



NORTHWEST ARKANSAS COMMUNITY COLLEGE

BOARD OF TRUSTEES

Monday, April 13, 2026 - 4:30 PM - Burns Hall Third Floor Boardroom

AGENDA

1. Call to Order

2. Pledge of Allegiance

3. Attendance

4. Recognition, Awards, and Informational Items

4.1 Kim Purdy: Staff Emeritus

4.2 The BEST of the BEST Award 2025: Gold Winner in Best College and University in NWA and Silver Winner in Best Workforce Training Provider in NWA

4.3 NWACC recognized as a 2026 Most Promising Place to Work in Community College

4.4 Land Use Committee (Trustee Frank)
ACTION - Approval of EMS Lab Naming Recommendation

4.5 Honorary Associate Degree Committee (Trustee Pointer)
ACTION - Approval to name Rafael Rios and Mike Rush as Honorary Associate Degree Recipients

5. Minutes

5.1 Regular Board Meeting – March 9, 2026
ACTION - Approval of March 9, 2026 Minutes

6. ENDS Monitoring Report

- 6.1 E-105: Hybrid Training (Colleen Lawrence & Jo Schwader)
ACTION - Approval of E-105

7. Executive Limitations Monitoring Report

- 7.1 EL-207: Compensation and Benefits
ACTION - Approval of EL-207

8. Committee Reports

9. Presidential Report

- 9.1 Enrollment Update
- 9.2 Facilities Update
- 9.3 Budget Work Session – April 29, 2026 at 12:30 PM
- 9.4 NWACC Commencement – May 9, 2026 at 9:00 AM (see events sheet; deadline April 17 to let Sammantha know if attending)
- 9.5 NWACC Foundation Plant a Seed – May 1, 2026 at 6:00 PM

10. Student Government President Update

- 10.1 SGA Updates

11. Chair Report

- 11.1 NWACC Grad Ceremonies (see events sheet; deadline April 17 to let Sammantha know if attending)
- 11.2 Correspondence with the Governor
ACTION - Approval of Correspondence

12. Other Board Action Items and Considerations

13. Executive Session: President's Routine Annual Performance Evaluation

ACTION - Motion to move into Executive Session

14. Adjourn

Please see the Board of Trustees Calendar of Upcoming Events document in the binder's front pocket for Upcoming events.

NORTHWEST ARKANSAS COMMUNITY COLLEGE

BOARD OF TRUSTEE MEETING

Monday, March 9, 2026 - Immediately Following the Board Retreat - Burns Hall Third Floor Boardroom

MINUTES

Members Present: Todd Schwartz (Chair), Amber Latimer (Vice Chair), Mary Schneider (Secretary), Ashley Pointer, Lori Frank, Rachel Harris, Ron Branscum, and Mark Scott

Members Absent: Joe Spivey

Also in Attendance: Dr. Dennis C. Rittle, Fernanda Sanchez, Mandy Lopez

1. Call to Order

The meeting was called to order at 4:20 pm.

2. Pledge of Allegiance

3. Recognition, Awards, and Informational Items

3.1 *None*

4. Attendance

5. Minutes

5.1 Regular Board Meeting – February 16, 2026

ACTION - Approval of February 16, 2026 Minutes

Passed Unanimously

Mr. Branscum motioned and Ms. Frank seconded the motion to approve the minutes of the Regular Board Meeting on February 16, 2026.

6. ENDS Monitoring Report

6.1 E-101: General Education Assessment (Professor Jacqueline Jones)

Professor Jacqueline Jones stepped through the results of the General Education Assessment.

Students are assessed on writing, reading, oral communication, math, information literacy, technological fluency, cultural perspectives, higher order thinking, and community engagement. Faculty lead the methods by which students are assessed. Once students have been assessed, the college analyze the data to

determine whether students are showing improvement and achieving performance targets.

The latest assessment found that improved learning outcomes achieved 85% proficiency and 84% of courses successfully met target KPIs. The latest assessment also gave great guidance for developing new action plans.

ACTION - Approval of E-101

Passed Unanimously

Mrs. Latimer motioned and Mr. Branscum seconded the motion to approve the ENDS-102 Monitoring Report.

7. Executive Limitations Monitoring Report

7.1 EL-206: Asset Protection

Dr. Rittle stated that the President shall not allow corporate assets to be unprotected, inadequately maintained or unnecessarily risked. Further, without limiting the scope of the foregoing by this enumeration, he or she shall not fail to insure against theft and casualty losses to at least 80% replacement value and against liability losses to Board members, staff and the organization itself in an amount greater than the average for comparable organizations, allow unbonded personnel access to College funds, unnecessarily expose the organization, its Board or staff to claims of liability, fail to protect intellectual property, information and files from loss or significant damage, receive process or disburse funds under controls, which are insufficient to meet the legislative or independent auditor standards, or endanger the organization's public image or credibility in ways that would hinder its accomplishment of mission.

ACTION - Approval of EL-206

Passed Unanimously

Mr. Branscum motioned and Ms. Frank seconded the motion to approve the Executive Limitations Monitoring Report.

8. Committee Reports

8.1 Honorary Associate Degree Committee (Mrs. Ashley Pointer)

Mrs. Pointer informed the Board that the Honorary Associate Degree Committee met to discuss selection criteria and did decide to open for nominations this year. The Committee will meet on April 1 to review nominees.

She encouraged the Board to share through word of mouth.

9. Presidential Report

- 9.1 Academic Update
Dr. Rittle informed the Board that NWACC submitted a Letter of Notification to ADHE to request an AAS in Health Information Management.
- 9.2 Facilities Update
Storm repairs are scheduled to begin in Fall 2026.
- 9.3 Budget Work Session – April 29, 2026
Reminder to the Board.
- 9.4 NWACC Foundation Plant a Seed – Fri. May 1, 2026
Reminder to the Board.

10. Student Government President Update

- 10.1 SGA Updates
School supply drive gave out over 400 school supplies to students who need them. This resource will continue to be available.
A de-stress event is planned for students to socialize, play games, and have snacks coming soon.
Student Senate meetings are ongoing.

11. Chair Report

- 11.1 April Executive Session: President's Regular Annual Performance Evaluation, Part 2
Reminder to the Board.

12. Other Board Action Items and Considerations

- 12.1 None

13. Executive Session: President's Routine Annual Performance Evaluation

The Board moved to executive session at 4:40 pm.

The Board returned from executive session at 7:08 pm. No action was taken.

ACTION - Move into Executive Session

Passed Unanimously

Mr. Scott motioned and Mr. Branscum seconded the motion to move into Executive Session for the President's Employment Review.

14. Adjourn

The meeting was adjourned at 5:54 pm.

Mr. Todd Schwartz, Chair

Mrs. Mary Schneider, Secretary

POLICY TITLE: COMPENSATION AND BENEFITS

Policy 207: With respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers, the President shall not cause or allow jeopardy to fiscal integrity or public image.

Definition: Cause or allow jeopardy to fiscal integrity refers to the total of all compensation and benefits paid to all employees, consultants, contract workers, etc. exceeding the total budget for these positions in a fiscal year plus 5%, unless specific revenue such as grants, gifts, etc. becomes available and expenditure of these funds is approved by the college President for these purposes.

Narrative: The President requires the VP of Finance and Administration/CFO to report in a timely manner the possibility of such jeopardy and propose a plan of remedy. This plan may include the reduction of budgeted expenditures or re-allocation of funds. Furthermore, the President complies with the BOT mandate of 8%-10% of the total unrestricted revenue budget, or other amount as approved annually by the Board of Trustees, set aside for each fiscal year as a contingency. The President requires periodic documentation of fiscal condition, such as financial statements and budget status reports to be presented to the College Cabinet and BOT Finance/Audit Committee by the VP of Finance and Administration/CFO as produced by the finance division. College secures all funds by U.S. Government securities or equivalents. The annual audits by the AR Legislative Audit verify the fiscal integrity.

Further, without limiting the scope of the foregoing by this enumeration, he or she shall not:

1. Change his or her compensation and benefits.

Definition: Changes refers to he or she altering his or her compensation/benefits without official Board action.

Narrative: Salary and fringe benefits received by the President have been approved by the Board of Trustees and have not been altered.

2. Promise or imply permanent or guaranteed employment.

Definition: Promising or implying permanent or guaranteed employment refers to employment of staff/faculty person with or without a Letter of Employment, entering into any other oral or written agreement with a staff/faculty person without the use of a college Letter of Employment, or entering into an employment contract not containing pertinent employment terms, such as starting date and salary.

Narrative: Employee Letters of Employment are issued at the beginning of each fiscal year. Employment letters include employment start dates and identify salary and conditions of employment. Newly hired employees receive employment letters at the time of hire. Additionally, Letters of Employment are issued when an employee changes position titles or receives compensation related adjustments.

3. Establish compensation and benefits, which deviate materially from the geographic or professional market for the skills employed unless required by law.

Definition: Deviate materially refers to 10% less than and up to 10% more than the average for the same position in compensation and benefits package combined. Geographic and professional market refers to similar positions in northwest Arkansas (Benton and Washington Counties) and at least two nearby community colleges and similar skilled positions as defined by Arkansas Department of Labor or where job descriptions are comparable.

Narrative: As outlined in our ENDS, Goals & Action Plans, NWACC continually reviews the individual salaries to address existing negative salary variances in staff and faculty positions. Maintaining the faculty salary scale is a further commitment of the College. Benefit offerings are monitored annually to ensure competitive rates and services for comparable regional employers.

4. Establish or change Defined Contribution or Defined Benefit Plans.

Definition: Establish or change refers to benefit change action by other than the College Board or Arkansas State Law.

Narrative: The Board of Trustees has approved the existing NWACC Defined Contribution Benefit Retirement Plan. The Board of Trustees shall approve any changes to the College's contribution to such Plan. The President may make any changes to other provisions of such Plan.

I am reporting compliance with Executive Limitations, Policy 207.

Dr. Dennis C. Rittle.

President