



MINUTES OF THE BOARD OF TRUSTEES
INDIAN HILLS COMMUNITY COLLEGE

May 12, 2025

The regular Board of Trustees meeting for Indian Hills Community College was held on May 12, 2025, in the Perkins Conference Room on the Main Campus, Indian Hills Community College, Ottumwa, Iowa. Board Vice President Ms. Katie Nichols called the meeting to order at 4:05 p.m.

Roll Call

Members present: Mr. Kevin Crall, Ms. Beth Danowsky, Ms. Katie Nichols, Mr. Riley Sheetz, and Ms. Lori Yates.

Zoom/Phone: Ms. Christine Estle, Mr. Jerry Kirkpatrick, and Mr. Alan Wilson.

Members absent: Mr. Richard J. Gaumer

Approval of Agenda

It was moved by Mr. Sheetz and seconded by Ms. Danowsky to approve the board agenda as presented. The motion carried unanimously.

Approval of Minutes

The minutes of the April 14, 2025, Regular Board meeting were reviewed.

Motion

It was moved by Ms. Danowsky and seconded by Mr. Crall to approve the minutes from the April 14, 2025 Regular Board meeting as presented. The motion carried unanimously.

Establish Public Hearing

Establish a public hearing on June 9, 2025 at 4:00 p.m., Regular Board Meeting, in the Perkins Conference Room, Indian Hills Community College, 525 Grandview Avenue, Ottumwa, Iowa as the date, time and location for a public hearing on the proposed contract documents, (plans, specifications, form of contract, and estimated cost) for the Indian Hills Centerville Campus Baseball Concession Stand Project.

Motion

It was moved by Mr. Sheetz and seconded by Ms. Yates to establish a public hearing on June 9, 2025 at 4:00 p.m., as the date, time and location for a public hearing on the proposed contract documents, (plans, specifications, form of contract, and estimated cost) for the Indian Hills Centerville Campus Baseball Concession Stand Project. The motion carried unanimously.

Approval of Monthly Claims

Board member Ms. Lori Yates reviewed bills for the month of April on behalf of the board and reported that all questions were answered by appropriate staff members.

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Motion

It was moved by Ms. Yates and seconded by Mr. Sheetz to approve the monthly claims for April. The motion carried unanimously.

Financial Report

Ms. Taren Ferguson, Vice President and Chief Financial Officer, presented the Financial Report.

Revenues: Revenues overall were higher by \$2,166,042. Tuition & Fees were higher by \$745,610 due to a per credit hour increase and having three more days to register for Summer/Fall classes and timing on high school discounts, which will result in lowering of tuition/fees (last year was \$492,000). State Support was higher by \$196,091 due to SGA. Other income was up \$1,148,761 due to the \$825,000 transfer from the Endowment fund for the GAP pay. Interest income is up \$10,000 from this time last year and OEPI reimbursements of \$80,000.

Expenses: Expenses were higher by \$697,833. Salaries & fringe benefits were higher by \$630,360 (3.1%) due to adding additional contract days to staff calendars and paying increased salaries. These changes reflected an increase in salaries of 6.28% and 5.6% respectively for staff and faculty. Services were up \$131,735 due to increased repair costs to HVAC and updating fire systems and increased software service renewals (Ellucian, Blackboard, Zoom). Material and supplies were down due to maintenance purchasing less supplies to date. Other expenses are up due to employees taking advantage of IHCC classes for reimbursement.

Fund 2 – Revenues were higher due to bond levies and are performing as anticipated.

Motion

It was moved by Mr. Crall and seconded by Ms. Danowsky to approve the Financial Report. The motion carried unanimously.

Budget/Revenue Source Discussion; Tuition Recommendation for FY26

Ms. Taren Ferguson, Vice President & Chief Financial Officer, reported that the FY26 Estimated Budget was sent to board members. The document consisted of actuals for FY24, the FY25 budget, the FY25 estimated actual, and the FY26 estimated budget. The estimated budget was prepared with assumptions of an \$8.00 per credit hour increase for in-state tuition, no change in enrollment, an estimated salary increase of 3%, and based on FY25 actual figures through April 2025. Estimated revenue with tuition and fees increasing by \$8.00 is \$15,806,635.

Local Support is \$1,554,822, which is up \$38,164. State Support is \$16,985,218, which is an increase of \$269,625 in estimated new money.

Ms. Ferguson reported that the estimated budget for Other Income is \$2,200,000, which is lower due to lower interest rates and not receiving an Endowment transfer. Expenditures for Salaries and Fringe has an estimated budget higher by \$1,402,673 factoring in a 3% salary increase. A 3% increase is factored in for services which would be \$5,253,000, and \$2,700,000 is the estimated budget for materials and supplies, which is up due to the uncertainty of tariffs.

Board members received a handout pertaining to all 15 community colleges and what tuition may be for the 2025-2026 school year. Only three community colleges have had board approval on tuition increases. Ms. Ferguson stated that the \$8.00 per credit hour increase for in-state tuition would equate to \$456,635 of additional funding. IHCC will be in the middle of community colleges for lowest tuition and fees.

Dr. Thompson and Ms. Ferguson recommended a tuition increase of \$8.00 per credit hour for in-state tuition.

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Ms. Nichols asked for a motion and a second to approve Dr. Thompson's and Ms. Ferguson's recommendation to increase tuition \$8.00 per credit hour for in-state tuition. IHCC's tuition will be \$218.00 per credit hour for in state and out-of-state tuition will remain at \$255.00 per credit hour.

Motion

It was moved by Mr. Sheetz and seconded by Mr. Crall to approve Dr. Thompson and Ms. Ferguson's recommendation to increase in-state tuition by \$8.00 per credit hour for a total of \$218.00 per credit hour. The motion carried unanimously.

Community Colleges for Iowa Report

Mr. Kevin Crall reported that Community Colleges for Iowa held the annual board retreat on Thursday, April 24 and Friday, April 25, 2025. Mr. Crall sent board members the Community Colleges for Iowa's 2025-2027 Strategic Plan and notes from the board retreat.

Items talked about during retreat were:

- Mission Statement
- Vision Statement
- Organizational Values
- SOAR
- Opportunities
- Aspirations
- Results
- Board Health
- National landscape for nonprofits and colleges
- Strategy Updates
- Bylaws & Policy
- Officer Terms
- Agency Needs

Mr. Crall stated that once the Strategic Plan has been formatted and is released for distribution, he will send another copy to board members. Mr. Crall stated that it was a very good and productive two days.

President's Evaluation Update

Mr. Crall reported that Ms. Danowsky, Ms. Yates, Mr. Flick, and he are on the committee to review the President's evaluation tool. The first meeting was on May 5, 2025 and they reviewed the current evaluation. The committee believes that the current instrument could be improved so it is meaningful for board members and the college president. Right now, board members don't have enough information to confidently sign-off on a checklist. The committee looked at Kirkwood Community Colleges evaluation for the president, but the committee is looking for a hybrid. The committee will create some goals for Dr. Thompson and in September the board members will go over the goals with Dr. Thompson, have him create goals of his own, and have a closed meeting in January or February to discuss his evaluation.

Personnel Report

Mr. Zeke Flick, Director, Human Resources, presented the Personnel Report. Mr. Flick reported that IHCC's turnover rate is 16.7%. IHCC has 371 full-time employees and 24 open positions. 64 positions have been filled in the last year and 59 employees have either ended employment or retired.

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Motion

It was moved by Ms. Yates and seconded by Mr. Crall to approve the Personnel Report. The motion carried unanimously.

President of the College

A. Facilities Report

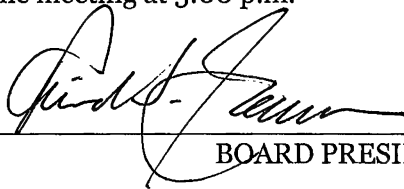
Mr. Cory Lamb, Chief Operating Officer, reported that windows are continuing to be replaced on the Ottumwa Main Campus, the Rosenman parking lot concrete replacement project will begin after graduation on Thursday, May 15, 2025 as well as the Hellyer Student Life Center roof replacement project. The Student Wellness Center is on schedule and bid openings for the Centerville Baseball Concession Stand project is Tuesday, June 3, 2025.

Closing Comments

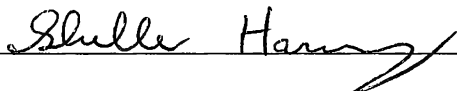
Mr. Thompson reminded board members that Centerville Graduation is Wednesday, May 14, 2025 and Ottumwa graduation is Thursday, May 15th. The IHCC I Cubs game is Friday, May 30, 2025, and the Trustee Conference is in Fort Dodge on July 9th - 10th, 2025.

Adjournment

Board member Ms. Yates moved that the meeting be adjourned. Hearing no objections Ms. Nichols adjourned the meeting at 5:00 p.m.



BOARD PRESIDENT



BOARD SECRETARY