



MINUTES OF THE BOARD OF TRUSTEES  
INDIAN HILLS COMMUNITY COLLEGE

August 11, 2025

The regular Board of Trustees meeting for Indian Hills Community College was held on August 11, 2025, in Room 231, 721 N. 1<sup>st</sup> St., Centerville, Iowa 52544, Indian Hills Community College. Board President Mr. Richard J. Gaumer called the meeting to order at 4:01 p.m.

**Roll Call**

**Members present:** Mr. Kevin Crall, Ms. Beth Danowsky (4:03), Mr. Richard J. Gaumer, Mr. Michael Matthes, Ms. Katie Nichols, Mr. Alan Wilson and Ms. Lori Yates.

**Zoom/Phone:** Ms. Christine Estle and Mr. Riley Sheetz (4:06).

**Members absent:**

**Approval of Agenda**

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

**Approval of Minutes**

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

**Motion**

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

**Public Hearing on the Indian Hills North Campus CDL Concrete Project**

Mr. Gaumer asked for a motion to open the public hearing on the Proposed Contract, Documents, (plans, specifications, form of contract, and estimated cost) for the Indian Hills North Campus CDL Concrete Project.

**Motion**

It was moved by Ms. Nichols and seconded by Mr. Wilson to open the public hearing. The motion carried unanimously.

Mr. Gaumer asked Ms. Shelle Harvey if she had received any written objections or protests on the proposed contract documents (plans, specifications, form of contract, and estimated cost) for the Indian Hills North Campus CDL Concrete Project. She stated "no." Mr. Gaumer asked if there were any oral objections or comments. There were no comments or discussion, so he asked for a motion and second to close the public hearing.

**Motion**

It was moved by Mr. Crall and seconded by Mr. Matthes to close the public hearing. The motion carried unanimously.

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Dr. Matt Thompson, President, reported that 10 companies bid on the project and Wicks Construction, Inc. of Decorah, Iowa was the low bidder in the amount of \$597,784.80 with the alternate bid of \$175,451.75 for a total cost of \$773,236.55. The project will begin September 4, 2025 with an estimated completion date of November 30, 2025.

Dr. Thompson recommended approval of the bid package on the proposed contract documents (plans, specifications, form of contract, and estimated cost) for the Indian Hills North Campus CDL Concrete Project.

Mr. Gaumer asked for a motion to accept the bid package for Wicks Construction, Inc. plus the Alternate for a total cost of \$773,236.55.

**Motion**

It was moved by Mr. Wilson and seconded by Ms. Yates to accept the bid package for Wicks Construction, Inc. plus the Alternate for a total cost of \$773,236.55.

A roll call vote was taken:

Mr. Richard J. Gaumer	Yes
Ms. Beth Danowsky	Yes
Mr. Alan Wilson	Yes
Mr. Kevin Crall	Yes
Ms. Christine Estle	Yes
Ms. Katie Nichols	Yes
Mr. Michael Matthes	Yes
Ms. Lori Yates	Yes
Mr. Riley Sheetz	Yes.

The motion carried unanimously.

**Approval of Monthly Claims**

Board member Mr. Alan Wilson reviewed bills for the month of July on behalf of the board and reported that all questions were answered by appropriate staff members.

**Motion**

It was moved by Mr. Wilson and seconded by Mr. Crall to approve the monthly claims for July. The motion carried unanimously.

**FY25 Receipts and Disbursements Summary**

Ms. Kelly Heckart, Controller & Grants Accountant, presented the FY25 Receipts and Disbursement Summary. She stated that the report outlines total receipts and disbursements, by Fund, for Fiscal Year 2025. This summary along with IHCC's vendor list and employee salaries will be published in the Clarion Plainsman Newspaper the week of August 11, 2025.

**Motion**

It was moved by Ms. Nichols and seconded by Ms. Yates to approve the FY25 Receipts and Disbursement Summary. The motion carried unanimously.

**FY25 Investment Report**

Ms. Kelly Heckart, Controller & Grants Accountant, presented the FY25 Investment Report. This report reflects IHCC's investments as of June 30, 2025 and is broken down by fund and banking institutions. Ms. Heckart stated that as of June 30, 2025 the total interest income received was \$1,537,872.85 compared to \$1,536,221.63 in FY24.



**Motion**

It was moved by Mr. Crall and seconded by Ms. Danowsky to approve the FY25 Investment Report. The motion carried unanimously.

**Community Colleges for Iowa Report**

Mr. Kevin Crall reported that the meeting is not until August 28, 2025.

Mr. Crall reported that the State Board of Education has been having conversations to do something different with Perkins Funding for community colleges, which will decrease funding. Dr. Thompson has talked to Emily Shields and she stated that the State Board of Education is going to reevaluate the percentages of Perkins Funding.

Dr. Thompson reported that it will be a loss of approximately \$43,000 for Indian Hills Community College if the State Board of Education approves this change. The State Director of Education went to the State Board asking for approval for the proposed changes and Ms. Cassandra Halls asked what the impact would be to community colleges. The approval was delayed because they are now asking for community college President's input and the State Board of Education will resume the discussion in December and make a decision.

Mr. Gaumer reported that on Friday, August 8, 2025 he attended the Law Enforcement Academy graduation. Indian Hills graduated the first class of 6 students. There was a deputy from Mahaska County, police officers from Strawberry Point, Clayton County, Guttenberg, Marion, Belmond, and Marshalltown. Also in attendance were family members, police officers, and Deputy Sheriffs.

**Approval of President's Compensation Committee Report**

Mr. Gaumer reported that he emailed the compensation committee report to board members. Mr. Gaumer asked for a motion and a second to approve the President's Compensation that was presented by email.

**Motion**

It was moved by Ms. Danowsky and seconded by Mr. Crall to approve the committee's recommendation for the President's compensation. The motion carried unanimously.

**Approval of the President's Rolling 3-year Contract**

Mr. Gaumer reported that currently Dr. Thompson, President, has a 1-year contract. State law authorizes a Superintendent or community college President to be employed on a 3-year contract. The recommendation is to change the contract from a 1-year contract to a rolling 3-year contract.

**Motion**

It was moved by Mr. Wilson and seconded by Ms. Danowsky to amend the current contract provided from a 1-year contract to a rolling 3-year contract. The motion carried unanimously.

**Authorization of Board President to Execute the Contract**

Mr. Gaumer asked for a motion and second to authorize the Board President to execute the contract and work with the President of Indian Hills Community College.

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**Motion**

It was moved by Ms. Yates and seconded by Ms. Nichols to authorize the Board President to execute the contract and work with the President of Indian Hills Community College. The motion carried unanimously.

**Personnel Report**

Mr. Zeke Flick, Director, Human Resources presented the Personnel Report. He stated that the turnover rate is 18.52% as anticipated, due to retirees. Indian Hills Community College has 366 full-time employee, 60 part-time employees, and 80 adjunct employees for a total of 550 employees. There are 17 open positions and the average years of service is 8.61.

**Motion**

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

**2025-2026 Employee Handbook**

Mr. Zeke Flick, Director, Human Resources, presented the 2025-2026 Employee Handbook. He stated that last year there were major changes to the handbook, but this year there were minor changes and policies were added.

Policies that were added were:

- Personal Breaks
- Independent Study and Arranged Course Compensation
- Generative AI Usage Policy
- Non birthing Parental Leave Policy

A few sections that had changes were:

- Time Off and Leaves of Absence
- Holidays Policy
- Safety & Security Officers Vacation Policy

Mr. Flick went through the changes with board members and asked if there were any questions.

Mr. Gaumer asked for a motion and a second to approve changes to the 2025-2026 Employee Handbook.

**Motion**

It was moved by Ms. Nichols and seconded by Ms. Yates to approve changes to the 2025-2026 Employee Handbook. The motion carried unanimously.

**President of the College****A. Facilities Report**

Mr. Cory Lamb, Chief Operating Officer, reported that the Rosenman parking lot project is still on schedule to be completed by August 15, 2025. The top lot has been opened and the bottom lot has been closed so phase two can be completed.

The Student Wellness Center it is on schedule and the steel structure has been installed. Utilities that go under the slab will be going in and the interior floor will be poured in September.

In Centerville, the Baseball Stadium project is ongoing and the bleachers will be delivered the week of August 11, 2025.

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Mr. Gaumer asked about the ditch beside the Rural Health Building. Mr. Lamb stated that there is work to be done and that project will be completed by our maintenance men.

Mr. Crall asked about the signage in Albia and Dr. Bianca Myers stated that the sign has been ordered.

Ms. Yates asked about the sign that doesn't light up by the Arts and Sciences entrance and a sign on the backside of that building that is outdated. Will signs be replaced before new students arrive on campus? Mr. Lamb stated that work is underway and Dr. Myers stated that all signs have been ordered.

### **Introduction of New Employees**

Dr. Thompson stated that Ms. Noel Gorden and Ms. Joni Kelley would be introducing new employees on the Centerville Campus and they would like to make comments about the transition from Ms. Gorden to Ms. Kelley.

Ms. Gorden introduced Ms. Brittany Schofield, Assistant, Library & Campus Store, Ms. Camille Cook, Instructor, Psychology, Ms. Brooke Sherrard, Instructor, History, and Mr. Dru Sebastian, Head Coach, Baseball.

Ms. Gorden and Ms. Kelley presented a PowerPoint titled We've Come a Long Way!(attached). The PowerPoint presentation consisted of student numbers broken down by categories for 25/FA, navigating the new Payment Plan Process, and Ms. Gorden showed pictures of the old facilities versus the new building.

Ms. Gorden thanked board members and Indian Hills Community College for the trust and support she has been shown for the 18 years that she has been employed by Indian Hills Community College. She will leave the campus on August 21, 2025 with confidence that Ms. Joni Kelley will do a great job leading the Centerville Campus.

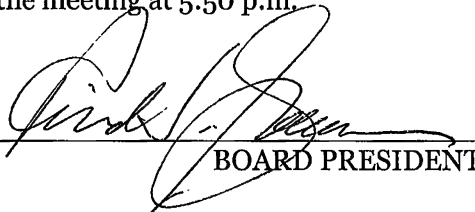
### **Closing Comments**


Dr. Thompson stated that he will be giving a main campus tour before the board meeting on September 8, 2025 at 2:30 p.m. Everyone is welcome.

Dr. Thompson, Ms. Harvey, and Dr. Myers will meet about the Calendar of Events that board members requested and a draft will be presented at the September meeting.

### **Adjournment**

Board member Mr. Wilson moved that the meeting be adjourned. Hearing no objections Mr. Gaumer adjourned the meeting at 5:50 p.m.

  
 BOARD PRESIDENT

  
 BOARD SECRETARY

