27.820 mills by approving a mill levy of 29.222 mills.
2. The Board of Trustees will review and adopt the Garden City Community College 2025-2026 budget to be discussed at the tax rate and budget hearing on September 16, 2025.

3. On or before October 1, 2025, the Board of Trustees shall certify to the County Clerk the ad valorem tax to be levied by the Board of Trustees.

ADOPTED BY a majority vote of the Board of Trustees of Garden City Community College on the 16th day of September 2025.

Date

Shanda Smith, Chairperson
Board of Trustees
Garden City Community College

ATTEST:

JODIE TEWELL, Executive Assistant
to the President

Garden City Community College

September 16, 2025

Board of Trustees
Garden City Community College
801 Campus Drive
Garden City, KS 67846

Dear Trustees:

The Board of Trustees will meet in regular session on **Tuesday, September 16, 2025**. The meeting will be held in the **Omar D. Angeles Endowment Room of the Beth Tedrow Student Center**, Garden City Community College Campus.

For **PUBLIC COMMENTS**, please contact Jodie Tewell at jodie.tewell@gcccks.edu by 5:00 pm CST Tuesday, September 16, 2025.

5:00 PM Dinner in the **Broncbuster Room**

6:00 PM Revenue Neutral Budget Hearing meeting called to order in the **BTSC Ronald J Scott Endowment Room**.
Immediately Following: 2025-2026 Budget Hearing
Immediately Following: Regularly scheduled Board of Trustees Meeting

AGENDA

I. CALL TO ORDER REVENUE_NEUTRAL BUDGET HEARING

- A. Public Hearing to Exceed Revenue Neutral Rate
- B. Resolution 2025-5 (Roll call vote).....page 1

II. CALL TO ORDER 2025-2026 BUDGET HEARING

- A. Public Hearing for the 2025-2026 Budget

III. CALL TO ORDER

- A. Comments from the Chair
- B. SGA Report
- C. Introduction of New Employees
- D. Faculty Senate Report
- E. Five-Year Program Review: Business
- F. Five-Year Department Review: IR
- G. Open Comments from the public
 - 1. Public Comment: 5 minutes per individual. Comments should be relevant to matters over which the Board has authority. Speakers should respect the rights of all persons, and they should not engage in personal attacks or disruptive behavior. This time is not intended to be a question-and-answer time. The Board cannot take any binding action on matters not on the agenda. The Board has the right to conduct an orderly and efficient public meeting.
 - 2. Comments directed to the Board should pertain to ENDS, Mission, Essential Skills, Work preparedness, Academic Advancement, Personal Enrichment, and Workforce Development.

IV. CONSENT AGENDA – ACTION

A. Approval of minutes of previous meeting 8.19.25	page 7
B. Approval of personnel actions – Human Resources	page 14
B-1. Human Resources Report	page 15
B-2. Adjunct/Outreach Contracts	page 16
C. Financial Information	page 27
C-1 Checks Processed in excess of \$50,000	page 28
C-2. Revenues	
C-3. Expenses	
C.4 Cash in Bank	page 29
D. Women’s Wrestling Program	page 30
E. Approval of 2025-2026 Budget	page 31

V. CONFIRMATION OF MONITORING REPORTS

A. Monitoring Reports and ENDS – Consensus Approval	
A-1. Work Force Development	page 33
A-2. Board Job Description #6	page 35
B. Review Monitoring Reports	
B.1. Board Job Description #8	page 35

VI. OTHER

H. President’s Report	
I. Incidental Information.....	page 38
J. Reports From FCEDC	
K. Report from KACC	

VII. OWNERSHIP LINKAGE

Upcoming Calendar Dates

September 17, 2025, Chamber Breakfast, Clarion Inn, 7:30 am
 Volleyball vs Seward, 6:30 pm
 Women’s Golf Broncbuster Invitational; Buffalo Dunes

September 20, 2025, Women’s Soccer vs. Cowley County Community College, 1:00 pm
 Men’s Soccer vs Cowley County Community College, 3:00 pm
 Football vs Coffeyville Community College, 6:00 pm Tailgate, 7:00 pm Game

September 22, 2025, Chamber of Commerce Candidate Forum, City of Garden City Admin Building
 2nd Floor, 6:00 pm

September 24, 2025, Volleyball vs Butler, 5:30 pm

September 26, 2025, All Employee Meeting, KCB Auditorium, 2:30 pm

September 27, 2025, Women’s Soccer vs Hutchinson Community College, 1:00 pm

October 4, 2025, Football vs. Community Christian; Tailgate 10:00 am; Game 11:00 am
 Volleyball vs Colby Community College; 4:00 pm

October 8, 2025, Women's Soccer vs Dodge City Community College, 5:00 pm
 Men's Soccer vs Dodge City Community College, 7:00 pm
 October 10, 2025, Fall Break, No Classes
 October 11, 2025, Football vs. Independence, Tailgate 10:00 am, Game 11:00 am
 Women's Soccer vs Barton Community College, 5:00 pm
 Men's Soccer vs Barton Community College, 7:00 pm
 Chamber of Commerce Wine Tasting Event, Clarion Inn, 7:00 pm
 October 15, 2025, Volleyball vs Hutchinson Community College, 6:30 pm
 October 18, 2025, Women's Soccer vs Coffeyville Community College, 1:00 pm
 Men's Soccer vs Coffeyville Community College, 3:00 pm
 October 22, 2025, Volleyball vs Hutchinson Community College, 6:30 pm
 October 22 – 25, 2025, ACCT Leadership Congress, New Orleans
 October 25, 2025, Women's Soccer vs Seward County Community College, 12:00 pm
 Men's Soccer vs Seward County Community College, 3:00 pm
 Football vs Butler Community College, Tailgate 6:00 pm, Game 7:00 pm
 October 29, 2025, Volleyball vs Dodge City, 6:30 pm
 October 30, 2025, All Employee Meeting, KCB Auditorium, 3:00 pm
 February 8 – 11, 2026, Community College National Legislative Summit, Washington, D.C.

Monthly Board Meetings

October 14, 2025 (this is the 2nd Tuesday of the month due to ACCT Conference dates)
 November 18, 2025
 December 16, 2025
 January 20, 2026
 February 17, 2026
 March 17, 2026
 April 21, 2026
 May 19, 2026

Advisory Boards

Thursday, September 18, 2025, DPS Advisory Board, Omar D. Angeles Endowment, 11:30 am
 Friday, September 19, CSCI Advisory Board; Omar D. Angeles Endowment; 11:30 am
 Friday, September 26, CNTR Advisory Board
 Wednesday, September 30, AG/ANSI/CROP Advisory Boards; Omar D. Angeles Endowment Room,
 5:30 pm
 Thursday, October 1, 2025, INPR Advisory Board, Omar D. Angeles Endowment, 11:30 am
 Thursday, October 9, 2025, Early Childhood Advisory Board, Omar D. Angeles Endowment, 11:30
 Monday, October 13, COSM Advisory Board
 Wednesday, October 15, AUTO Advisory Board
 Thursday, October 16, HELR Advisory Board
 Thursday, November 6, JDAT Advisory Board
 Friday, November 14, 2025, Robotics Advisory Board, Omar D. Angeles Endowment, 4:00 pm
 Wednesday, November 19, AG/ANSI/CROP Advisory Boards; JCVT 1302, 5:00 pm
 Thursday, November 20, NURS Advisory Board, PENKA 1103, 3:30 pm
 Thursday, December 11, 2025, WELD Advisory Board

VIII. EXECUTIVE SESSION

IX. ADJOURNMENT

Signature:
Dr. Ryan J. Ruda
President

Signature:
Mrs. Shanda Smith
Chairman

Mission: *Garden City Community College exists to produce positive contributors to the economic and social well-being of society.*

Five Ends: *Essential Skills, Work Preparedness, Academic Advancement, Personal Enrichment, Workforce Development.*

Purposes for Executive Sessions

- a. Personnel matters of non-elected personnel*
- b. Consultation with the body's attorney*
- c. Employer-employee negotiation*
- d. Confidential data relating to financial affairs or trade secrets of corporations, partnerships, trusts, and individual proprietorship*
- e. Matters affecting a student, patient, or resident of public institutions*
- f. Preliminary discussions relating to acquisition of real property*
- g. Security, if open discussion would jeopardize security*

**Garden City Community College
Board of Trustees
August 19, 2025**

Trustees Present: Shanda Smith, Chair
David Rupp, Vice Chair
Dr. Merilyn Douglass, Trustee
Leonard Hitz, Trustee
Bob Larson, Trustee
Jean Clifford, Trustee

Others Present: Dr. Ryan Ruda, President
Karla Armstrong, Vice President for Administrative
Services/CFO
Dr. Marc Malone, Vice President for Instructional
Services/CAO
Madilyn Limberg, Executive Director, Marketing and PR
Jodie Tewell, Executive Assistant to the President
Oscar Rivera, Computer Support Specialist
Meghan Flynn, Garden City Telegram Reporter
Benjamin Cuellar, Assistant Professor of Business
Dale Gannett, Industrial Machine Maintenance Instructional
Staff
Jordon Smith, INA Owner, Vice President of Sales and
Engineering
Lance Miller, Executive Information Officer
Mark Scheopner, Print Production Manager, Campus Security
Kellee Munoz, Director of Title IX, SGA
Raquel Cuevas, SGA President
Elisa Mai, Ag Professor

I. CALL TO ORDER

Chair Smith called the Board Meeting to order at 6:00 pm.

*Meeting of Trustees
August 19, 2025*

A. COMMENTS FROM THE CHAIR

Congratulations to Mr. Jonathan Whitacre for receiving the Bustin' Buster Award for August.

B. New Employees

Benjamin Cuellar, Assistant Professor of Business

Dale Gannett, Industrial Machine Maintenance Instructional Staff

C. SGA Report

The executive team has been selected for 2025-26. Back-to-school week has been full of events. Reported on SGA's objectives.

D. Five-Year Program Review: Ag

Elisa Mai reported on the Ag Five-Year Review, highlighting objectives, goals, and improvements. (Supporting documents filed with official minutes)

E. Open Comments from the Public

No comments

II. CONSENT AGENDA

Move to approve the Consent Agenda with the exception of Item E.

Motion: Leonard Hitz

Second: David Rupp

Ayes: Smith, Douglass, Clifford, Hitz, Rupp, Larson

Nays: None

Motion Carried: 6 – 0

(A) Approval of minutes of previous meetings

(Supporting documents filed with official minutes)

(B) Approval of personnel actions- Human Resources
(Supporting documents filed with official minutes)

(C) Approval of Financial Information
(Supporting documents filed with official minutes)

(D.) Resolution 2025.4
(Supporting documents filed with official minutes)

(E.) INA Alert Contract
Dr. Ruda reported that the college has been engaging with INA Alert for the past year to assess and bring recommendations forward on addressing key areas for enhanced campus safety and security. Jordon Smith, Owner of INA Alert, a Kansas-based will add on to and enhance the existing system. Dr. Ruda explained the funding will be split between the state student success funds, \$150,000, and state capital outlay \$188,981.34.

Move to approve the contract with INA Alert for \$333,981.34.

Motion: Marilyn Douglass

Second: Bob Larson

Ayes: Smith, Rupp, Douglass, Hitz, Larson, Clifford

Nays: None

Motion Carries: 6-0

(F.) Approval of Negotiated Agreement
(Supporting documents filed with official minutes)

III. CONFIRMATION OF MONITORING REPORTS:

A. Monitoring Reports and ENDS..... Consensus Approval

A-1. Board Job Description #8

Trustees are satisfied they are meeting the requirements of

the board job description.

A-2. Discourse Policy

Trustees discussed the policy. The consensus is to add the policy to Policy Governance by the Code of Conduct. This will be reviewed annually.

B. Review Monitoring Reports

B-1. Annual, Mission

No changes.

B-2. Annual, Budgeting/Financial Planning/Forecasting #1 and #2

No changes.

B-3. Annual, Financial Condition

Trustees had a robust discussion regarding 1.C. and the vagueness of the statement. Information is presented during the board retreat.

There was further discussion on adding #4. The president shall not allow the College's financial stability to be compromised by political, legislative, or regulatory developments, and shall not fail to advocate for the College and remain informed of such issues through participation in professional associations, governmental forums, or other appropriate channels.

Motion to approve #4 with changes.

Ayes: Smith, Rupp, Douglass, Larson, Clifford

Nays: Hitz

Motion Carries: 5 – 1

Moving forward, the board will add clarity in board interpretations. This information will be added under the review/revised dates.

B-4. Bi-Annual, Executive Constraints #7 and #8

Trustees had a robust discussion about adding “who” at the end of #8 statement. Trustees agreed to get this generalized, but Trustee Clifford asked trustees to remember who is involved when making decisions.

Move to keep the statement the same.

Motion: Leonard Hitz

Second: David Rupp

Ayes: Smith, Rupp, Douglass, Hitz, Larson, Clifford

Nays: None

Motions Carried: 6 - 0

B-5. Annual, Academic Advancement

No changes

IV. OTHER

A. President's Report

Dr. Ruda reported on the Safe Haven Baby Box, Agriculture Technology Course with NASA Acres, and gave a recap of summer camps, fall enrollment up 9.8%, and 421 students in dorms, with more students checking in.

Dr. Ruda reported on Pratt information and metrics used for the report.

B. Incidental Information

Trustees discussed the 100% pass rates for Nursing.

C. Report from FCEDC

Trustee Rupp reported on social media usage. Discussed the partnership between GCCC Carpentry and Germann Construction. Lance Rupp commended Curt Nemechek for the work he is doing.

D. Report from KACC

Trustee Douglass reported on the summary of last month's meeting. Chair Smith and Dr. Ruda attended the meeting. Chair Douglass reported on the mill levy and fraudulent students. Next meeting is December 4-5 at GCCC.

V. OWNERSHIP LINKAGE

Trustee Rupp was stopped by an older citizen regarding the Gold Pass. He stated that it is a great thing that the college does for the community.

Trustee Hitz has been taking athletics groups to community groups.

Chair Smith reviewed upcoming dates. Trustees discussed which trustee will attend the upcoming advisory board meetings.

Advisory boards:

- **Electrical:** Leonard Hitz
- **DPS:** David Rupp
- **CSCI:** Jean Clifford
- **CNTR:** David Rupp
- **INPR:** Bob Larson
- **Early Child:** Jean Clifford
- **Cosmo:** Marilyn Douglass

*Meeting of Trustees
August 19, 2025*

- **Auto:** Shanda Smith
- **HELR:** Marilyn Douglass
- **John Deere:** Leonard Hitz
- **Robotics:** David Rupp
- **AG:** David Rupp/Leonard Hitz
- **NURS:** Marilyn Douglass
- **Welding:** Bob Larson

VI. EXECUTIVE SESSION

No executive session

VII. Adjournment

Chair Smith adjourned the meeting at 8:08 pm.

Signature:

Jodie Tewell
Deputy Clerk

Signature:

Dr. Ryan Ruda
President

Signature:

Mrs. Shanda Smith
Chairman of the Board

*Meeting of Trustees
August 19, 2025*

**Topic: Approval of Personnel Actions-Human Resources
Adjunct/Outreach Contracts**

Presenter: Dr. Ryan Ruda

Background Information:

All full-time employees hired by the college's administration are presented monthly to the board. The following document represents new employees and transfers/promotions serving Garden City Community College and are presented for board approval.

Budget Information:

Salaries are commensurate with duties and responsibilities and are included in the annual budget.

Recommended Board Action:

Approve the personnel for employment, retirement, separation, and transfer/promotion as reported by the Office of Human Relations.

Board Action Taken: Approved Disapproved
 Ayes Nays No Action

Board Member Notes:



September 11, 2025

To: Board of Trustees

From: Tricia Sayre, Human Resources/Payroll Generalist

New Hires:

Lexi Blackburn, Academic Building Secretary effective, September 15, 2025

Brittany Williams, Director of Admissions, effective September 15, 2025

Toni Martin, Allied Health Instructor, effective October 6, 2025

Internal Transfers:

Daisy Saavedra, SSS Advisor, effective, September 2, 2025

Eidy Flores, Math and Science Building Secretary, effective, September 2, 2025

Traci Thummel, Assistant Bookstore Manager, effective, September 8, 2025

Joann Sherrell, Administrative Assistant for IT, effective, September 8, 2025

Resignations/Separations/ Retirement:

Suzanne Johnson, Assistant Bookstore Manager, effective, August 27, 2025

Katelyn Billings, Math and Science Building Secretary, effective, August 29, 2025

Recruitment Opportunity

In researching effective ways of advertising GCCC faculty and other professional position vacancies, a more affordable alternative emerged recently. We place our national position advertising with a leading website called HigherEdJobs.com, and now the HEJ site has added an additional service. When we place a 60-day vacancy posting are now having the same advertisement e-mailed to approximately 142,000 professionals who have identified themselves as minority educators seeking employment. The e-mail message allows interested professionals to contact us directly, and it also includes a link to the HEJ site, which allows an interested applicant to navigate the GCCC website and apply online.

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

INSTRUCTOR	CLASS	AMOUNT
Albert, Kathleen	Anatomy & Physiology I BIOL-211-50 - 4.00 credit hour(s) 4.00 credit hour(s) X \$721.00 = \$2884.00 8/18/2025 - 12/11/2025 11-00-0000-11040-5260	\$2,884.00
Albert, Kathleen	Anatomy & Physiology I BIOL-211-52 - 4.00 credit hour(s) 4.00 credit hour(s) X \$721.00 = \$2884.00 8/18/2025 - 12/11/2025 11-00-0000-11040-5260	\$2,884.00
Albert, Kathleen	Anatomy & Physiology II BIOL-212-50/55 - 4.00 credit hour(s) 4.00 credit hour(s) X \$721.00 = \$2884.00 8/18/2025 - 12/11/2025 11-00-0000-11040-5260	\$2,884.00
Altman, Tamra	Certified Nurses Aide HELR-102-31 - 6.00 credit hour(s) 6.00 credit hour(s) X \$721.00 = \$4326.00 08/18/2025 - 10/09/2025 12-00-0000-12203-5260	\$4,326.00
Arandia, Mark	Elementary Ethics PHIL-102-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 8/18/2025 - 12/11/2025 11-00-0000-11023-5260	\$2,163.00
Bencomo, Rebekah	English I Companion*** ENGL-098-90B - 1.00 credit hour (s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 12/11/2025 11-00-0000-11021-5260	\$721.00
Bencomo, Rebekah	English I ENGL-101-90A/90B - 3.00 credit hour (s) 3.00 credit hour(s) X \$721.00 = \$2163.00.00 08/18/2025 - 12/11/2025 11-00-0000-11021-5260	\$2,163.00
Bernal, Mia	Women's Basic Handgun CRMJ-316-01 NON-CREDIT - 10 hours 10 contact hour(s) @ \$35.00 = \$350.00 8/2/2025 14-00-8033-31000-5270	\$350.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Bradway, Roxana	Basic Nutrition HPER-115-52/57 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 8/18/2025 - 10/09/2025 11-00-0000-11070-5260	\$2,163.00
Caldwell, Kyle	Food Sanitation ANSI-209-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 12-00-0000-12211-5260	\$2,163.00
Carmichael, Renee	Music History and Appreciation MUSC-108-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11020-5260	\$2,163.00
Chavarria, Marlo	Principles of Econ: Macro ECON-111-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11010-5260	\$2,163.00
Chavarria, Marlo	Principles of Econ: Micro ECON-112-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11010-5260	\$2,163.00
DeGreer, Staci	Principles of Meat Science ANSI-207-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 12-00-0000-12211-5260	\$2,163.00
Fairbanks, Johnathan	Introduction to Philosophy PHIL-101-01 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11023-5260	\$2,163.00
Fairbanks, Johnathan	Elementary Ethics PHIL-102-01 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11023-5260	\$2,163.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Fairbanks, Johnathan	Argument and Critical Thinking PHIL-103-01 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11023-5260	\$2,163.00
Getahun, Yonas	College Math *** MATH-005-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11050-5260	\$2,163.00
Getahun, Yonas	Intermediate Algebra MATH-107-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11050-5260	\$2,163.00
Getahun, Yonas	Contemporary Mathematics MATH-111-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11050-5260	\$2,163.00
Golemboski, Zachary	Firefighter I FIRE-101-30 - 6.00 credit hour(s) 6.00 credit hour(s) X \$721.00 = \$4326.00 08/18/2025 - 12/11/2025 12-00-0000-12241-5260	\$4,326.00
Golemboski, Zachary	Hazardous Materials Awareness FIRE-110-30 - 2.00 credit hour(s) 2.00 credit hour(s) x \$721.00 = \$1442.00 08/18/2025 - 12/11/2025 12-00-0000-12241-5260	\$1,442.00
Golemboski, Zachary	Hazardous Materials Operations FIRE-111-30 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 12-00-0000-12241-5260	\$2,163.00
Goosey, Veronica	English II ENGL-102-01/61 - 3.00 credit hour (s) 3.00 credit hour(s) X \$800.00 = \$2400.00 07/07/2025 - 08/08/2025 11-00-0000-11021-5230	\$2,400.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Greathouse, Lachele	Intro Computer Concepts & Appl CSCI-110-30 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11010-5260	\$2,163.00
Greathouse, Lachele	Intro Computer Concepts & Appl CSCI-110-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11010-5260	\$2,163.00
Hays, David	College Algebra MATH-108-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11050-5260	\$2,163.00
Hays, David	Fundamentals of Statistics MATH-110-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11050-5260	\$2,163.00
Heaton, Tyrell	World Geography GEOG-101-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 10/09/2025 11-00-0000-11060-5260	\$2,163.00
Henderson, Cara	General Psychology PSYC-101-51/57 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 10/09/2025 11-00-0000-11060-5260	\$2,163.00
Hess, Carly	English II ENGL-102-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11021-5260	\$2,163.00
Hess, Carly	English II ENGL-102-52 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11021-5260	\$2,163.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Hodgson-DeSilva, Krishana	English Companion*** ENGL-098-50B/55B - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 12/11/2025 11-00-0000-11021-5260	\$721.00
Hodgson-DeSilva, Krishana	English I ENGL-101-50A/50B/55B - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11021-5260	\$2,163.00
Hodgson-DeSilva, Krishana	English II ENGL-102-53 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11021-5260	\$2,163.00
Kasselman, Lalani	Community Health Worker HELR-1015-50 - 10.00 credit hour(s) 5/6 of 10.00 credit hour(s) X \$721.00 = \$6008.33 08/18/2025 - 12/11/2025 12-00-0000-12203-5260	\$6,008.33
Landgren, Kurtis	College Success PCDE-101-42 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 10/09/2025 11-00-0000-11083-5260	\$721.00
Loving, Maria	Applied Music: Keyboard Instr II MUSC-105-01 - 1.00 credit hour(s) \$200.00/student X 2 students = \$400.00 08/18/2025 - 12/11/2025 11-00-0000-11033-5260	\$400.00
Loving, Maria	Applied Music: Keyboard Instr I MUSC-104-01 - 1.00 credit hour(s) \$200.00/student X 3 students = \$600.00 08/18/2025 - 12/11/2025 11-00-0000-11033-5260	\$600.00
Mangels, Tracy	Introduction to AWS Welding WELD-110-HO - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/19/2025 - 05/14/2026 12-00-0000-12273-5260	\$2,163.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Mangels, Tracy	Introduction to AWS Welding WELD-110-HP - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/19/2025 - 05/14/2026 12-00-0000-12273-5260	\$2,163.00
Mangels, Tracy	Intermediate AWS Welding WELD-120-H0- 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/19/2025 - 05/14/2026 12-00-0000-12273-5260	\$2,163.00
Mangels, Tracy	Intermediate AWS Welding WELD-120-HP- 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/19/2025 - 05/14/2026 12-00-0000-12273-5260	\$2,163.00
Mangels, Tracy	Advanced AWS Welding WELD-200-HO- 3.00 credit hour(s) 2/4 of 3.00 credit hour(s) X \$721.00 = \$1081.50 08/19/2025 - 05/14/2026 12-00-0000-12273-5260	\$1,081.50
Meier, Shelley	Foundations of Education EDUC-105-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11060-5260	\$2,163.00
Meier, Shelley	Music for Elementary Teachers EDUC-201-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11060-5260	\$2,163.00
Murillo, Tammy	Women's Basic Handgun CRMJ-316-01 NON-CREDIT - 4 hours 4 contact hour(s) @ \$35.00 = \$140.00 8/2/2025 14-00-8033-31000-5270	\$140.00
Neri, Elise	Beginning Algebra *** MATH-006-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11050-5260	\$2,163.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Neri, Elise	College Algebra MATH-108-90 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11050-5260	\$2,163.00
Ormord, Heath	Clinical Rotations I EMIC-211-40 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 12-00-0000-12202-5260	\$2,163.00
Ormord, Heath	Paramedic Practice EMIC-225-40 - 2.00 credit hour(s) 2.00 credit hour(s) X \$721.00 = \$1442.00 08/18/2025 - 12/11/2025 12-00-0000-12202-5260	\$1,442.00
Ormord, Heath	Paramedic Practice Lab EMIC-226-40 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 12/11/2025 12-00-0000-12202-5260	\$721.00
Oviedo-Loredo, Blanca	Elementary Spanish I LANG-1322-50/55 - 5.00 credit hour(s) 5.00 credit hour(s) X \$721.00 = \$3605.00 08/18/2025 - 12/11/2025 11-00-0000-11020-5260	\$3,605.00
Patterson, Adam	Fire Dynamics FIRE-115-01 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00.00 08/18/2025 - 12/11/2025 12-00-0000-12241-5260	\$2,163.00
Perlaza, Carlos	Interpersonal Communication COMM-103-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00.00 08/18/2025 - 12/11/2025 11-00-0000-11022-5260	\$2,163.00
Perlaza, Carlos	Interpersonal Communication COMM-103-53- 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00.00 08/18/2025 - 12/11/2025 11-00-0000-11022-5260	\$2,163.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Pfeifer, Patrick	Career Success PCDE-109-04 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 12/11/2025 11-00-0000-11083-5260	\$721.00
Pfeifer, Nicholas	Clinical Rotations I EMIC-108-70 - 12.00 credit hour(s) 12.00 credit hour(s) X \$721.00 = \$8652.00 08/18/2025 - 12/11/2025 12-00-0000-12202-5260	\$8,652.00
Pfeifer, Patrick	Career Success PCDE-109-05 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 12/11/2025 11-00-0000-11083-5260	\$721.00
Prewitt, Bob	Women's Basic Handgun CRMJ-316-01 NON-CREDIT - 4 hours 4 contact hour(s) @ \$25.00 = \$100.00 8/2/2025 14-00-8033-31000-5270	\$100.00
Pringle, Nisaphan	Accounting I ACCT-102-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 10/09/2025 12-00-0000-12010-5260	\$2,163.00
Reyes, Vicky	College Success PCDE-101-43 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 10/09/2025 11-00-0000-11083-5260	\$721.00
Rios, Juliette	College Success PCDE-101-40 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 10/09/2025 11-00-0000-11083-5260	\$721.00
Saenz, Alexis	Human Resource Management BSAD-221-01- 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11010-5260	\$2,163.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Simmons, John	General Biology BIOL-105-50/55 - 4.00 credit hour(s) 4.00 credit hour(s) X \$721.00 = \$2884.00 08/18/2025 - 12/11/2025 11-00-0000-11040-5260	\$2,884.00
Simmons, John	Microbiology BIOL-213-50 - 5.00 credit hour(s) 5.00 credit hour(s) X \$721.00 = \$3605.00 08/18/2025 - 12/11/2025 11-00-0000-11040-5260	\$3,605.00
Spero, Susan	Introduction to Sociology SOC1-102-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11060-5260	\$2,163.00
Statzer, Emmett	College Success PCDE-101-46 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 10/09/2025 11-00-0000-11083-5260	\$721.00
Statzer, Emmett	College Success PCDE-101-47 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 10/09/2025 11-00-0000-11083-5260	\$721.00
Stevenor, Jane	English I ENGL-101-51 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00.00 08/18/2025 - 10/09/2025 11-00-0000-11021-5260	\$2,163.00
Stevenor, Jane	College Success PCDE-101-50 - 1.00 credit hour(s) 1.00 credit hour(s) X \$721.00 = \$721.00 08/18/2025 - 10/09/2025 11-00-0000-11083-5260	\$721.00
Tangumonkem, Eric	Physical Geology with Lab PHSC-205-50 - 5.00 credit hour(s) 5.00 credit hour(s) X \$721.00 = \$3605.00 08/18/2025 - 12/11/2025 11-00-0000-11040-5260	\$3,605.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Terrell, Amanda	Art Appreciation ARTS-120-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00.00 08/18/2025 - 10/09/2025 11-00-0000-11020-5260	\$2,163.00
Vadapally, Praveen	College Chemistry I CHEM-109-50 - 5.00 credit hour(s) 5.00 credit hour(s) X \$721.00 = \$3605.00 08/18/2025 - 12/11/2025 11-00-0000-11040-5260	\$3,605.00
Wasinger, Shairlyn	Public Speaking COMM-101-SC - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/20/2025 - 12/19/2025 11-00-0000-11022-5260	\$2,163.00
Weaver, Melissa	Public Speaking COMM-101-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11022-5260	\$2,163.00
Webb, Britney	Basic Life Support EMT-105-01 NON-CREDIT - 5 hours 5 contact hour(s) @ \$35.00 = \$175.00 8/2/2025 14-00-8004-12202-5270	\$175.00
Wenzel, Leslie	Intermediate Algebra MATH-107-51 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 10/09/2025 11-00-0000-11050-5260	\$2,163.00
Whitehill, Judy	Sociology of Families SOCI-113-50/55 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 11-00-0000-11060-5260	\$2,163.00
Woolever, Sharon	Medical Terminology EMIC-104-50 - 3.00 credit hour(s) 3.00 credit hour(s) X \$721.00 = \$2163.00 08/18/2025 - 12/11/2025 12-00-0000-12203-5260	\$2,163.00

GARDEN CITY COMMUNITY COLLEGE
ADJUNCT/OUTREACH FACULTY CONTRACTS
(Presented to Board of Trustees for Approval 9/16/2025)

Wright, Lora	Introduction to Food Law	\$2,163.00
	ANSI-215-50 - 3.00 credit hour(s)	
	3.00 credit hour(s) X \$721.00 = \$2163.00	
	08/18/2025 - 12/11/2025	
	12-00-0000-12211-5260	
	Total:	\$169,153.83

Topic: Financial Information

Presenter: Dr. Ryan Ruda

Background Information:

Presentation of monthly financial documents:

- Checks over \$50,000
- Revenues
- Expenses
- Cash in Bank

Budget Information:

Financial information represents 1) monthly expenditures over \$20,000 2) cash deposits.

Recommended Board Action:

Accept and approve financial information as presented.

Board Action Taken: _____Approved _____Disapproved

_____Ayes _____Nays _____No Action

Board Member Notes:

PAYMENTS PROCESSED FOR AUGUST 2025

Purchases over \$150,000.00 requiring Board Approval

Purchases \$50,000 to \$149,999.00 not requiring Board Approval

- E082516 for \$220,508.97 to United Health for insurance premiums
- E08257 for \$81,863.01 to KPERS for retirement contributions
- 0071425 ACH for \$64,714.77 to Commerce Bank for monthly purchase cards
- 0006450 ACH for \$79,016.60 to City of Garden City for utilities
- Check #0307165 for \$358,783.00 to Ellucian Co for Annual Maintenance Renewal, Subscription fee, TouchNet OneCard VIP License fee, Insights Enterprise Extensibility Subscription
- Check #0307170 for \$84,820.68 to Instructure Inc for Canvas Studio Cloud, Canvas LMS Cloud Subscription, 24X7 Support, Tier 1 Support
- Check #0307209 for \$117,320.70 to Great Western Dining for monthly board bill and misc. billings
- Check #0307268 for \$201,485.00 to IMA of Kansas Inc for athletic insurance
- Check #0307331 for \$72,824.76 to CDW Government Inc for Onelogin Software
- Check #0307380 for \$101,694.38 to INA Alert Inc for down payment for Avigilon

Garden City Community College
08.31.25

	<u>Amount</u>	<u>% Rate</u>
Cash in Bank:		
Commerce Bank*	\$297,725.60	0.000%
KCB Operating*	\$623,971.28	0.000%
State Municipal Invest. Pool	\$585,183.44	3.02%
Landmark National Bank	\$4,501,457.37	4.42%
KCB MM	\$1,067,212.70	4.42%
Security Bank of KC -2021	\$397,277.74	3.946563%
Security Bank of KC -2022	\$4,147.61	3.946563%
	\$7,476,975.74	

Investments:	<u>Type</u>	<u>Amount</u>	<u>% Rate</u>	<u>Beg. Date</u>	<u>Maturity</u>
	Security State Bank	\$700,000.00	4.210%	8/20/2025	8/20/2026
	KCB	\$1,000,000.00	4.290%	5/15/2025	11/15/2025
	Equity Bank	\$1,000,000.00	4.300%	5/22/2025	2/22/2026
		\$2,700,000.00			
	TOTAL	\$10,176,975.74			

*Statement Balance

09.09.25
kja

Agenda No: IV - D

Date: September 16, 2025

Topic: Women's Wrestling program addition

Presenter: Dr. Ryan Ruda, President

Background Information:

The college has been working through the discussion and evaluation process to add women's wrestling. Women's wrestling is an emerging sport nationally and has strong interest and involvement at the local level. The girls' wrestling program at Garden City High School is very competitive, ranking #9 nationally currently by USA Wrestling. Additionally, many of the area service area high schools have strong interest and numbers as well. Several Kansas Jayhawk member institutions have already or will be adding women's wrestling which provides a good pathway for scheduling.

Currently, there are ten (10) weight classes at the NJCAA level. The NJCAA allows 22 letter of intent. Conceivably, we would be looking to have 25-30 student athletes on the roster. The addition of women's wrestling would provide an opportunity for new recruitment, expanded opportunities for scholarships which currently don't exist as well as strengthening Title IX regulations. The addition of women's wrestling will give GCCC one additional women's program versus men's. The competition season runs from October through the first weekend in March.

We have had collaborative discussions with Garden City School District on partnering to utilize space for practice. This effort helps to strengthen the local community support as well as collaborate on space for program use.

Through the Strategic Enrollment Management process, the college looks for programs both academic, technical and extracurricular which can be added to increase access and address affordability for higher education. The addition of women's wrestling address access and affordability barriers by creating a pathway to higher education which does not exist at GCCC and is limited regionally.

Budget Information:

The request is to establish funding of \$100,000 to cover start up costs associated with the program. These costs include the hiring of a head coach, salary and benefits, who would start in the fall to begin recruitment. Additionally, we would be looking at recruiting and team supplies for initial costs. The funds would be from the general fund.

Recommended Board Action:

Administration recommends the approval of women's wrestling as an NJCAA sanctioned sport at GCCC starting in 2026.

Board Action Taken: ____Approved ____Disapproved

____Ayes ____Nays ____No Action

Board Member Notes:

Agenda No: IV - E

Date: September 16, 2025

Topic: Board Action Regarding Approval of the 2025-2026 Budget

Presenter: Dr. Ryan Ruda

Background Information:

The Board previously approved publication of the 2025-2026 budget. The Notice of Hearing to exceed the Revenue Neutral Rate and Budget Hearing was published in the Garden City Telegram on August 28, 2025, which met the legal requirements for publication. The Board met the 10-day waiting period before the public hearing, which was held on 09.16.2025

Budget Information:

The proposed budget amount to be levied for the Fiscal Year 2025-26 in the General Fund is \$17,135,113 with an anticipated General Fund mill levy of 27.726.

The proposed tax mill rate in Capital Outlay of 1.496 mills for \$924,738 in anticipated revenue.

The proposed working budget for the combined General Fund and Post-Secondary Technical Education Fund for Fiscal Year 2025-26 is \$27,784,448.

Recommended Board Action:

Approve and adopt the 2025-26 budget. Certify the 2025 Tax to be levied at \$17,135,113 (27.726 mills) General Fund and \$924,738 for Capital Outlay (1.496 mills).

Board Action Taken:

_____ **Approved** _____ **Disapproved**

_____ **Ayes** _____ **Nays** _____ **No Action**

Board Member Notes:

Policy Title: Workforce Development

Policy Statement:

Workforce development will be responsive to community economic development and employer needs.

Higher Learning Commission Links:

Criterion 1: Mission

Core Component 1.B: Mission and Public Good

Policy History: This policy is reviewed annually.

July 7, 2025: Revised for accessibility format.

October 8, 2024: Reviewed

November 14, 2023: Reviewed

September 20, 2022: Reviewed

September 13, 2021: Reviewed

September 8, 2020: Reviewed

March 10, 2020: Reviewed

September 10, 2019: Reviewed

May 10, 2006: Policy adopted

SEPTEMBER 2025 MONITORING REPORT

Workforce Development

Page IV A-1

Workforce Development will be responsive to community economic development and employer needs.

CEO's Interpretation:

To address critical needs of local and regional workforce development, Garden City Community College provides training through non-credit and credit programs. College faculty and staff collaborate with local industry leaders via advisory committees, internships, partnerships, and close working relationships to determine the latest workforce needs and receive guidance about success, effectiveness, and continuous improvement of workforce programs. College faculty and staff remain responsive to workforce needs by aligning college priorities to meet them as described by the examples below.

Data supporting GCCC involvement:

Advisory Committees:

Technical programs at GCCC work closely with advisory committees populated largely by industry partners but includes educational and local stakeholder populations also. These meetings promote collaboration and cooperation, providing a way for college faculty to listen and respond to industry needs. These meetings occur at least once per semester for each program and also allow local stakeholders to give input and feedback on program curricula, policies and procedures, standards of practice, and methods of communication. Finally, these meetings allow the faculty and students within each program to build a network of industry professionals that is useful for internships, apprenticeships, or future employment opportunities. **During the 2024-2025 year, there were 138 individual businesses serving on our advisory committees** (some businesses serve on more than one advisory committee). While these stakeholders do their best to attend the Advisory Committee meetings, many often contribute to the program through individual interactions at the college with students and staff outside of Advisory Committee meetings.

Work with Finney County Economic Development Corporation:

The College also works closely with the Finney County Economic Development Corporation (FCED) to identify potential alignment between industry needs and College offerings:

- The college has worked with FCED and K-State University on bringing to fruition a partnership centered around agriculture and the K-State Research Extension Site, including an on-ground completion opportunity in Diversified Agriculture. This is an area where current the current workforce is not meeting labor market needs.
- With the help of FCED, we have recently signed an MOU with Dave and Vickie Germann of Germann Homes, LLC. regarding a partnership to have GCCC Construction Technology students do lab work on a live, dedicated home building site. The partnership enhances workforce development by plugging students into a realistic learning/lab environment and helps them make preliminary connections to industry partners beyond GCCC.

The College continues to consider and explore additional opportunities for community industry support and workforce development.

On-Ground Bachelor's Degree Completion Options:

Fewer than 20% of Finney County residents hold a Bachelor's degree. This rate affects the type of

industries that the region can attract. Through partnerships with Finney County Economic Development Corporation, the college has successfully introduced on-ground Bachelor's degree completion opportunities, particularly with Newman University. The partnership with Newman is gaining momentum. For Fall 2025 there are 88 total Bachelor's degree completion students in southwest Kansas. 40 of these students are specifically GCCC students. This number includes 47 total new students for Fall 2025. 23 of those new students are GCCC students.

Additional Personnel

Starting in Spring 2025, the college shifted priorities in an existing position to increase focus on non-credit personal enrichment and workforce development courses. This position—Community Education Coordinator and Assistant to the Dean of Technology Education—will help coordinate customized workforce training courses such as Networking and Cybersecurity for Tyson employees, Quickbooks, etc.

Collaboration with Local School Districts:

The college continues to actively think about the role high school career and technical pathways play in the development of any new technical programs. The College regularly meets with representatives from several local school districts, including both Finney County schools (USD 457 and USD 363) to collaborate on dual-credit opportunities within these and other program areas. These meetings have resulted in new ideas in the area of tiered classes that help prepare students for careers in welding, automotive, allied health, and other disciplines, including cost-sharing instructors, when appropriate. The Carpentry faculty position has been cost-shared by Garden City schools and Holcomb schools since its inception. **In 2019 excel CTE funding was approximately \$98,000. While data reporting for the 24-25 year has not yet been finalized, early counts indicate reimbursement funding for the 24-25 academic year top one million dollars for the first time.** For 2024-2025, this is an increase of approximately \$79,779 from the previous year. This shows the college's focus on expanding technical training to high school students, helping them to explore and gain momentum in technical careers that are in-demand in the GCCC region.

Apprenticeships:

GCCC continues to expand registered apprenticeships. These apprenticeships provide opportunities for students to work while they learn, and often have external funding support to make the cost of education cheaper. The college currently has active apprenticeships in Automotive (working with Finney County) and in Early Childhood Education (working with the Finney County Childcare and Early Learning Network). We also continue to meet with potential apprenticeship sponsors, such as Kinney Glass, to brainstorm potential future workforce solutions.

Additional Program Options:

The college continues to expand credit-based technical education programs to support workforce needs in the area. In the 2024-2025 year, the following programs were officially approved for offer by the Board of Trustees and by the Kansas Board of Regents:

- Construction Technology Certificate B, C, and AAS degree
- Electrical Technology Certificate B, C, and AAS

In the 2025-2026 year, the college is currently exploring credit and non-credit offerings to support the Feed Lot industry as well as offering Plumbing Technology programming. The largest barriers for Electrical Technology and Plumbing Technology continue to be finding qualified faculty members.

Policy Title: Board Job Description

Policy Statement:

The job of the board is to represent the ownership in determining and demanding appropriate organizational performance. To distinguish the board's own unique job from the jobs of its staff, the board will concentrate its efforts on the following job "products" or outputs. HLC Link:

1. Linkage with the public regarding ENDS. Input may be obtained in the following ways:
 - a. Meeting with individuals and organized or informal community groups (i.e., civic groups, churches, focus groups).
 - b. Observing and meeting with other public boards.
 - c. Hosting opportunities which afford owners the opportunity to learn about the college.
 - d. During open session of board meetings.
 - e. Address electronic communication related to the performance of the President.
2. Written governing policies which, at the broadest levels, address:
 - a. ENDS: Organizational products, impacts, benefits, outcomes, recipients, and their relative worth (what good for which people at what cost).
 - b. EXECUTIVE LIMITATIONS: Constraints on executive authority which establish the boundaries within which all executive activity and decisions must take place.
 - c. GOVERNANCE PROCESS: Specification of how the board conceives, carries out, and monitors its own task.
 - d. BOARD-MANAGEMENT DELEGATION: The manner in which authority is passed to the president and assessment of the use of that authority.
3. Assure the president's performance through periodic and annual reviews.
4. Select and discipline board officers
 - a. A chairperson shall be selected, by majority vote of the entire board, based on his or her abilities to carry out the responsibilities of that position. (A chairperson, and other officers deemed necessary or required by statute, shall be elected on an annual basis during the official board meeting in January).

- b. If, for any reason, board members believe the chairperson fails to fulfill his or her role as stated in these policies, they may, by majority vote of the entire board, remove the chairperson from office and select a replacement for the remainder of the unexpired term as chairperson.
- 5. Impact on legislative affairs through advocacy.
- 6. The Board shall monitor the outcomes and professional conduct of organizations associated with GCCC - i.e., the GCCC Endowment Association (EA) and the Broncbuster Athletic Association (BAA).
- 7. Advocate for the BUSTERS values. Respect and welcome all people equally.
- 8. Continual board development will include orientation of new board members and ongoing trustee education
 - a. Trustee education results in skills and knowledge that contribute to being an effective governing team. Attending educational opportunities is a demonstration of leadership and sets a powerful message about the importance of ongoing professional development. Trustees need to be continually updated to issues and trends in community colleges.
 - i. Set an annual retreat to develop the plan for professional development. Identify areas that individuals and the board as a whole wish to explore.
 - ii. Do not exceed Board development budget
 - iii. The Board chair and the President will work together to schedule the retreat, plan the agenda (based on board members' needs), and arrange for a speaker/facilitator
 - iv. The Board shall perform an annual self-assessment to evaluate the completion of the development plan.
 - b. New Board Members
 - i. New board members attend and participate in Trustee orientation facilitated by the Board Chairman and President.

Higher Learning Commission Links:

Criterion 2: Integrity: Ethical and Responsible Conduct

Core Component: 2.C Board Governance

Policy History: This policy is reviewed biannually.

July 7, 2025: Revised for accessibility format.

September 10, 2024: Reviewed

March 12, 2024: Reviewed

November 14, 2023: Reviewed

October 17, 2023: Reviewed

August 23, 2022: Reviewed

April 10, 2022: Reviewed

March 8, 2022: Reviewed

August 10, 2021: Revised

September 8, 2020: Reviewed

March 10, 2020: Reviewed

January 19, 2018: Reviewed

May 10, 2006: Reviewed

HUMAN RESOURCES SEPTEMBER REPORT

EMPLOYMENT

Human Resources is focused on ensuring the best hiring practices are in place to attract/attain the best candidates to fill our open positions. We do so by facilitating the interview process and working collaboratively with hiring managers and members of the screening and interview committee to select the best qualified candidate.

As of September 11, 2025, there are 8 open positions. To date, we have hired three (3) employees, had four (4) internal transfers, and two (2) resignations/separations.

Open Positions

- i. **Administrative Services**
 - a) None to report.
- ii. **Student Services**
 - a) SSS Program Manager
 - b) Campus Police Officer
- iii. **Athletics**
 - a) Assistant Athletic Trainer
 - b) Assistant Volleyball Coach
- iv. **Instructional Services**
 - a) **Full-Time**
 - 1) Assistant Professor of Fire Science
 - 2) Assistant Professor of Electrical Technology
 - 3) Fine Arts Building Secretary
 - b) **Part-Time**
 - 1) Fire Science Adjunct Instructor

TRAINING

Human Resources is committed to the professional development of employees. Therefore, we will continue to review and enhance our training offerings to meet the needs of all employees and their schedules.

Safe Colleges (Offer two to three online training courses for employees to complete.)

- a) Bloodborne Pathogens
- b) FERPA
- c) Title IX Roles and Responsibilities

In-Person Trainings

- a) Offer two in-person trainings per year.

- a) Supervisor Training
- b) Family Medical Leave Act (FMLA)

OPEN ITEMS

New Employee Onboarding/Orientation

- a) Human Resources is looking towards enhancing the new employee onboarding experience. This would include offering two new employee orientation per month to ensure new employees have the resources to be successful.
- b) Work in collaboration with the Marketing department to create a “Join our Team!” video for the Employment Opportunities page.

HR Newsletter

- a) Human Resources would like to start producing monthly newsletters of relevant employment law information, benefit information, and employee information such as new hires, separations, anniversaries, and birthdays.

Employee Handbook

- a) Human Resources is working on creating and updating the employee handbook that was last revised in 2021.

Open Enrollment

- a) Open enrollment for medical, vision, dental, and ancillary plans will conclude on September 12, 2025.
- a) This year’s open enrollment was fully electronic using the Paycom Benefits Administration module.

Health Risk Assessment

- a) In collaboration with the Grow Well Clinic, HR will host two days (October 7 and October 23) for employees to have their blood drawn for a full comprehensive health risk assessment.

Instructional Services, September 2025

Online & Instructional Design

The Online & Instructional Design office has been focused on student onboarding, interdisciplinary training planning, and structural academic approaches to Student AI use.

In addition to the regular set-up support for faculty and student onboarding troubleshooting, the office has continued outreach to service area high schools to support students in getting set up with their educational technologies. The office has visited service area high schools for initial logins, connecting with their Canvas and textbooks, and preparing for the first day of classes. This was the first year that the office traveled to Scott City High School for a sign-in event -- both Dawn Tucker and Adriana Figueroa made the trip.

Sheena Hernandez has been working with external groups to schedule focused pop-ups and interdisciplinary training events throughout the Fall. Scheduling includes working with the AI Working Group and faculty who being innovative with technology to do feature presentations about technology in their classroom. She is working with Dana Nanninga, Student Support Services, to schedule leadership training based on Dana's work with Clifton's Strengths model.

The office also launched an AI & Academic Integrity "course" within Canvas that all students are enrolled in. The developed course identifies an instructional philosophy of leveling and academic record-keeping developed over the past year with input from the AI Working Group, the Distance Education Committee, and faculty brainstorming. As of August 27, 364 students have completed the Ethics Survey at the end of the course.

Academically, we use levels (level 0 through level 4) to communicate and identify responsible use of generative artificial intelligence tools (like ChatGPT) and other technological supports. These levels are tied to learning. Within a class, the faculty member will identify the appropriate level of generative/agentive AI tool use for the course or assignment.

The philosophy presented to the students and faculty within the module is as follows:

A Philosophy on Student Use of AI Technology for Learning

The philosophy for student use of technological tools, including generative artificial intelligence and large language models, follows the College's Mission: GCCC “exists to produce positive contributors to the economic and social well-being of society.”

To be ready for employment in a **tech-rich environment**, you need skills that set you apart from that technology.

If a generative AI does the majority of your thoughts and work, then you can be replaced by that AI. Education is about building your skills and abilities. Using generative AI and technological tools

too early in the learning process short-circuits your brain. Learners who use the tool too much and too early underperform and are outperformed by generative AI (Nataliya Kosmyna, 2025)

To contribute to **the well-being of society**, you have to build your integrity. Part of that integrity is using tools mindfully, thinking about how their use affects your learning, your community, and the future.

The short version of the levels are:

Level	Description
0	You create & complete. (Generative AI tools are not used at this level.)
1	You create first & use AI for feedback.
2	You create & use AI for support.
3	You gather & use AI to draft and create.
4	You co-create with AI tools.

English and Communications

Dr. Jean Ferguson is teaching a community enrichment course, Intro to AI: Artificial Intelligence for Beginners which already has 14 people enrolled.

GC3 Media

GC3 Media has experienced growth, with 30+ students this semester.

International Club

International Club, sponsored by Cayla Thomlinson, had 41 students attend the first meeting, and is planning to take students to the upcoming Mexican Fiesta in Stevens Park.

Speech and Debate

Phi Rho Pi Speech & Debate team coached by Savannah Sanburg has 17 students competing in upcoming tournaments.

- Two in debate, twelve in individual events and three in platform
- September 26-27 University of Florida, Zoom Online Tournament
- October 16-20 Battle of the Alamo San Antonio, Texas

AI Coordinator Position

This year's negotiations process added an AI Coordinator. Starting Fall 2025 this position will be held by Dr. Jean Ferguson.

Purpose

To train students, employees, and members of the public to use AI safely, ethically, and effectively.

Responsibilities

To monitor and integrate AI advancements through education and training for GCCC's stakeholders by

- Chairing the monthly AI Working Group meetings
- Developing, coordinating, scheduling, and leading regular AI training workshops to increase AI literacy
 - for faculty, staff, and students
 - for non-credit Community Enrichment classes
 - for area businesses seeking training for their employees
- Assisting in the planning and execution of the Title III K-12 STEM Summit

Fall 2025 Events

- Scheduled trainings (educational and productivity tools)
- Pop-ups (showcasing use cases)
- Non-credit enrichment workshop (Introduction to AI)

Past Events (Spring and Summer 2025)

- Three AI tool workshops for GCCC employees
- Two AI tool workshops for students
- One Introduction to AI presentation (STEM Cafe) open to everyone
- Three AI workshops at the K-12 STEM Summit for regional teachers

Benefits to GCCC

1. AI Knowledge Gain
2. Future-Proofing the Curriculum
3. Enhanced Student Employability
4. Support of College Obligations: Strategic Plan Objectives 1.2 and 3.1; SEM Core Goals 1.5 and 5.4; and HLC Criteria 3A.1, 3C.5, and 3D.4.



We are excited to share that our TRIO Student Support Services program has officially kicked off a new grant cycle for the 2025–2026 school year! This semester is full of activities designed to connect, support, and celebrate our students. We invite you to join us at any of the upcoming events listed below to see firsthand the impact our program has on students at Garden City Community College.



SEP 10	Wellness Wednesday: Mental Health 101 ACAD 1106 11:30 AM - 1:00 PM	SEP 13	Football Game & Tailgate Social: GCCC vs DCCC BRONCBUSTER STADIUM 6:00 PM	SEP 17	Transfer College Fair SAFL LOBBY 9:00 AM - 1:00 PM
SEP 17	Volleyball Game Social: GCCC vs SCCC CONESTOGA ARENA 6:30 PM	SEP 25	Financial Literacy Workshop BTSC BASEMENT 11:30 AM - 1:00 PM	SEP 25-29	EOA Student Leadership Conference MALL OF AMERICA BLOOMINGTON, MN
OCT 06-07	Campus Visit: Kansas State University & Student Leadership Conference	OCT 07	Transfer Application Day SSS RESOURCE RM 11:30 AM - 1:30 PM	OCT 08	Wellness Wednesday: Situational Depression ACAD 1106 11:30 AM - 1:00 PM
OCT 11	Campus Visit: Fort Hays State University Tiger Day	OCT 16	Pressing Words of Power Midterm Event SAFL LOBBY 10:00 AM - 2:00 PM	OCT 24	Campus Visit: FHSU Health & Behavioral Sciences Day
NOV 06	First-Generation Student Celebration LOCATION TBD TIME TBD	NOV 12	Wellness Wednesday: Yoga & Juice ROOTS JUICE CO 10:00 AM - 11:00 AM	NOV 18	From Idea to Impact: Starting a Scholarship Essay LOCATION TBD 11:00 AM - 12:30 PM

***CHECK CANVAS OR OUR SOCIAL MEDIA PROFILES FOR UPDATED EVENT INFO!**

@gc3sss
 @gc3sss
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 @gc3sss

Campus Health

September Events-

“Between Here and There” (homesickness)

Vision Screening

FCHD Campus Clinic

“Healthy & Safe.....Mind, Body & Beyond”