

**Johnson County Community College
12345 College Boulevard
Overland Park, Kansas**

**Meeting – Board of Trustees
Hugh W. Speer Board Room, GEB 137
June 18, 2026 – 5:00 p.m.**

Agenda

- | | |
|--|------------------------------|
| I. Call to Order | Trustee Smith-Everett |
| II. Pledge of Allegiance | Trustee Smith-Everett |
| III. Roll Call | Trustee Smith-Everett |
| IV. Awards, Recognitions, and Highlights | Trustee Smith-Everett |
| A. Athletics Spotlight: Men’s Baseball | |
| B. Campus Spotlight: Fashion Merchandising & Design | |
| V. Open Forum | Trustee Smith-Everett |
| VI. Board Reports | |
| A. Shared Governance | Kaitlin Krumsick |
| B. Faculty Association | Dr. Irene Olivares |
| C. Johnson County Education Research Triangle | Trustee Rattan |
| D. Kansas Association of Community Colleges | Trustee Cross |
| E. Foundation | Trustee Mitchell |
| VII. Committee Reports and Recommendations | |
| A. Employee Engagement & Development Committee (pp 1-23) | Trustee Cross |
| <u>Recommendation: FY27 Staff Compensation (p 1)</u> | |
| <u>Recommendation: Compensation Plan (p 1-22)</u> | |
| B. Management and Finance Committee (pp 24-37) | Trustee Mitchell |
| <u>Recommendation: Framework for Investments</u> | |
| Policy 214.00 (pp 24-26) | |
| <u>Recommendation: Visitors on Campus Policy 614.00 (pp 26-28)</u> | |
| <u>Recommendation: West Park Lease Amendment (p 29)</u> | |
| <u>Recommendation: WDCE Course Registration Software (p 30)</u> | |
| <u>Recommendation: Agrivoltaics & Ecovoltaics System (pp 30-31)</u> | |

Recommendation: On-Call Paver Repair & Replacement Services (pp 31-32)

Recommendation: Steelcase Furniture (p 32)

Recommendation: Herman Miller and Knoll Furniture (p 32-33)

Recommendation: Regents Flooring (p 33)

Recommendation: Dell Products (p 33)

Recommendation: Apple Products (pp 33-34)

Recommendation: Network Infrastructure Hardware (p 34)

Recommendation: Masonry Repairs (pp 34-35)

Recommendation: Commercial Kitchen Appliances & Equipment (p 35)

Recommendation: Cisco Hardware (pp 35-36)

Recommendation: Security Camera On-Call Services (p 36)

C. Student Success Committee (pp 38-52) Trustee Jennings

Recommendation: Student Code of Conduct Policy 319.01 (pp 38-45)

Recommendation: Student Disciplinary Action Policy 319.02 (pp 45-48)

Recommendation: Student Complaints Policy 319.04 (pp 48-50)

VIII. President's Recommendation for Action

A. Treasurer's Report (pp 53-62)

Trustee Mitchell

B. Monthly Report to the Board

Dr. Tony Miksa

IX. New Business

Trustee Smith-Everett

X. Old Business

Trustee Smith-Everett

XI. Consent Agenda

Trustee Smith-Everett

A. Regular Monthly Reports and Recommendations

1. Minutes of a Previous Meeting

**2. Affiliation, Articulation and Reverse Transfer,
Cooperative and Other Agreements (p 63)**

3. Cash Disbursement Report (pp 64-65)

4. Grants, Contracts, and Awards (pp 66-68)

B. Human Resources (pp 69-70)

1. Separations

2. Retirement

3. Professor/Counselor Emeritus Status

C. Human Resources Addendum

XII. Executive Session

Trustee Smith-Everett

XIII. Adjournment

Trustee Smith-Everett

Employee Engagement and Development Committee Minutes
June 3, 2026

The Employee Engagement and Development Committee met at 10:30am on Wednesday, June 3rd, in the Hugh Speer Board Room. Those present were:

Trustees Lee Cross and Valerie Jennings. Staff present were Mickey McCloud, Rachel Lierz, and Barbra Cooper. Jenny Morgan acted as the recorder.

HR-3 Monitor Compensation Planning

Annual Staff Salary Increases

Ms. Barbra Cooper, Director of Human Resources, presented the administration's recommendation to increase staff salaries by 4.5% for FY27, effective July 1, 2026.

RECOMMENDATION:

It is the recommendation of the Employee Engagement and Development Committee that the Board of Trustees accept the recommendation of the college administration to authorize, effective July 1, 2026, a 4.5% salary increase for all non-bargaining unit salaried, and full-time and part-time hourly employees employed as of June 30, 2026.

Compensation Plan

Ms. Cooper also presented the Johnson County Community College's Compensation Plan, detailing the substantial revisions that have been made to the Plan. The revisions are attached to this document.

RECOMMENDATION:

It is the recommendation of the Employee Engagement and Development Committee that the Board of Trustees accept the recommendation of the College administration to approve the Compensation Plan, as presented.



Created: October 2021
Last Revised: May 26, 2026

JOHNSON COUNTY COMMUNITY COLLEGE COMPENSATION PLAN

Contents

| | |
|--|----|
| Compensation Objectives | 5 |
| Compensation Philosophy | 5 |
| Compensation Plan | 5 |
| Applicability..... | 5 |
| Responsibility | 5 |
| Compensation Guidelines | 6 |
| Job Descriptions and Titles | 6 |
| Fair Labor Standards Act | 6 |
| Pay Table Structure and Maintenance | 7 |
| Effect of Pay Table Adjustments..... | 7 |
| Establishing Pay Rates | 7 |
| New Hires | 7 |
| Rehires..... | 8 |
| Lateral Transfer..... | 8 |
| Promotions..... | 8 |
| Demotions..... | 9 |
| Temporary Pay Rates..... | 10 |
| Additional Duty Pay..... | 10 |
| Interim Pay Rates | 10 |
| Market Adjustments | 11 |
| Annual Pay Rate Increase..... | 11 |
| Grade Reclassifications & Reorganizations | 11 |
| Shift Differential, On-Call, and Call-Back Pay | 12 |
| Shift Differential | 12 |
| On-Call Pay | 12 |
| Call-Back Pay | 13 |

| | |
|---|----|
| Workweek and Work Schedules | 13 |
| Exempt Employees | 14 |
| Flextime and Compressed Schedules | 14 |
| Rest Periods..... | 14 |
| Nursing Breaks | 15 |
| Meal Periods | 15 |
| Overtime and Compensatory Time..... | 15 |
| Scheduling Overtime..... | 15 |
| Compensation for Overtime | 15 |
| Accrual and Use of Compensatory Time..... | 16 |
| Holiday, Personal Day, and Floating Holiday Pay..... | 16 |
| Campus Closure Compensation: Onsite vs. Remote Work | 17 |
| Time Records..... | 17 |
| Non-exempt Employees | 17 |
| Exempt Employees..... | 17 |
| Accurate Time Reporting | 18 |
| Payment of Wages | 18 |
| Appendix A..... | 20 |
| Pay Table-Exempt | 20 |
| Pay Table-Nonexempt | 21 |

Compensation Objectives

The Compensation Plan is intended to:

- Support the Mission, Vision, and Values of Johnson County Community College (JCCC),
- Attract, motivate and retain a well-qualified and diverse workforce,
- Offer compensation that is competitive within relevant labor markets,
- Ensure compliance with applicable laws and regulations.

Compensation Philosophy

Johnson County Community College's (JCCC) compensation philosophy is to attract and retain talented employees by offering competitive and transparent compensation and employee benefits. The JCCC compensation and benefits programs will be designed and administered to support the College's Mission, Vision, Values, operating needs and strategic goals. The compensation philosophy will balance market competitiveness and fiscal responsibility by conducting regular analysis of the relevant labor markets.

JCCC's Compensation Plan will be evaluated and revised annually to ensure that the objectives of the plan are being met.

Compensation Plan

Applicability

The JCCC employee Compensation Plan covers:

- **Nonexempt employees:** Regular positions assigned to perform clerical, technical, paraprofessional, skilled crafts, service, and maintenance work. These types of positions are eligible for overtime and compensatory pay.
- **Exempt employees:** Regular administrative, managerial, and professional non-faculty positions, unless otherwise specified in this section. These types of positions are not eligible for overtime and compensatory pay.

This plan does not cover employees in the bargaining unit, adjunct faculty, temporary employees, the President, or any other positions exempted upon implementation.

Responsibility

Development, implementation, and evaluation of the Compensation Plan is the responsibility of the Vice President of Human Resources. The compensation team in the Office of Human Resources is responsible for analyzing compensation data to support the development of strategies that align with the objectives of the Compensation Plan.

Compensation Guidelines

All compensation decisions will follow Johnson County Community College Policy 418.04 and this Compensation Plan. The Compensation Plan is to be reviewed and approved annually by the Board of Trustees.

Job Descriptions and Titles

~~The Office of~~ Human Resources will place positions in the appropriate pay grade. Similar positions throughout the College ~~will~~ may have a single job description. The title ~~on~~ of the job description is the official job title. ~~The Office of~~ Human Resources will approve and maintain the job description for all jobs within the College.

Fair Labor Standards Act

~~The Fair Labor Standards Act (FLSA) sets minimum wage, overtime pay, recordkeeping, and youth employment standards for employees in the private sector, as well as in federal, state, and local governments. Nonexempt employees are entitled to a minimum wage and overtime pay, which must be at least one and a half times their regular rate of pay for any hours worked over 40 in a workweek. The Office of Human Resources is responsible for determining the FLSA status (exempt or nonexempt) of all positions, as required by the Department of Labor. An employee cannot be classified as both exempt and nonexempt while working at the College.~~

Regulatory Overview The Fair Labor Standards Act (FLSA) is a federal law that establishes standards for minimum wage, overtime pay, recordkeeping, and youth employment. JCCC is committed to full compliance with all FLSA regulations to ensure fair compensation practices for all employees.

Classification Authority Human Resources holds responsibility for determining the FLSA status (Exempt or Non-exempt) of every position at the College. These determinations are made based on the specific job duties and salary thresholds established by the U.S. Department of Labor.

Exempt vs. Non-exempt Status

- **Non-exempt Employees:** Entitled to a federal minimum wage and overtime pay of at least 1.5 times their regular rate of pay for all hours worked in excess of forty (40) within a single workweek.
- **Exempt Employees:** Professionals, administrators, and executives whose primary duties meet specific legal tests and who are paid on a salary basis. These employees are not eligible for overtime pay.
- An employee may not hold an exempt and non-exempt position simultaneously.

Pay Table Structure and Maintenance

The pay tables are structured to align with competitive market pay ranges for each job. ~~The Office of~~ Human Resources will regularly evaluate relevant labor markets to ensure the pay table structure supports the objectives of the Compensation Plan. Recommendations for adjustments to the pay tables will be made during the annual budget process or as needed. For the current pay tables, see Appendix A.

Effect of Pay Table Adjustments

Employees whose current pay is below the new pay range minimum at the time of a pay table adjustment will have their base pay increased to meet the new minimum. These adjustments will not be applied retroactively.

If a change in an employee's pay range causes their current pay rate to be at or above the new pay range maximum, their base pay will not be reduced. However, the employee will not be eligible for future base pay increases until their pay falls within the applicable pay range. The employee may instead be eligible for a 'lump sum' payment in place of the annual pay increase until their pay is within the range. Employees classified as part-time temporary are not eligible for lump sum payments.

~~The Office of~~ Human Resources will determine the positions to be reviewed based on various factors including, but not limited to, reorganization or restructuring of a department, turnover, and hiring ability. Position audits will be limited and will be required to have the support of the appropriate Cabinet member.

Establishing Pay Rates

New Hires

~~The Office of~~ Human Resources establishes pay rates for new hires based on the candidate's relevant years of experience without regard to employee class. Internal and external candidates will be offered an initial pay rate within the posted range of the pay grade. The starting pay rate should not exceed the midpoint of the salary range. The midpoint of the salary range for each grade will be set at 12 years of experience.

Human Resources serves as the final authority on all salary offers to ensure that new hire compensation aligns with the institutional budget and the pay of current employees in similar roles.

Rehires

Individuals who are rehired in the same position may be eligible to return at their previous rate of pay provided they separated in good standing, the position duties and/or grade is the same, and they returned within 90 days of from their last separation date.

Lateral Transfer

A lateral transfer occurs when an employee moves to an existing vacant position within the same pay grade of their current position. An employee who transfers to a new position in the same pay grade will receive a salary analysis based on years of relevant experience. ~~This analysis may not result in a salary increase; however, it will also not result in a reduction of the employee's current salary. While this review does not guarantee a pay increase, the employee's current salary is guaranteed not to be reduced.~~

Promotions

~~A promotion occurs when an employee moves from their current position to a different position that is assigned to a higher pay grade.~~

~~Upon promotion, a determination will be made regarding the appropriate salary for the new role within the new grade level. The Human Resources Department will use the following factors to determine the new pay rate.~~

- ~~• Relevant years of experience,~~
- ~~• Compensation of other similarly situated employees,~~
- ~~• Variance in pay grade ranges.~~

~~The new salary cannot exceed the greater of the following: (1) the midpoint of the new salary grade, or (2) an increase of up to 12 percent above the employee's existing base pay. The final salary determination will be based on the applicable factors outlined above.~~

~~A **promotion** occurs when an employee moves from their current position to a new role assigned to a higher pay range.~~

Determining the New Salary

Upon promotion, Human Resources -determines the new base pay by evaluating the following factors:

- **Experience:** Total years of relevant professional experience.
- **Internal Equity:** Compensation -of similarly situated employees within the organization.
- **Grade Variance:** The structural difference between the current and new pay grade ranges.

The new salary cannot exceed the greater of:

- The midpoint of the new salary grade; or

- A 12% increase over the employee's current base pay.

Note: The final determination within these limits will be based on the evaluation factors outlined above.

Demotions

A Demotion occurs when an employee moves from their current position to a position assigned to a lower pay grade.

Determining the New Salary

~~A demoted employee's new pay rate must fall within the pay range of the new pay level. In addition to qualifications and internal equity, the factors leading to the demotion may be considered in establishing the rate.~~

~~If an existing employee voluntarily applies for a vacant position at a lower pay grade and is selected for the position, their pay rate will be determined based on their relevant years of experience. The new pay rate should not exceed the midpoint.~~

~~In the event of an involuntary transfer or reassignment to a position in a lower pay grade, due to departmental restructuring or other reasons (excluding poor performance or conduct), the employee's pay rate will remain unchanged, provided that the current pay rate falls within the salary range for the new pay grade. If the employee's current pay rate exceeds the maximum salary for the new pay grade, the employee's pay will be adjusted downward to align with the maximum salary of the new pay grade. If an employee is involuntarily transferred/reassigned to a lower pay grade due to performance or conduct, their pay rate will be determined based on relevant years of experience in the new pay grade.~~

- Demotion for Performance/Conduct: An employee demoted due to performance or conduct issues will be placed within the salary range of the new pay level based on their relevant years of experience.
- Voluntary Transfer to a Lower Grade: If an employee voluntarily applies for and is selected for a position in a lower pay grade, their new salary will be determined based on their years of relevant experience. In these instances, the new pay rate may not exceed the midpoint of the new salary range.
- Involuntary Transfer (Non-Disciplinary): In the event of an involuntary transfer or reassignment due to departmental restructuring or similar organizational changes (excluding performance or conduct issues), the following applies:
 - If the current salary is within the new pay range, the pay rate remains unchanged.

- If the current salary exceeds the maximum of the new pay range, the salary will be adjusted downward to align with that maximum of the new pay range.

Temporary Pay Rates

There are two types of temporary pay rates: Additional Duty Pay and Interim Pay. Temporary pay rates are intended to compensate an employee for performing duties that are beyond their scope of regular job responsibilities for a temporary amount of time. Requests for Temporary Pay Rate adjustments must be submitted in writing to the Office of Human Resources prior to implementing any fundamental changes to an employee's scope of work. The increase will only apply from the date of approval forward and will remain until the last day the temporary duties are performed. No retroactive payments will be made for temporary pay increases.

Temporary increases will be reviewed at least every six (6) months, or earlier, as appropriate. At the end of the temporary pay period, the employee's pay will revert to the original pay rate.

The temporary pay rate is used in the calculation of overtime pay for the duration of the temporary assignment. Wage increases awarded to employees who are receiving a temporary pay rate increase are calculated based on the base rate prior to the temporary increase.

Temporary assignments are temporary and do not imply a permanent change in position or responsibilities.

Additional Duty Pay

Additional Duty Pay may be authorized when an employee is temporarily required to perform higher level duties of a higher graded position at least 25% of the time for a minimum of 30 days. ~~The Office of~~ Human Resources and the requesting department will work together to determine if the additional duties justify a temporary increase and if the employee is qualified to perform the temporary duties. When Additional Duty pay is applied, the employee remains in their current primary position.

The Additional Duty Pay rate will be determined in consultation with ~~the Office of~~ Human Resources based on the level of temporary duties performed, the percentage of time spent on the temporary duties, the duration of the assignment, and the overlap of current and temporary duties. The rate may exceed the maximum of the range for the employee's current position, but not the maximum of the higher-graded position.

Interim Pay Rates

Interim Pay may be authorized when a department requests an employee to act in full capacity of a higher-level position, taking on all essential functions and responsibilities. This is to ensure

continuity of operations during an extended period of transition, such as when a position has been vacant, or an employee is on extended leave for greater than ninety (90) days. When the Interim Pay rate is applied, the employee is temporarily moved into the higher grade until interim duties are eliminated and the employee returns to their previous position and grade.

Interim Pay may only apply to one employee within the same department. ~~The Office of~~ Human Resources will work with the recipient of Interim Pay to discuss the delegation of their primary position responsibilities within the department and determine if additional temporary pay rates may be authorized.

Market Adjustments

A market adjustment is an increase in an employee's base rate of pay within the current pay range. Market adjustments may not increase an employee's base pay above the max of the pay range. JCCC may utilize market adjustments to ensure externally competitive pay rates for employees. Market adjustments are extremely rare and are not to be used for exceptional performance or to reward employees. Market adjustments require the approval of ~~the Office of~~ Human Resources and the appropriate Cabinet member.

Market adjustments are effective the first day of the pay period following approval. The pay rate increase must be documented as a market adjustment. Market adjustments are not a substitute for other pay rate increases and will not be implemented retroactively.

Annual Pay Rate Increase

On an annual basis, the Johnson County Community College Board of Trustees will determine the annual rate increase, if any, for employees not included in the Master Agreement. Rate increases will be effective July 1~~st~~ unless otherwise determined.

If a salary adjustment for a current employee is effective July 1~~st~~, the annual pay rate increase will be applied after the salary has been adjusted to the new pay rate.

Grade Reclassifications & Reorganizations

For a position's grade to be reclassified or a department reorganization to occur, such requests must be submitted through the Position Management process via the Position Authorization Form to Human Resources – Compensation for evaluation and approval. Approval is contingent on justification, revisions showing impact on the position and/or department's organizational structure, and budget impact and availability.

For more information, refer to the Position Management Procedures.

Shift Differential, On-Call, and Call-Back Pay

Due to the nature of shift differential, call-back, and on-call pay, these compensation practices are established for full-time and part-time nonexempt employees only.

Shift Differential

A shift differential is an additional fixed amount of pay money, expressed on as cents per hour basis provided to hourly employees who work non-standard shifts. This amount is separate from the base hourly rate and only applies only to hours worked during the predetermined shift. Shift differentials are not included in the base hourly & rate of pay, but they are included in the calculation of overtime pay. Pay rate increases do not apply to shift differential amounts. Full-time and part-time regular employees are eligible for shift differential pays.

~~A~~The shift differential may cause an employee's total hourly compensation ~~hourly base pay~~ to exceed the pay range maximum of the applicable salary range, without violating applicable Human Resources Policies and Procedures regarding wage and salary administration

To qualify for a shift differential, the hours worked must fall within the following parameters:

Day Shift: Any shift that falls entirely between ~~within the hours of~~ 6:00 a.m. and 6:00 p.m.

Evening Shift: Any work period that includes six (6) or more consecutive hours worked between 2:00 p.m. and 12:00 a.m. ~~Employees who~~Note: When a staff member works six (6) or more consecutive hours within this time frame will receive, the evening shift differential for all hours worked during ~~will be paid for~~ the entire shift regardless of the shift start and end time. The evening -shift differential is paid at a rate of \$0.50 per hour.

Night Shift: Any work period that includes six (6) or more consecutive hours worked between 8:00 p.m. and 6:00 a.m. Employee who work six (6) or more consecutive hours within this time frame will receive the night shift differential for all hours worked during the entire shift, regardless of the shift start and end time. The night shift differential is paid at a rate of \$0.75 per hour.

~~Note: When a staff member works six (6) or more consecutive hours within this time frame, the night shift differential will be paid for the entire shift.~~

On-Call Pay

Employees are considered on-call when they are scheduled to be available and respond if contacted outside of their normal scheduled work hours. Employees who are on-call will receive one hour of straight-time pay for each on-call period, up to 24 hours, as compensation for the inconvenience of being on-call. This pay is not considered actual hours worked. Actual hours worked while on-call will be compensated at the applicable base pay or overtime rate.

On-call scheduling should be ~~established~~ done in advance, and the number of employees scheduled for on-call should be kept to an appropriate level. Not all employees will need to be scheduled for on-call duty on any given day.

Call-Back Pay

Call-Back pay compensates employees for the interruptions and inconvenience of being required to report to work unexpectedly. Employees called back to work will receive a minimum of three (3) hours of pay, regardless of the actual hours worked. Call-Back pay is recorded as “Call- Back Worked” and “Call-Back Not Worked” for overtime calculation purposes.

If an employee works more than three (3) hours during a call-back, they will be paid for the actual hours worked. Call-Back pay does not apply to scheduled work hours. Employees who are required to return to work less than two (2) hours before their normal shift begins will not be considered “called back” and will be paid for the actual hours worked. Travel time for call-backs is not considered hours worked, and overtime will be calculated only on actual hours worked.

Workweek and Work Schedules

JCCC’s workweek shall begin at 12:00:00 a.m. on Sunday and end at 11:59:59 p.m. the following Saturday. JCCC departments will establish work schedules for their employees based on factors such as student service needs, the efficient management of human resources, and applicable laws. Departments may require overtime deemed as necessary to meet their objectives. Nonexempt employees may not work overtime without prior approval by their department. Nonexempt employees will be compensated for all hours worked over forty (40) hours per week with overtime pay or compensatory time off, in accordance with state and federal laws and Human Resources Procedures. Exempt employees are not eligible for overtime pay or compensatory time off.

A typical full-time work schedule is forty (40) hours per workweek. Departments may adjust employee work schedules as they deem appropriate for business operations including requiring employees to work beyond their normal work schedules. Supervisors should notify employees of any changes to the work schedule as early as possible. Employees may not change work schedules without prior approval from their supervisors.

Exempt Employees

Exempt employees are expected to work the hours necessary to complete the work assigned duties. They are not entitled to overtime or compensatory time if they work more than forty (40) hours per week; nor is their pay ~~reduced~~docked when they work less than forty (40) hours, except in the following circumstances:

- Disciplinary suspensions for violations of serious workplace safety rules,
- Unpaid disciplinary suspensions of one or more full days for infractions of written workplace rules applicable to all employees,
- Use of unpaid FMLA time,
- Accrued leave has been exhausted, including less than one full workday.
- Use of personal leave for one or more full days when paid leave (e.g., vacation and sick leave) has been exhausted,
- Unauthorized absence when leave has been denied,
- The employee performs no work during the workweek.

For exempt employees, the College will adhere to FLSA guidelines concerning pay deductions.

Supervisors may, but are not required to, establish a work schedule for exempt employees, especially if the position requires the employee to be on-site during normal business hours.

Flextime and Compressed Schedules

In accordance with the Flexible Work Arrangements procedure, departments and offices may allow employees to work flextime or compressed schedules.

- Flextime: A schedule that requires employees to work a specified number of hours per workweek but offers flexibility in the start and end times of each workday.
- Compressed schedule: A schedule that allows employees to complete forty (40) hours of work in fewer than five (5) days.

Nonexempt employees who work more than forty (40) hours in a workweek, regardless of whether they follow a typical, flexible, or compressed schedule, are entitled to overtime or compensatory time off. Exempt employees on a flexible or compressed schedule are expected to work the necessary hours to complete their duties, regardless of their schedule.

Rest Periods

Nonexempt employees are typically allowed one paid 15-minute rest period near the middle of each ~~four hour~~four hour work period. Supervisors will determine the time and duration of rest

periods and may adjust or eliminate them based on workload. No additional compensation will be provided if rest periods are reduced or eliminated.

Supervisors may require employees to record their rest period. However, the time remains compensable and counts as hours worked, unless the break exceeds 20 minutes.

Nursing Breaks

Nursing mothers may take reasonable break times as needed in accordance with federal law. The College will provide suitable space to accommodate the breaks, and the breaks will be compensated. Employees may not be subject to discrimination, harassment, or retaliation for taking nursing breaks.

Meal Periods

Meal periods are unpaid breaks lasting more than twenty (20) minutes and do not constitute hours worked. Certain positions, such as police and EMS, are exempt from the unpaid meal break requirement due to the nature of the work.

Full-time employees will ordinarily be allowed one 30- to 60-minute meal period near the middle of the workday. Part-time employees scheduled to work more than five (5) consecutive hours during any workday are also entitled to receive a meal period. The time and duration of meal periods are determined by the supervisor.

Nonexempt employees must be completely relieved of their duties during meal periods, although the employee may be required to remain on the premises. Meal periods should generally not be taken at the workstation, as employees should have the opportunity to rest and be relieved of work responsibilities ~~relax~~ during non-compensable periods. If nonexempt employees perform any work during their meal period, they must report the time as hours worked.

Overtime and Compensatory Time

Scheduling Overtime

When overtime is required, overtime assignments will be distributed as equitably as practicable to all employees qualified to perform the required work. Nonexempt employees will initially be given the opportunity to request overtime work assignments. If an insufficient number of qualified employees request the assignment, supervisors may schedule and assign overtime or extra shifts on an as-needed basis.

Compensation for Overtime

Nonexempt employees who work in excess of forty (40) hours in a workweek will be paid overtime or, at the department's discretion, receive compensatory time off. The supervisor must notify the employee in advance if compensatory time off will be given instead of overtime.

Overtime is paid at one and a half times the regular rate for each hour worked over forty (40) hours in a work week. Compensatory time off is granted at one and a half hours for each overtime hour worked.

The “Regular rate of pay” is calculated by adding the employee’s total compensation for the workweek, including base pay rate, shift differential pay, and any other legally required pay elements, and dividing the total by the number of hours actually worked. Hours paid but not worked (e.g., on-call, vacation, holiday, personal leave, floating holiday, jury duty, bereavement, sick leave and other types of paid leave) are not included in the calculation of overtime.

Work weeks cannot be combined or averaged to determine overtime eligibility. Although employees are paid semi-monthly, overtime eligibility is assessed at the end of each individual workweek. Employees must obtain prior approval from their supervisor before working overtime. Unauthorized overtime will be compensated but must be reported, and employees may be subject to corrective action for failing to obtain prior approval.

Accrual and Use of Compensatory Time

Compensatory time off, when used, must be recorded on time records. It is considered paid time off, not hours worked. Accumulated compensatory time cannot exceed eighty (80) hours and must be used within the fiscal year it is earned, or it will be paid out to the employee.

Holiday, Personal Day, and Floating Holiday Pay

All full-time employees will receive holiday, floating holiday and personal day pay based on a 40-hour workweek, regardless of their work schedule or FLSA status. These days will be paid as eight (8) hours each, at the employee’s regular rate of pay, regardless of ~~their~~ the employee’s work schedule. Under no circumstances will one group of full-time employees receive more holiday, floating holiday and personal day hours paid than another group.

All part-time regular employees will receive holiday pay based on their regularly scheduled workweek. If a part-time employee is not regularly scheduled to work on the day in which a holiday falls, they will receive four (4) hours of holiday pay.

All full and part-time regular employees on an unpaid leave status will not be paid holiday pay.

~~All part-time regular employees will receive four (4) hours of pay on a scheduled holiday. Part-time exempt employees will receive holiday pay based on their regularly scheduled workweek. Part-time Regular employees will receive holiday pay at their regular rate and hours scheduled to be worked. However, employees who are not scheduled to work, are on leave, on short-term disability or absent for similar reasons will not be eligible for holiday pay.~~

Personal days and floating holidays will not be paid out upon separation of employment and do not roll over between fiscal years. They must be used within the fiscal year in which they are granted to avoid forfeiture.

Campus College-Closure Compensation: Onsite vs. Remote Work

During periods when the College campus is officially closed, non-exempt employees who are required to report to campus and perform work onsite will be compensated at a rate of one and a half times their regular pay rate for all hours worked, as stated in the Temporary Closing/Inclement Weather LeaveCampus Closure Procedure. Employees who work remotely while the campusCollege is closed are not eligible to be paid one and a half times their regular pay rate. Remote work performed under these circumstances will be compensated at the employee’s regular hourly rate.

Time Records

Non-exempt Employees

Non-exempt employees are required to complete their individual time records daily and submit a timecard on a semi-monthly basis. Full-time, non-exempt employees must report all hours worked, as well as any scheduled hours not worked (e.g., paid or unpaid time off during normally scheduled hours).

Exempt Employees

Exempt employees are required to submit paid time off taken in the College’s official timekeeping system to maintain accurate leave balances. Full-time exempt employees are required to record regular time not worked beyond the first two (2) hours of their absence. For example, if a full-time employee is absent for more than two (2) hours in a workday but less than a full day, they must submit leave for all hours absent beyond the initial two (2) hours. The two-hour grace period is intended for occasional absences and is not intended to be used to routinely flex an employee's schedule.

| | | |
|----------------------|-----------------------|--|
| <u>Up to 2 Hours</u> | <u>0 Hours</u> | <u>Within the professional grace period.</u> |
| <u>Hours Absent</u> | <u>Hours Recorded</u> | <u>Calculation</u> |
| <u>Up to 2 Hours</u> | <u>0 Hours</u> | <u>Within the professional grace period.</u> |
| <u>3 Hours</u> | <u>1 Hour</u> | <u>3 hours total - 2 hour grace = 1 hour.</u> |
| <u>4 Hours</u> | <u>2 Hours</u> | <u>4 hours total - 2 hour grace = 2 hours.</u> |
| <u>5 Hours</u> | <u>3 Hours</u> | <u>5 hours total - 2 hour grace = 3 hours.</u> |
| <u>6 Hours</u> | <u>4 Hours</u> | <u>6 hours total - 2 hour grace = 4 hours.</u> |
| <u>7 Hours</u> | <u>5 Hours</u> | <u>7 hours total - 2 hour grace = 5 hours.</u> |

| | | |
|---------------------------|----------------|---|
| 8 Hours (Full Day) | 8 Hours | Grace period does <i>not</i> apply to full-day absences. |
|---------------------------|----------------|---|

Employees who are absent for an entire day must submit the total number of hours they were scheduled to work for that day.

Exempt employees are not required to complete timesheets to report actual hours worked for pay purposes. However, departments may require exempt employees to record hours worked for project or grant-related reporting requirements, but they cannot deduct pay for failure to meet these requirements. Departments may also require exempt employees to record time worked on an exception basis for the purpose of tracking leave.

Accurate Time Reporting

Time records must be reviewed for accuracy before being approved by the supervisor. A supervisor's failure to ensure accurate time reporting may result in disciplinary action. If corrections or modifications are made to a time record, both the employee and the supervisor must verify the accuracy of the changes. Only an employee is authorized to report their own time and any changes submitted by a supervisor must be approved by the employee.

Supervisors who contact nonexempt employees during non-work hours, or who are aware that nonexempt employees have performed work during non-work hours, are responsible for ensuring that the time worked is properly recorded.

Falsifying time records and/or completing another employee's time record without authorization is prohibited. No supervisor, manager, or leader has the authority to approve falsification of time records or absence requests. They also cannot ask or require a nonexempt employee to work without recording time (i.e., "off the clock") or agree to an employee's request to work off the clock. Any such agreement is considered falsification of a time record by both the employee and the supervisor. Employees should report any request or requirement to work off the clock to ~~the Office of~~ Human Resources. In special circumstances where a supervisor is unable to secure approval for changes before payroll processing, retroactive employee approval may be obtained. Any required adjustments shall be processed in the subsequent payroll period.

Payment of Wages

JCCC will pay ~~employee's~~ employees' wages on a semi-monthly basis. Wages are paid after they are earned, and no wage advances will be made.

Employees will receive their wages electronically, either through direct deposit or ~~apay a pay~~ card ~~at, with~~ no charge or cost to the employee. The Payroll Department may authorize the use of paychecks to meet legal or financial requirements or when electronic payment is not feasible.

The College will comply with all applicable laws regarding the timing and method of wage payments, wage deductions, and wage reporting

Appendix A

Pay Table-Exempt

| <u>Grade</u> | <u>Minimum</u> | <u>2Q</u> | <u>Midpoint</u> | <u>4Q</u> | <u>Maximum</u> |
|--------------|------------------|------------------|------------------|------------------|------------------|
| <u>E3</u> | <u>\$173,416</u> | <u>\$203,784</u> | <u>\$234,050</u> | <u>\$264,419</u> | <u>\$294,787</u> |
| <u>E2</u> | <u>\$154,807</u> | <u>\$181,903</u> | <u>\$208,999</u> | <u>\$236,095</u> | <u>\$263,192</u> |
| <u>E1</u> | <u>\$135,277</u> | <u>\$158,488</u> | <u>\$181,698</u> | <u>\$204,807</u> | <u>\$228,018</u> |
| <u>22</u> | <u>\$117,281</u> | <u>\$137,015</u> | <u>\$156,647</u> | <u>\$176,381</u> | <u>\$196,013</u> |
| <u>21</u> | <u>\$99,489</u> | <u>\$115,849</u> | <u>\$132,209</u> | <u>\$148,467</u> | <u>\$164,827</u> |
| <u>20</u> | <u>\$85,072</u> | <u>\$98,774</u> | <u>\$112,373</u> | <u>\$126,074</u> | <u>\$139,776</u> |
| <u>19</u> | <u>\$73,109</u> | <u>\$84,561</u> | <u>\$96,115</u> | <u>\$107,567</u> | <u>\$119,019</u> |
| <u>18</u> | <u>\$63,293</u> | <u>\$73,007</u> | <u>\$82,720</u> | <u>\$92,434</u> | <u>\$102,148</u> |
| <u>17</u> | <u>\$55,113</u> | <u>\$63,395</u> | <u>\$71,677</u> | <u>\$79,857</u> | <u>\$88,140</u> |
| <u>16</u> | <u>\$48,364</u> | <u>\$55,420</u> | <u>\$62,577</u> | <u>\$69,632</u> | <u>\$76,688</u> |
| <u>15</u> | <u>\$42,741</u> | <u>\$48,876</u> | <u>\$55,011</u> | <u>\$61,043</u> | <u>\$67,178</u> |
| <u>14</u> | <u>\$38,037</u> | <u>\$43,354</u> | <u>\$48,671</u> | <u>\$53,886</u> | <u>\$59,203</u> |
| <u>13</u> | <u>\$34,049</u> | <u>\$38,651</u> | <u>\$43,354</u> | <u>\$47,955</u> | <u>\$52,557</u> |
| <u>12</u> | <u>\$31,902</u> | <u>\$35,685</u> | <u>\$38,855</u> | <u>\$43,150</u> | <u>\$46,933</u> |
| <u>11</u> | <u>\$31,902</u> | <u>\$34,561</u> | <u>\$35,072</u> | <u>\$39,775</u> | <u>\$42,332</u> |
| <u>10</u> | <u>\$31,902</u> | <u>\$31,902</u> | <u>\$31,902</u> | <u>\$35,583</u> | <u>\$36,810</u> |

| <u>Grade</u> | <u>Minimum</u> | <u>2Q</u> | <u>Midpoint</u> | <u>4Q</u> | <u>Maximum</u> |
|--------------|------------------|------------------|------------------|------------------|------------------|
| <u>E3</u> | <u>\$177,318</u> | <u>\$208,369</u> | <u>\$239,316</u> | <u>\$270,368</u> | <u>\$301,419</u> |
| <u>E2</u> | <u>\$158,290</u> | <u>\$185,996</u> | <u>\$213,701</u> | <u>\$241,407</u> | <u>\$269,113</u> |
| <u>E1</u> | <u>\$138,320</u> | <u>\$162,053</u> | <u>\$185,786</u> | <u>\$209,415</u> | <u>\$233,148</u> |
| <u>22</u> | <u>\$119,920</u> | <u>\$140,098</u> | <u>\$160,172</u> | <u>\$180,350</u> | <u>\$200,424</u> |
| <u>21</u> | <u>\$101,728</u> | <u>\$118,456</u> | <u>\$135,184</u> | <u>\$151,808</u> | <u>\$168,536</u> |
| <u>20</u> | <u>\$86,986</u> | <u>\$100,996</u> | <u>\$114,901</u> | <u>\$128,911</u> | <u>\$142,921</u> |
| <u>19</u> | <u>\$74,754</u> | <u>\$86,463</u> | <u>\$98,278</u> | <u>\$109,987</u> | <u>\$121,697</u> |
| <u>18</u> | <u>\$64,717</u> | <u>\$74,649</u> | <u>\$84,581</u> | <u>\$94,514</u> | <u>\$104,446</u> |
| <u>17</u> | <u>\$56,353</u> | <u>\$64,821</u> | <u>\$73,290</u> | <u>\$81,654</u> | <u>\$90,123</u> |
| <u>16</u> | <u>\$49,452</u> | <u>\$56,666</u> | <u>\$63,985</u> | <u>\$71,199</u> | <u>\$78,413</u> |

| | | | | | |
|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <u>15</u> | <u>\$43,702</u> | <u>\$49,975</u> | <u>\$56,248</u> | <u>\$62,417</u> | <u>\$68,690</u> |
| <u>14</u> | <u>\$38,893</u> | <u>\$44,329</u> | <u>\$49,766</u> | <u>\$55,098</u> | <u>\$60,535</u> |
| <u>13</u> | <u>\$34,815</u> | <u>\$39,520</u> | <u>\$44,329</u> | <u>\$49,034</u> | <u>\$53,739</u> |
| <u>12</u> | <u>\$32,620</u> | <u>\$36,488</u> | <u>\$39,729</u> | <u>\$44,120</u> | <u>\$47,989</u> |
| <u>11</u> | <u>\$32,620</u> | <u>\$35,338</u> | <u>\$35,861</u> | <u>\$40,670</u> | <u>\$43,284</u> |
| <u>10</u> | <u>\$32,620</u> | <u>\$32,620</u> | <u>\$32,620</u> | <u>\$36,384</u> | <u>\$37,638</u> |

Pay Table-Nonexempt

| <u>Grade</u> | <u>Minimum</u> | <u>2Q</u> | <u>Midpoint</u> | <u>4Q</u> | <u>Maximum</u> |
|--------------|----------------|----------------|-----------------|----------------|----------------|
| <u>22</u> | <u>\$56.17</u> | <u>\$65.62</u> | <u>\$75.02</u> | <u>\$84.47</u> | <u>\$93.88</u> |
| <u>21</u> | <u>\$47.65</u> | <u>\$55.48</u> | <u>\$63.32</u> | <u>\$71.10</u> | <u>\$78.94</u> |
| <u>20</u> | <u>\$40.75</u> | <u>\$47.30</u> | <u>\$53.81</u> | <u>\$60.38</u> | <u>\$66.94</u> |
| <u>19</u> | <u>\$35.01</u> | <u>\$40.50</u> | <u>\$46.03</u> | <u>\$51.51</u> | <u>\$57.00</u> |
| <u>18</u> | <u>\$30.32</u> | <u>\$34.97</u> | <u>\$39.62</u> | <u>\$44.27</u> | <u>\$48.92</u> |
| <u>17</u> | <u>\$26.39</u> | <u>\$30.36</u> | <u>\$34.33</u> | <u>\$38.24</u> | <u>\$42.21</u> |
| <u>16</u> | <u>\$23.16</u> | <u>\$26.54</u> | <u>\$29.97</u> | <u>\$33.34</u> | <u>\$36.73</u> |
| <u>15</u> | <u>\$20.47</u> | <u>\$23.41</u> | <u>\$26.35</u> | <u>\$29.23</u> | <u>\$32.18</u> |
| <u>14</u> | <u>\$18.22</u> | <u>\$20.77</u> | <u>\$23.31</u> | <u>\$25.81</u> | <u>\$28.35</u> |
| <u>13</u> | <u>\$16.31</u> | <u>\$18.51</u> | <u>\$20.77</u> | <u>\$22.97</u> | <u>\$25.17</u> |
| <u>12</u> | <u>\$15.34</u> | <u>\$17.09</u> | <u>\$18.61</u> | <u>\$20.66</u> | <u>\$22.47</u> |
| <u>11</u> | <u>\$15.34</u> | <u>\$16.55</u> | <u>\$16.80</u> | <u>\$19.05</u> | <u>\$20.28</u> |
| <u>10</u> | <u>\$15.34</u> | <u>\$15.34</u> | <u>\$15.34</u> | <u>\$17.05</u> | <u>\$17.63</u> |

| <u>Grade</u> | <u>Minimum</u> | <u>2Q</u> | <u>Midpoint</u> | <u>4Q</u> | <u>Maximum</u> |
|--------------|----------------|----------------|-----------------|----------------|----------------|
| <u>22</u> | <u>\$57.43</u> | <u>\$67.10</u> | <u>\$76.71</u> | <u>\$86.37</u> | <u>\$95.99</u> |
| <u>21</u> | <u>\$48.72</u> | <u>\$56.73</u> | <u>\$64.75</u> | <u>\$72.70</u> | <u>\$80.71</u> |
| <u>20</u> | <u>\$41.66</u> | <u>\$48.37</u> | <u>\$55.02</u> | <u>\$61.74</u> | <u>\$68.45</u> |
| <u>19</u> | <u>\$35.80</u> | <u>\$41.41</u> | <u>\$47.07</u> | <u>\$52.67</u> | <u>\$58.29</u> |
| <u>18</u> | <u>\$31.00</u> | <u>\$35.76</u> | <u>\$40.51</u> | <u>\$45.27</u> | <u>\$50.02</u> |
| <u>17</u> | <u>\$26.98</u> | <u>\$31.04</u> | <u>\$35.10</u> | <u>\$39.10</u> | <u>\$43.16</u> |
| <u>16</u> | <u>\$23.68</u> | <u>\$27.14</u> | <u>\$30.64</u> | <u>\$34.09</u> | <u>\$37.55</u> |
| <u>15</u> | <u>\$20.93</u> | <u>\$23.93</u> | <u>\$26.94</u> | <u>\$29.89</u> | <u>\$32.90</u> |
| <u>14</u> | <u>\$18.63</u> | <u>\$21.23</u> | <u>\$23.84</u> | <u>\$26.39</u> | <u>\$28.99</u> |

| | | | | | |
|-----------|----------------|----------------|----------------|----------------|----------------|
| <u>13</u> | <u>\$16.68</u> | <u>\$18.92</u> | <u>\$21.23</u> | <u>\$23.48</u> | <u>\$25.74</u> |
| <u>12</u> | <u>\$15.68</u> | <u>\$17.47</u> | <u>\$19.03</u> | <u>\$21.13</u> | <u>\$22.98</u> |
| <u>11</u> | <u>\$15.68</u> | <u>\$16.93</u> | <u>\$17.18</u> | <u>\$19.48</u> | <u>\$20.73</u> |
| <u>10</u> | <u>\$15.68</u> | <u>\$15.68</u> | <u>\$15.68</u> | <u>\$17.43</u> | <u>\$18.02</u> |

**Employee Engagement and Development Committee
Working Agenda
2026**

HR-1 Review and Update Personnel Policies

HR-2 Monitor Employee Benefit Programs

- Annual benefit review
- Benefit renewal contracts

HR-3 Monitor Compensation Planning

- Compensation Plan Update
- Staff Salary Increase Recommendations

HR-4 Monitor HR and Employee Engagement Strategies and Initiatives

- Awards and Recognition Program
- Leadership and Supervisor Training Programs
- Strategic Plan Goal

Management and Finance Committee
Minutes
June 3, 2026

The Management and Finance Committee met at 8:30 AM on Wednesday, June 3, 2026, in the Hugh Speer Board Room. Those present were Trustees Greg Mitchell and Lee Cross; staff: Megan Casey, Jim Feikert, Tom Hall, Rachel Lierz, Mickey McCloud, JoAnne Northrup, and Linda Nelson, recorder.

Institutional Advancement – Nerman Museum of Contemporary Art Update

JoAnne Northrup, Executive Director of the Nerman Museum, presented an informational update on 2025-26 activities. The presentation highlighted art acquisitions and loans, as well as arts education programming. Additionally, she shared the new Visitorship dashboard tool, created to monitor the number of visitors to the museum. Financial data, including the museum's endowment funds, annual operating expenses, and grants was also presented.

Review and Update Policies

Rachel Lierz, Executive Vice President, Finance and Administrative Services, reviewed the recommended modifications to the Framework for Investment Policy 214.00, and the Visitors on Campus Policy 614.00.

| Policy | Recommended Action | Material Changes |
|---|---------------------------|---|
| Framework for Investments Policy 214.00 | Modify | The recommended changes modify the policy to align with Kansas statutes regarding how financial institutions that receive deposits of College funds must secure those deposits. |
| Visitors on Campus Policy 614.00 | Modify | The recommended changes modify the policy to define the term visitor and clarify that faculty approve visitors in their classes. |

Report:

The Management and Finance Committee has reviewed the recommended changes to the Framework for Investments Policy 214.00. The recommended changes modify the policy to align with Kansas statutes regarding how financial institutions that receive deposits of College funds must secure those deposits.

RECOMMENDATION

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the College administration to approve modification to the Framework for Investments Policy 214.00, as shown subsequently in the Board packet.

Framework for Investments Policy 214.00

Johnson County Community College
Series: 200 Administrative Services
Section: Income and Investments

Applicability: This Policy applies to Johnson County Community College (“JCCC” or the “College”).

Purpose: The purpose of this Policy is to grant investment authority and establish parameters for College investments.

Statement:

The Board of Trustees (the “Board”) authorizes the investment of temporary idle cash to be administered by the President or designee. The Board authorizes the President or designee to act as its agent in matters relating to the purchase of investments and acceptance of safekeeping receipts.

The College will ensure that all revenues received are promptly recorded and deposited. Those funds not immediately required to meet payment of obligations will be placed in an interest-bearing account according to the following objectives:

1. **Safety:** Investments will be made in a manner which ensures preservation of principal. Per applicable Kansas statutes, financial institutions that receive deposits of College funds must use the public moneys pooled method to secure deposits in excess of the amount insured or guaranteed by the Federal Deposit Insurance Corporation (“FDIC”). The market value of the pooled securities must be at least 102% of the amount of deposits in excess of the amount insured or guaranteed by the FDIC-pledge-qualified securities with a market value equal to 105% of deposits in excess of FDIC coverage.
2. **Liquidity:** Investments will be made after careful consideration of future expected liabilities. The cash position of the College will be maintained at a level adequate to

meet these requirements. Maturities on these investments will be selected in such a way as to provide income stability.

3. **Yield:** Investments will be made with the expectation of a reasonable rate of return while maintaining prudent investment principles.
4. **Fiduciary Trust:** Investments will be managed with a degree of professionalism that is worthy of the public trust. Investment officials will avoid any transaction that might erode the public confidence. Investment activities will be performed under appropriate systems of internal controls and will be subject to internal and external audit procedures.

~~5.—The portion of funds at the Kansas Municipal Investment Pool should not regularly exceed 10% of total funds available for investment.~~

Investments will be made in only those instruments authorized by applicable Kansas statutes, including but not limited to:

1. Time deposits and open accounts
2. Certificates of deposit
3. Repurchase agreements
4. Temporary notes or no-fund warrants
5. U.S. Treasury notes or bills
6. The Kansas Municipal Investment Pool

Date of Adoption: 07/06/1982

Revised: 07/07/1994, 02/19/2004, 01/27/2011, 12/15/2016, 12/15/2022, 06/18/2026

Report:

The Management and Finance Committee has reviewed the recommended changes to the Visitors on Campus Policy 614.00. The recommended changes modify the policy to define the term visitor and clarify that faculty approve visitors in their classes.

RECOMMENDATION

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the College administration to approve

modification to the Visitors on Campus Policy 614.00, as shown subsequently in the Board packet.

Visitors on Campus Policy 614.00

Johnson County Community College

Series: 600 Safety and Security

Section: Campus Community Safety, Wellness and Continuity

Applicability: This Policy applies to the Johnson County Community College (“JCCC” or the “College”) campus community.

Purpose: The purpose of this Policy is to promote safe and orderly operation of the College and learning environment by establishing parameters for the presence and conduct of visitors on campus.

Definitions:

“Child” or “Children” means a person or persons under the age of 18 years.

“Visitor” means, for the purposes of this Policy, any person who is not a current employee or student.

Statement:

I. Visitors in the Classroom

Only JCCC students who have been officially admitted, enrolled, or otherwise registered and listed on a course roster may attend class at the College without prior authorization. Visitors are only permitted with approval from the course instructor or visitors with prior approval from JCCC may attend a class at the College.

II. Visitors on Campus

Visitors may be excluded from certain areas of the campus reserved for student use or College operations, including but not limited to laboratories, testing centers, and offices. Individual College departments, programs, or facilities may implement their own guidelines regarding access by visitors.

Visitors on campus are expected to conduct themselves in accordance with all federal and state laws and regulations, and in a manner consistent with all College policies and operating

procedures. Violations of laws, regulations, or College policies and operating procedures may result in corrective action being taken by the College.

III. Unattended Children on Campus

To avoid a safety risk to a Child or disruption to College operations, Children, excluding enrolled students, should not be left unattended on campus. This includes Children of JCCC students and employees. Human Resources may develop procedures regarding Children of employees being on Campus during working hours. Children who are attending Covered Activities, as defined in the Protection of Minors on Campus Policy 613.00, are covered by the Protection of Minors on Campus Policy 613.00 if in conflict with this Policy.

College personnel will not be responsible for overseeing Children who are left unattended and should contact the JCCC Police Department if a Child is found left unattended.

Date of Adoption: 01/19/2006

Revised: 03/24/2011, 04/17/2014, 04/18/2019, 03/13/2025, 06/18/2026

Other Agreements

Rachel Lierz, Executive Vice President for Finance and Administrative Services, presented an agreement with Great Jobs KC.

Details can be found in the consent agenda portion of the June 18, 2026, board packet.

Capital Acquisitions and Improvements; Facilities Master Plan Phase 1 Projects Update

Rachel Lierz, EVP of Finance and Administrative Services, and Tom Hall, Associate Vice President of Campus Services/Facility Planning, provided an update on the implementation of the 2025 Facilities Master Plan Phase 1, Group 1, projects, which include construction of a new Healthcare Education Building on the main campus, an on-ground observatory, and an outdoor classroom/amphitheater. Further details will be shared at an upcoming Board Retreat, planned for Thursday, July 16, 2026.

Capital Acquisitions and Improvements: Progress Report

Tom Hall, Associate Vice President, Campus Services and Facility Planning, provided the committee with information on facilities projects from the capital acquisitions and

improvements matrix. The matrix summarizes and monitors budget and actual expenses for Campus Services projects and includes payments through May 30, 2026.

West Park Facility – 7th Lease amendment Agreement

Tom Hall, Associate Vice President, Campus Services/Facility Planning reported that the 6th Lease Amendment Agreement for the West Park Center located at 9780 W. 87th St., Overland Park, Kansas, which commenced on August 1, 2020, will expire on July 31, 2026.

The College occupies 27,430 square feet of leased space at West Park, which is currently being used for Workforce Development and Continuing Education programs.

The proposed 7th Lease Amendment Agreement will extend the lease for a six-year term from August 1, 2026 through July 31, 2032. After July 31, 2029, the College will have the right to terminate the lease as of July 31 each year.

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the administration’s recommendation to execute the 7th Lease Amendment Agreement with West Park OP, LLC.

Rachel Lierz
Executive Vice President,
Finance & Administrative Services

Tony Miksa
President

Procurement Reports and Recommendations

Jim Feikert, Executive Director, Procurement Services, presented recommendations for three bids and awards, nine cooperative bids and awards, and one renewal.

Bids & Awards: \$150,000+
June 2026 Management & Finance Committee

| | |
|------------------------|---|
| Bid: | 26-145 Course Registration Software System |
| Fund: | 0601 Adult Supplementary |
| Vendors Notified: | 565 |
| Total Contract Period: | 7/1/26 - 6/30/31 (Base Year, 4 Renewal Options) |
| Award Justification: | Most responsive, responsible bidder according to the RFP criteria |
| Description: | Request for Proposal (RFP) for the replacement of WDCE's (Workforce Development and Continuing Education) student registration system with a SaaS (Software as a Service) solution. |

Evaluation Committee

1. Courtney Price - Bursar Operations
2. Del Lovitt - Director, Enterprise Application Support
3. Gavin Cotsworth - Business Analyst, Enterprise Application Support
4. Hillary Callahan- Operations Coordinator, Workforce Development and Continuing Education
5. Jessica Johnson - Executive Director, Continuing Education Operations
6. John Clayton - Executive Director, Institutional Effectiveness, Research & Planning
7. Kayla Harrity - Director, Continuing Education Operations
8. Molly Salisbury - Director, Workforce Training and Development
9. Rene Skelton - Registration Specialist
10. Richard Delarue - Application Architecture Manager
11. Sean Murphy - Senior Buyer, Information Services & Technology

Bid Amounts: First Year / Multiyear Total (if applicable)

1. **Concourse Tech:** \$82,500 / \$412,500
2. Genius SIS: \$149,328 / \$534,254
3. Campus CE: \$68,000 / \$165,301

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the proposal from Concourse Tech for a base year of \$82,500 and a total expenditure of \$412,500 throughout the optional renewal years.

Bids & Awards: \$150,000+
June 2026 Management & Finance Committee

| | |
|-------------------|---|
| Bid: | 26-189 Agrivoltaics & Ecovoltaics System |
| Fund: | 7111 Capital Outlay |
| Vendors Notified: | 52 |

Total Contract Period: Project Completion
Award Justification: Most responsive, responsible bidder according to the RFP criteria
Description: Request for Proposal (RFP) for an agrivoltaics & ecovoltaics system on the Open Petal Farm. This ground-mount system is for the practice of co-locating both agricultural production and solar energy generation on the same plot of land. It will place elevated solar panels over crops and pollinator habitats.

Evaluation Committee

1. Brett Edwards - Director, Campus Services and Energy Management
2. Michael Rea - Executive Director, Sustainability
3. Ryan Johnson - Supervisor, Maintenance
4. Larry Allen - Senior Buyer, Procurement Services

Bid Amounts: First Year / Multiyear Total (if applicable)

1. MC Power: \$326,462
2. Cromwell Solar: \$310,064
3. SunSmart Technologies: \$376,006

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the proposal from MC Power in the amount of \$326,462 with an additional 10% contingency of \$32,646 to allow for possible unforeseen costs, for a total amount of \$359,108.

Bids & Awards: \$150,000+
June 2026 Management & Finance Committee

| | |
|------------------------|---|
| Bid: | 26-220 On-Call Paver Repair and Replacement Services |
| Fund: | 7111 Capital Outlay |
| Vendors Notified: | 209 |
| Total Contract Period: | 7/1/26 - 6/30/31 (Base Year, 4 Renewal Options) |
| Award Justification: | Most responsive, responsible bidders according to the RFP criteria |
| Description: | Request for Proposal (RFP) to establish a contract for on-call paver repair and replacement services. Typical services include furnishing of all labor, materials, tools, equipment, supplies, services, tasks, and incidental and customary work necessary to perform on-call paver repair and replacement services (both emergency and nonemergency), upgrades, installations and replacements. |

Evaluation Committee

1. Brett Edwards - Director, Campus Services
2. Dean Spaulding - Supervisor, Grounds Maintenance
3. Jeremy Lancey - Buyer, Procurement Services

Bid Amounts: First Year / Multiyear Total (if applicable)

\$500,000 / \$2,500,000 split between firms (estimated):

1. Keeley Restoration Services
2. Outlook Hardscapes

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the proposals from Keeley Restoration Services and Outlook Hardscape for a base year of \$500,000 and a total estimated expenditure of \$2,500,000, throughout the renewal options.

Cooperative Bids & Awards: \$150,000+
June 2026 Management & Finance Committee

| | |
|-------------------------|---|
| Cooperative Bid: | Steelcase Furniture - FY27 |
| Fund: | 0201 General |
| Vendors Notified: | N/A |
| Total Contract Period: | 7/1/26 - 6/30/27 |
| Award Justification: | Kansas Board of Regents Affinity Agreement & E&I Agreement #EI00140 |
| Description: | FY27 Steelcase furniture products for miscellaneous campus purchases. Circadia is the Kansas City dealer for Steelcase furniture. |

Bid Amounts: First Year / Multiyear Total (if applicable)

1. Circadia: **\$300,000 (estimated)**

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the cooperative purchase from Circadia for a total estimated expenditure of \$300,000 for FY27.

| | |
|-------------------------|---|
| Cooperative Bid: | Herman Miller and Knoll Furniture - FY27 |
| Fund: | 0201 General |
| Vendors Notified: | N/A |
| Total Contract Period: | 7/1/26 - 6/30/27 |
| Award Justification: | State of Kansas #55073 |
| Description: | FY27 Herman Miller and Knoll furniture products for miscellaneous campus purchases. John A. Marshall is the Kansas City dealer for Herman Miller and Knoll Furniture. |

Bid Amounts: First Year / Multiyear Total (if applicable)

1. John A. Marshall: \$500,000 (estimated)

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the cooperative purchase from John A. Marshall for a total estimated expenditure of \$500,000 for FY27.

| | |
|-------------------------|--|
| Cooperative Bid: | Regents Flooring |
| Fund: | 7111 Capital Outlay |
| Vendors Notified: | N/A |
| Total Contract Period: | 7/1/26 - 6/30/27 |
| Award Justification: | E&I Contracts #EI00120, #EI00122 |
| Description: | FY27 Tarkett and Interface flooring materials and installation for Campus Services projects. |

Bid Amounts: First Year / Multiyear Total (if applicable)

1. Regents Flooring: \$250,000 (estimated)

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the cooperative purchase from Regents Flooring for a total estimated expenditure of \$250,000 for FY27.

| | |
|---------------------------------|--|
| Cooperative Bid: | Dell Products - FY27 |
| Fund: | 0201 General |
| Vendors Notified: | N/A |
| Total Contract Period: | 7/1/26 - 6/30/27 |
| Award Justification (Multiple): | Midwestern Higher Education Commission #MHEC-04152022 |
| Description: | FY27 Dell ITP (Instructional Technology Plan) computers and Chromebooks. |

Bid Amounts: First Year / Multiyear Total (if applicable)

1. Dell: \$1,750,000

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the cooperative purchase from Dell for a total expenditure of \$1,750,000.

| | |
|-------------------------|------------------------------|
| Cooperative Bid: | Apple Products - FY27 |
| Fund: | 0201 General |
| Vendors Notified: | N/A |

Total Contract Period: 7/1/26 - 6/30/27
 Award Justification (Multiple): NASPO Master Price Agreement #23003
 Description: FY27 Apple ITP (Instructional Technology Plan) computers and tablets.

Bid Amounts: First Year / Multiyear Total (if applicable)

1. **Apple:** \$500,000

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the cooperative purchase from Apple for a total expenditure of \$500,000.

Cooperative Bid: Network Infrastructure Hardware - FY27

Fund: 0201 General
 Vendors Notified: N/A
 Total Contract Period: 7/1/26 - 6/30/27
 Award Justification (Multiple): Kansas Cisco NVP Data Communications (AR3227-47258)
 E&I CNR01439
 University of KS Board Regents, Affiliate - Catalog (17010729)
 State of Kansas AEPA026D Hi-Ed (#026-D)
 Description: For FY27 network infrastructure hardware, components, servers, and miscellaneous products for general campus-wide use.

Bid Amounts: First Year / Multiyear Total (if applicable)

1. **CDW-G:** \$1,500,000

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve the cooperative purchase from CDW-G for a total expenditure of \$1,500,000.

Cooperative Bid: Masonry Repairs

Fund: 7111 Capital Outlay
 Vendors Notified: N/A
 Total Contract Period: Project Completion
 Award Justification: Sourcwell ezIQC 2023 Region 2: Eastern-GC-MTS Contracting-Option 2
 (KS-R2-GC-061323-MTS)
 Description: Masonry repairs to the following buildings: SC (Student Center), WCMT (Welding, Construction, Machine Technology), and WHCA (Wylie Hospitality Culinary Academy). This includes brick repointing, brick replacement, metal flashing repairs, window steel plate replacement, joint sealant, limestone repairs and repointing.

Bid Amounts: First Year / Multiyear Total (if applicable)

1. **MTS Contracting:** **\$247,536**

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the cooperative purchase from MTS Contracting in the amount of \$247,536 with an additional 10% contingency of \$24,754 to allow for possible unforeseen costs, for a total amount of \$272,290.

| | |
|-------------------------|---|
| Cooperative Bid: | Commercial Kitchen Appliances and Equipment |
| Fund: | 2601 Student Success |
| Vendors Notified: | N/A |
| Total Contract Period: | Project Completion |
| Award Justification: | Sourcewell #063022 |
| Description: | Commercial kitchen appliance suite package and installation for the Wylie Hospitality Culinary Academy (WHCA) consisting of the following equipment and components: various sized ranges, spreader cabinets, thermostatic griddle, connector hoses, broiler, and gas fryer. This equipment suite replaces the existing commercial kitchen in WHCA 148 which is outdated and needs to be replaced. |

Bid Amounts: First Year / Multiyear Total (if applicable)

1. **TriMark Hockenberg:** **\$203,560**

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the cooperative purchase from Trimark Hockenberg for a total estimated expenditure of \$203,560 for FY26.

| | |
|---------------------------------|---|
| Cooperative Bid: | Cisco Hardware |
| Fund: | 2583 Career Technical Education Capital Outlay |
| Vendors Notified: | N/A |
| Total Contract Period: | Project Completion |
| Award Justification (multiple): | State of Kansas AEPA026D Hi-Ed (#026-D) |
| Description: | Cisco routers, switches, and firewalls (networking hardware) to replace dated equipment and to increase the capacity of the NetLab lab environment used for the Cisco Networking Academy. |

Bid Amounts: First Year / Multiyear Total (if applicable)

1. **CDW-G:** **\$265,937**

RECOMMENDATION:

It is the recommendation of the Management and Finance Committee that the Board of Trustees accept the recommendation of the college administration, to approve the cooperative purchase from CDW-G for a total expenditure of \$265,937.

Renewals: \$150,000+

June 2026 Management & Finance Committee

| | |
|------------------------|---|
| Renewal: | Campus Security Camera On-Call (C20-029-00) |
| Fund: | 0201 General |
| Renewal Option: | Extension 1; 2 of 4 (3/11/26 - 3/10/27) |
| Total Contract Period: | 3/11/20 - 3/10/27 |
| Description: | For campus-wide security camera maintenance, replacements, parts and labor on an as-needed, if-needed basis (BoT - April 2020). |

Renewal Amount

- | | |
|--|------------------|
| 1. Envision Technology Group: (estimated) | \$200,000 |
|--|------------------|

RECOMMENDATION:

It is the recommendation of the Management & Finance Committee that the Board of Trustees accept the recommendation of the college administration to approve extension 1, renewal option 2 for Envision Technology Group, for a total estimated amount of \$200,000.

Informational Items

An informational report on Bids and Awards, Cooperative Bids and Awards, Renewals, and Single Source Justifications, were provided in the Management and Finance Committee meeting materials.

The next Management and Finance Committee meeting is scheduled for Wednesday, July 1, 2026, at 8:30 AM.

MANAGEMENT AND FINANCE COMMITTEE
Working Agenda
2026

- MF-1 Review and Update Policies as Needed
- MF-2 Guide Budget Development
- Management Budget Reallocations (February, August)
 - Management Budget Adoption (May)
 - Legal Budget Publications (August)
 - Legal Budget Adoption (September)
 - Proposed Budget Calendar (October)
 - Preliminary Budget Guidelines (December)
 - Budget Updates as Needed
- MF-3 Stewardship of College Finances
- Financial Ratio Analysis (January)
- MF-4 Monitor Facilities
- Capital Infrastructure Inventory and Replacement Plan (August)
 - Capital Acquisitions and Improvements: Monthly Progress Report
 - Leases/Facilities Use Agreements
 - Review and Recommend Financial Plans for Capital Improvements
- MF-5 Monitor Procurement Services
- Procurement Reports and Recommendations
- MF-6 Monitor Information Services
- Information Services Reports (January, April, July, October)
- MF-7 Mission Continuity and Risk Management (June, December)
- MF-8 Other Items and Reports
- Compliance Program (September)
 - Institutional Advancement (March, June, August, October)
 - Management and Finance Committee Working Agenda (January)
 - Other Activities and Programs
 - Other Agreements
 - Sustainability Initiatives (May)
 - Workforce Development and Continuing Education (November)

Student Success Committee Meeting
Minutes
June 3, 2026

The Student Success Committee met at 9:30 a.m., June 3, 2026, in GEB 137. Those present were Trustee Valerie Jennings, staff; Mickey McCloud, Gurbhushan Singh, Shelli Allen, Elisa Waldman, Shelia Mauppin, Rachel Lierz, and Liz Loomis as recorder.

Review 300 Series Policies

Shelli Allen, VP Student Success and Engagement, lead the discussion on the following policies:

- Student Code of Conduct Policy 319.01
- Student Disciplinary Action Policy 319.02
- Student Complaints Policy 319.04

Redline changes to the above policies can be found on the following pages.

| Policy | Recommended Action | Material Changes |
|---|--------------------|---|
| Student Code of Conduct Policy 319.01 | Modify | The recommended changes modify the academic integrity, gambling, and sexual misconduct sections of the policy, and add language to address students submitting fraudulent or falsified information. |
| Student Disciplinary Action Policy 319.02 | Modify | The recommended changes clean up the language used in the policy. |
| Student Complaints Policy 319.04 | Modify | The recommended changes clarify that complaints about employees should be addressed by Human Resources. |

Report:

The Student Success Committee has reviewed the recommended changes to the Student Code of Conduct Policy 319.01. The recommended changes modify the academic integrity, gambling, and sexual misconduct sections of the policy, and add language to address students submitting fraudulent or falsified information.

RECOMMENDATION

It is the recommendation of the Student Success Committee that the Board of Trustees accept the recommendation of the College administration to approve modification to the Student Code of Conduct Policy 319.01, as shown subsequently in the Board packet.

Student Code of Conduct Policy 319.01

Johnson County Community College

Series: 300 Students

Section: Code of Conduct and Discipline

Applicability: This Policy applies to all students at Johnson County Community College (“JCCC” or “the College”).

Purpose: The purpose of this Policy is to set out the JCCC Student Code of Conduct (“the Code”) that students must follow.

Definitions:

“Bullying” is any intentional gesture or any intentional written, verbal, electronic or physical act or threat that is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment that a reasonable person, under the circumstances, knows or should know will have the effect of: harming an individual, whether physically or psychologically; damaging an individual’s property; placing an individual in reasonable fear of harm to the individual’s person; or placing an individual in reasonable fear of damage to the individual’s property. Bullying includes cyberbullying, which is bullying through the use of electronic means.

“Hazing” is any intentional, knowing, or reckless act committed by a person (alone or in concert with others) against another person that (i) causes or creates substantial risk of physical or psychological harm, and (ii) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a Student Organization, as defined herein. A substantial risk is more than the reasonable risk encountered in the normal course of student activities or athletic teams. The willingness of such other person to participate in the act is not a defense to an allegation of Hazing. Threatening words or conduct directed at another person, which cause that person reasonable fear of imminent physical harm, may constitute Hazing if the other elements of Hazing are met as defined by this Policy or as required by law.

“Student Organization,” for the purposes of this Policy, is an organization operating at JCCC that has two or more JCCC students as members. Student Organizations include, but are not limited to, recognized student organizations, athletic teams, club sports teams, bands, choirs, student government, and other student societies, clubs, and associations meeting on campus.

Statement:

JCCC students are expected to adhere to the Code and to all specific conditions of participation in any College sanctioned activity, event or program, including but not limited to, behavioral conditions described in contracts and agreements for athletic, academic and extra-curricular

scholarships and activities. Student participation in College-sponsored activities, events, and programs is considered a privilege and not a right.

Students are subject to the policies and operating procedures of the College. Violations of this Policy may be reported pursuant to the [Student Disciplinary Action Operating Procedure 319.02](#). The College will take interim and/or disciplinary action in accordance with the [Student Disciplinary Action Policy 319.02](#). In addition, the College may refer a student conduct matter to appropriate authorities if determined necessary by the College.

Students are required to comply with the following provisions of the Code:

1. Academic Integrity, Cheating or Plagiarism

No student shall attempt, engage in, or aid and abet behavior that, in the judgment of the faculty member for a particular class, regardless of the delivery method, is construed as a breach of academic integrity. This includes, but is not limited to, cheating, plagiarism or other forms of academic integrity violations. [A faculty member may establish reasonable penalties for academic integrity violations in the course syllabus.](#)

Examples of academic integrity violations that constitute cheating include, but are not limited to, [unauthorized use of generative artificial intelligence](#), unauthorized acquisition of tests or other academic materials and/or distribution of these materials, unauthorized sharing of answers during an exam, use of unauthorized notes or study materials during an exam, altering an exam and resubmitting it for re-grading, having another individual take an exam for a student or submit assignments in the name of a student, ~~unauthorized use of generative artificial intelligence~~, participating in unauthorized collaboration on coursework to be graded, providing false data for a research paper, using electronic equipment to transmit information to a third party to seek answers, or creating/citing false or fictitious references for a term paper. Submitting the same paper for multiple classes may also be considered cheating if not authorized by the faculty member.

[Students are responsible for creating original and accurate work. While appropriate uses of artificial intelligence will vary by field and circumstance, work generated using generative artificial intelligence products, when authorized, is not considered original and must be cited appropriately as directed by the faculty member as with all borrowed ideas, images, or wording.](#)

Examples of academic integrity violations that constitute plagiarism include, but are not limited to, any attempt to take credit for work that is not the student's own, such as using direct quotes from an author without using quotation marks or indentation in the paper, paraphrasing work that is not the student's own without giving credit to the original source of the idea, or failing to properly cite all sources in the body of the student's work. This includes use of complete or partial papers from internet paper mills or other sources of non-original work without attribution.

A faculty member may further define violations of academic integrity, cheating or plagiarism in the course syllabus.

2. Alcohol and Controlled Substances

JCCC supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendments of 1989, as stated in the [Substance Abuse Policy 320.00](#) (for students) and [Substance Abuse and Alcohol Policy 424.03](#) (for employees). In addition, the College requires students to comply with the provisions of the Kansas Controlled Substances Act (K.S.A. 65-4101, et seq.).

These laws and policies provide, in part, that no student shall consume or possess any alcoholic beverages, unlawfully manufacture, distribute, dispense, consume or possess controlled substances, or be under the influence of such substances on any College-owned, College-operated, or College-utilized facility or at any College-sponsored event or activity either on or off campus. This includes but is not limited to service-learning trips, internship experiences, clinical and practicum assignments, or any off-campus JCCC-sponsored gathering of students. All athletes who practice and compete for athletic teams at JCCC will be required to participate in the College's Drug and Alcohol Abuse Testing, Prevention and Counseling Program. Specifics of this Program are outlined within the Student Athlete Handbook. Additionally, some academic programs may require drug and/or alcohol screening as a prerequisite to admittance into the program or for placement at clinical or internship sites.

3. Assault and Battery

No student shall threaten or commit an assault or battery (including sexual offenses) [at JCCC](#) on or toward any member of the College community including its employees, students, trustees or visitors.

4. Bullying

Bullying, as defined in the definitions section of this Policy, is prohibited at JCCC.

5. Contracts

No student shall enter into a contract with an outside ~~entity agency~~ using the name of the College. Contracts entered into in violation of this rule shall be the personal responsibility and liability of the student.

6. Counterfeiting and Altering

No student shall tamper with, alter in any way, manner, shape or form, or make any unauthorized reproduction or copies of any writing, record, document of identification or any form used or

maintained by the College. No student or prospective student shall submit or attempt to submit any fraudulent or falsified information. This shall include electronic and computerized data.

7. Discrimination, Harassment or Retaliation

No student shall engage in discrimination, harassment or retaliation of another as defined and prohibited by the [Student Discrimination, Harassment or Retaliation Policy 319.05](#).

8. Disruptive Behavior

No student shall behave in a manner that is materially disruptive to the learning environment, that is likely to cause damage or actually causes damage to College property, or that endangers or infringes upon the rights, health or safety of themselves or others. Student obstruction or disruption of an educational process, administrative process or other College function is prohibited. It is the responsibility of all students to cooperate fully with officers from the JCCC Police Department, including providing valid identification upon request.

9. Dumping and Littering

No student shall deposit, dump, litter or otherwise dispose of any refuse on College property, except in duly designated refuse depositories.

10. Financial Responsibility

Students who register for classes at JCCC, or otherwise incur charges on their student accounts, are obligated to pay charges billed to the student account in accordance with the [Student Financial Responsibility Statement](#).

11. Gambling

No student shall engage in any form of illegal gambling, as defined by law (see K.S.A. 21-6403, as amended), on College-owned, College-operated, or College-utilized property, at College-sponsored events or activities either on or off campus, or through the use of College owned technology and communication systems.

12. Hazing

Hazing as defined in the definitions section of this Policy, is prohibited associated with regard to any Student Organization at JCCC is prohibited.

13. Health and Safety

Students are required to observe the health and safety rules of the College, any classroom, laboratory or other College premises, whether such procedures are written or oral rules or

directions. This shall include, but not be limited to, completing all required safety training, wearing required personal protective equipment, and following prescribed methods and procedures for utilizing ~~dangerous~~ machinery and/or handling and disposing of certain materials which may be hazardous, unstable, infectious, etc.

14. Sexual Assault, Domestic Violence, Dating Violence, ~~and Stalking~~ and Sexual Misconduct

Sexual Assault, Domestic Violence, Dating Violence and Stalking, as those terms are defined in the [Sexual Harassment Policy 650.00](#), are strictly prohibited. ~~Other types of sexual misconduct, as described in the Student Discrimination, Harassment or Retaliation Policy 319.05, are also prohibited.~~

15. Technology, Communication Systems and Electronic Devices

Students must comply with JCCC's [Use of Technology and Communication Systems Policy 510.00](#) and [Use of Technology and Communication Systems Operating Procedure 510.01](#). Specifically, students will not use College technology and communication systems:

- For illegal or criminal activity;
- To harass, defame, or stalk others;
- For ~~the~~ posting, viewing, or sending obscene or pornographic material or material that incites illegal activities;
- For unauthorized commercial or for-profit activities;
- To intentionally waste College resources and supplies;
- ~~To knowingly spread malware or viruses;~~
- ~~To knowingly transmit fraudulent or falsified information;~~
- To play games or pursue other non-academic purposes without permission;
- For the distribution, downloading, uploading, or sharing of any material, software, data, document, sound, picture, or any other file that is specified as illegal by any federal or state laws or considered to be proprietary;
- To modify, damage, destroy, or copy any data to which they are not authorized; or
- To tamper with, attempt to gain, or gain access to ~~computer~~ data to which the student has no security authorization (including, but not limited to student files, faculty files, confidential information and student record data).

Students shall not share passwords to College technology and communication systems. Passwords must be kept confidential.

Additionally, no electronic communication device shall be used in a manner that causes disruption in any instructional, learning or activity setting, during any class, or within any College-owned, College-operated, or College-utilized facilities. This includes, but is not limited to, abuse of cellular or other electronic devices as follows:

- Utilizing cellular phones or other electronic devices with photographic [or video](#) capabilities for the purposes of photographing [or video recording](#) test questions or engaging in other forms of academic misconduct, academic dishonesty or illegal activity;
- Photographing [or video recording](#) individuals in [traditionally private facilities secured areas](#) such as [restrooms lavatories](#) or locker rooms;
- Taking photographs [or video recording](#) of any individuals without obtaining appropriate consent;
- Taking unauthorized photographs [or video recordings](#) of documents; or
- Utilizing any type of electronic device to photograph, video record or audio record a course or extra-curricular activity unless permission is expressly granted by the faculty member or JCCC representative. A student may be required to complete a Recorded Lecture Agreement before receiving permission to record. Regardless, when permission is granted, students agree to use such recordings only for personal use and agree not to post such recordings on the internet; or otherwise distribute them to others. Students needing recordings of lectures for disability-related reasons should contact the [ACCESS Services Office](#) to arrange for appropriate accommodations.

16. Theft/Vandalism

Students shall not engage in ~~the~~ theft of or damage to property belonging to another person or the College. This includes tampering with coin-operated machines, defacing public property and relocating College property without proper authorization.

17. Tobacco Use and Smoking

Tobacco use, smoking and use of electronic cigarettes (and similar devices) are prohibited on or in any College facility except in outdoor designated areas. See the [Tobacco and Smoke-Free Campus Policy 621.00428.01](#) for further information.

18. Use of College Facilities

Unless otherwise allowed by JCCC policies and operating procedures, students shall not be in College-owned, College-operated, or College-utilized facilities except during times established in the academic calendar ~~and or~~ during normal College hours of operation. Students wishing to utilize College facilities at times outside of normal hours of operation must secure permission from the Office of Student Life and Leadership Development ~~or the JCCC Police Department~~.

19. Weapons

JCCC prohibits the possession or use of weapons, as defined in the [Weapons Policy 660.00](#), on campus or at off-campus activities, except as specifically authorized by the Weapons Policy 660.00, which has been adopted in accordance with the Kansas Personal and Family Protection Act, K.S.A. 75-7c01 *et seq.*, as amended and other applicable federal and state laws. Students shall at all times comply with this Policy.

20. Other Violations

Students shall not: (a) violate a federal or state law or local ordinance; (b) aid or abet any violation of federal law, state law, local ordinance, or the Code; or (c) violate any other JCCC policy, operating procedure or rule.

Date of Adoption:

Revised: 05/26/1993, 06/17/1993, 06/19/1997, 06/18/1998, 03/23/2000, 04/17/2003, 03/23/2004, 01/18/2007, 05/17/2007, 08/2/2007, 12/13/2007, 01/15/2009, 08/18/2011, 10/22/2015, 11/17/2016, 05/11/2017, 01/21/2021, 06/20/2024, 06/12/2025, ~~06/18/2026~~

Report:

The Student Success Committee has reviewed the recommended changes to the Student Disciplinary Action Policy 319.02. The recommended changes clean up the language used in the policy.

RECOMMENDATION

It is the recommendation of the Student Success Committee that the Board of Trustees accept the recommendation of the College administration to approve modification to the Student Disciplinary Action Policy 319.02, as shown subsequently in the Board packet.

Student Disciplinary Action Policy 319.02

Johnson County Community College
Series: 300 Students
Section: Code of Conduct and Discipline

Cross-Reference:

[Student Disciplinary Action Operating Procedure 319.02](#)

[Student Disciplinary Action Appeals Operating Procedure 319.03](#)

Applicability: This Policy applies to all Johnson County Community College (“JCCC” or “the College”) students.

Purpose: The purpose of this Policy is to set out the disciplinary actions the College may impose ~~(1) i)~~ upon any student found to be in violation of the JCCC Student Code of Conduct or ~~(2) ii)~~ when it is determined that a student has not acted in the best interest of other students, employees, or the College as a whole. Such disciplinary actions shall include, but are not limited to, the actions stated in this Policy below.

Statement:

The College shall determine the appropriate disciplinary action(s) based on the type and severity of behavior or violation committed. It is not required for the College to follow the listed disciplinary actions in any order or sequence.

Types of Disciplinary Actions:

1. **Warning:** A written or verbal notice to the student that the student’s behavior is unacceptable, that the student has violated the Student Code of Conduct and/or that any future violations will be subject to further disciplinary action.
2. **Probation:** A period of time during which the privilege of continuing as a JCCC student is conditioned upon the student meeting certain requirements. The conditions may include, but are not limited to, loss of privileges to which a current student would otherwise be entitled, required assignments or actions by the student, and/or an acknowledgment by the student that any additional violations of the Student Code of Conduct may result in additional discipline.
3. **Suspension:** Separation of the student from a class, program, activity, event, or any College-owned, College-operated, or College-utilized facility for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
4. **Expulsion:** Permanent separation of the student from student status from a class, program, activity, event, or any College-owned, College-operated, or College-utilized facility.

Additional Sanctions:

In addition to or in conjunction with the disciplinary actions listed above, the following non-exhaustive list of sanctions may be imposed by the College as part of a disciplinary action: mandatory training, hold on student records, academic or personal counseling, ~~participation in attendance at~~ the student assistance program, restitution and fines, required administrative meetings, medical certification/evaluation, execution of a behavioral agreement, modifications to the academic schedule, issuance of a no-contact order in relation to another individual, mandatory project or assignment (i.e., writing assignment), denial of privileges, emergency suspension, ban from JCCC campus or activities and/or community service.

Interim Measures:

Following a complaint under the [Student Disciplinary Action Operating Procedure 319.02](#), a dean in Student Success ~~and &~~ Engagement ~~or designee~~ may immediately impose interim measures, including suspension or removal where appropriate, prior to the conclusion ~~of~~ or during the pendency of the grievance process if that student's continued presence in a class, program, activity or event, or on any College-owned, College-operated, or College-utilized facility poses a significant danger to themselves or others, and/or there is reasonable cause to believe that such interim measure is required to protect lives or property or to ensure the maintenance of order.

In imposing interim measures, the dean will consider the potential consequences of the measure imposed, such as the student's inability to attend classes. The dean may allow for alternative means for the student to fulfill academic or other obligations.

A student may request review of an interim measure while it remains in effect by submitting a written request to the Office of the Vice President of Student Success ~~and &~~ Engagement. The Vice President over Student Success ~~and &~~ Engagement, Instruction or ~~designee Continuing Education~~ will review the request and determine if the interim measure will be upheld, modified or terminated. The decision of the Vice President will be final, and the interim measure process will be separate and distinct from the investigation and discipline procedure.

This section does not describe measures which may be taken in response to complaints under the [Sexual Harassment Complaint Operating Procedure 650.01](#) or the [Student Discrimination, Harassment or Retaliation Complaint Operating Procedure 319.05](#).

Student Disciplinary Complaint:

Complaints against a student for violating the Student Code of Conduct, excluding violations of the [Student Discrimination, Harassment or Retaliation Policy 319.05](#) and the [Sexual Harassment Policy 650.00](#), shall be filed and will be reviewed in accordance with the [Student Disciplinary Action Operating Procedure 319.02](#). Complaints against a student for violating other College policies shall be filed and will be reviewed in accordance with those applicable policies and operating procedures.

Date of Adoption:

Revised: 05/26/1993, 06/16/1994, 02/15/2001, 05/19/2005, 01/18/2007, 08/18/2011, 08/13/2015, 11/17/2016, 05/03/2019 (~~non-substantive revision~~~~correction only~~), 01/21/2021, 06/18/2026

Report:

The Student Success Committee has reviewed the recommended changes to the Student Complaints Policy 319.04. The recommended changes clarify that complaints about employees should be addressed by Human Resources.

RECOMMENDATION

It is the recommendation of the Student Success Committee that the Board of Trustees accept the recommendation of the College administration to approve modification to the Student Complaints Policy 319.04, as shown subsequently in the Board packet.

Student Complaints Policy 319.04

Johnson County Community College

Series: 300 Students

Section: Code of Conduct and Discipline

Applicability: This Policy applies to Johnson County Community College (“JCCC” or “the College”) students.

Purpose: The purpose of this Policy is to provide students with a fair and efficient process to present and resolve complaints relating to matters of academic and non-academic concern and to have those complaints ~~heard~~reviewed in a fair and impartial manner.

Statement:

This Policy shall be available to any student who wishes to bring forward an academic or non-academic complaint that is not covered by another avenue of redress through College policies or operating procedures. For example, the following matters can be addressed through other College policies and operating procedures and are not subject to this Policy:

1. [Sexual Harassment Policy 650.00](#) and [Sexual Harassment Complaint Operating Procedure 650.01](#) for complaints of Sexual Harassment involving a student or employee.

2. [Student Discrimination, Harassment, or Retaliation Policy 319.05](#) and [Student Discrimination, Harassment, or Retaliation Complaint Operating Procedure 319.05](#) for complaints against a student or third party.
3. [Employee Discrimination, Harassment or Retaliation Policy 420.00](#) and [Employee Discrimination, Harassment or Retaliation Complaint Operating Procedure 420.01](#) for complaints against a College employee.
4. [Student Disciplinary Action Policy 319.02](#) and [Student Disciplinary Action Operating Procedure 319.02](#) for reports of JCCC Student Code of Conduct violations against a student.
5. [Student Disciplinary Action Appeals Operating Procedure 319.03](#) for complaints regarding disciplinary action imposed upon a student.
6. [Grade Review and Appeal Policy 314.08](#) and [Grade Review and Appeal Operating Procedure 314.08](#) for complaints about grades received by a student.
7. [Tuition Refund Policy 312.01](#) and [Tuition Refund Appeal Operating Procedure 312.02](#) for complaints about tuition refunds and/or dropping a course.
8. [Financial Aid Policy 313.01](#) for complaints about financial aid eligibility.

I. Reporting and Reviewing Complaints

Complaints are best resolved if addressed early. It may be difficult to substantiate the allegations made if brought forward after significant time has passed. Complaints [about academic matters](#) must be filed with the dean of the academic department. [Complaints about non-academic matters must be reported to for academic matters or](#) the Office of the Dean of Student Services or the [JCCC Ethics Report Line JCCC KOPS Report Line \(Keeping Our People Safe\) for non-academic matters. If the complaint is about an employee, the complaint will be directed to, or coordinated with, Human Resources, as appropriate.](#)

Upon receipt of the complaint, the academic dean, ~~or~~ a dean in Student Success [and & Engagement, or designee](#) shall review the matter and ~~shall~~ collaborate with appropriate parties and personnel to review the complaint, investigate the facts and determine what, if any, appropriate actions are to be taken. The decision of the dean will be final.

It shall be considered a violation of this Policy for any student to knowingly file a false or malicious complaint. If the College believes that such a false or malicious complaint has been filed, the matter will be addressed in accordance with the College's applicable policies and operating procedures.

II. Confidentiality

Participants in the complaint resolution process should respect the matter as confidential. All information revealed and all discussions held shall be as confidential as reasonably possible within legal requirements and organizational responsibilities, and within limits allowing for the review to occur.

III. Retaliation

No employee or student shall retaliate ~~or discriminate or discriminate~~ against a ~~another employee or~~ student because of the ~~student's individual's~~ filing of or participation in the review of a complaint. Retaliation includes taking any action that may have a materially adverse impact on the student's academic success or the learning environment of the student, if such action (whether actual or threatened) is ~~taken~~ because of ~~the individual such individual~~'s filing of or participation in the review of a complaint under this Policy, whether or not such complaint is determined to be valid. Any person believing that retaliation has ~~occurred taken~~ or is taking place should immediately report the matter to the Office of the Dean of Student Services or through the [JCCC Ethics Report Line](#) ~~JCCC KOPS Report Line (Keeping Our People Safe)~~.

IV. Timeline

~~It is the goal of the College to process all complaints in a timely manner. Absent unusual circumstances, JCCC will conduct its initial review and acknowledge a complaint within seven business days of receiving the complaint.~~

Date of Adoption:

Revised: 05/26/1993, 06/17/1993, 06/16/1994, 08/22/1995, 08/18/2011, 08/13/2015, 01/21/2021, [06/18/2026](#)

Monitor Student Engagement Process

Mary Wisgirda, Dean of Mathematics and Sciences provided an update on the division. Dean Wisgirda began by sharing information about a few very popular past events which included the eclipse in 2024. She said currently students travel to Powell Observatory for viewing and the proposed new on-ground observatory will be a benefit for future students and the public. Some other highlights from Dean Wisgirda's presentation included Raptor Day for Zoology students, Friends of the Kaw for EVRN students, and the STEM Poster Symposium. EVRN students also have the opportunity to get their hands dirty digging in dirt and tracking the monarch butterflies. April is Math Awareness month and JCCC math faculty celebrated by hosting several events including the professor math battle and Dr. Miksa's presentation on "Weaving

Math into everyday life and work". Four JCCC students were the highest scorers at the American Mathematical Association of Two-Year Colleges (AMATYC). Dean Wisgirda said these events illustrate the compassion and enthusiasm for teaching the Math and Science professors possess.

The next meeting of the Student Success Committee is Wednesday, August 5, 2026.

STUDENT SUCCESS COMMITTEE
Working Agenda
2026

- SS1 Review and update policies as needed
- SS2 Monitor student engagement processes
 - Academic and student success activities
 - Education planning and development initiatives
 - Updates on academic programs
 - Updates on Strategies and Initiatives
- SS3 Monitor learning outcomes
 - Program review and assessment practices
 - Curriculum and program additions and modifications
 - Affiliation, cooperation, articulation, reverse transfer and other agreements, policies, and procedures
 - Updates on Strategies and Initiatives
- SS4 Monitor faculty development
 - Professional development programs
 - Professor emeritus and senior scholar status
 - Sabbatical appointments
 - Updates on Strategies and Initiatives
- SS5 Monitor student development
 - Student life, leadership, and development activities
 - Updates on Strategies and Initiatives
- SS6 Monitor statewide educational issues
 - Credit/non-credit JCCC partnerships
 - Kansas Board of Regents/Post -Secondary Technical Education Authority actions
 - KACCT
- SS7 Highlight technical support for learning activities
- SS8 Monitor non-credit educational activities
- SS9 Review accreditation/student success activities

Johnson County Community College
Office of the President

June 4, 2026

Treasurer's Report

Report:

The following pages contain the Treasurer's Report for the month ended April 30, 2026.

Expenditures in the primary operating funds are within approved budgetary limits.

Recommendation:

It is the recommendation of the college administration that the Board of Trustees approve the Treasurer's Report for the month of April 2026, subject to audit.

Megan Casey
Vice President & Chief Financial Officer

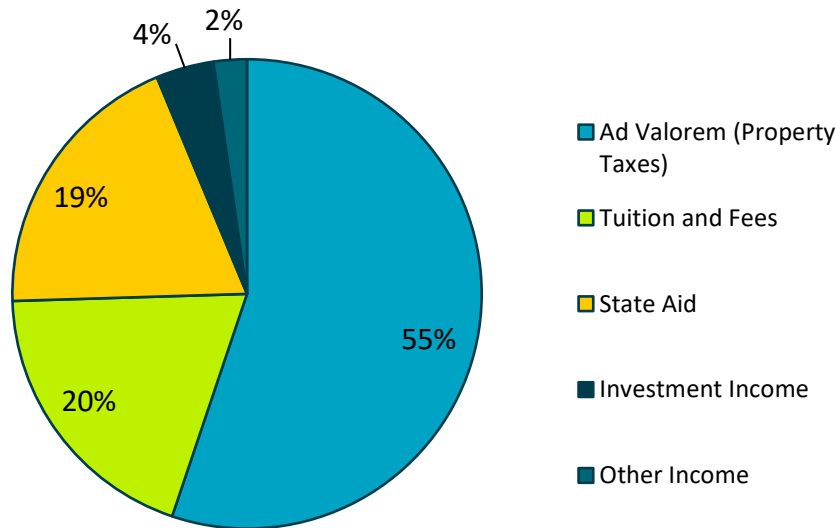
Rachel Lierz
Executive Vice President, Finance &
Administrative Services

Tony Miksa
President

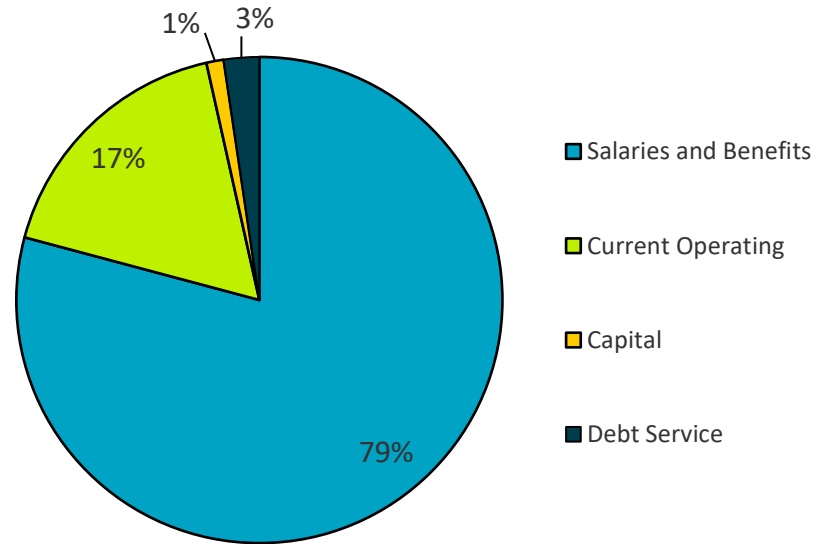
Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
General/Post-Secondary Technical Education (PTE) Funds

| | Adopted Budget 2025-2026 | Activity This Month 2025-2026 | Activity Year to Date 2025-2026 | YTD as % of Budget | Prior Year Activity to Date |
|---------------------------------------|--------------------------------|-------------------------------------|---------------------------------------|--------------------------|-----------------------------------|
| General/PTE Funds | | | | | |
| Ad Valorem (Property Taxes) | \$ 131,700,631 | \$ - | \$ 80,725,297 | 61% | \$ 77,658,566 |
| Tuition and Fees | 29,865,418 | (3,653) | 28,312,304 | 95% | 28,210,746 |
| State Aid | 27,240,819 | 7,511 | 28,103,620 | 103% | 27,242,895 |
| Investment Income | 5,500,000 | 553,415 | 5,829,264 | 106% | 6,151,098 |
| Other Income | 4,058,730 | 345,840 | 3,350,415 | 83% | 5,123,096 |
| Total Revenue | \$ 198,365,598 | \$ 903,113 | \$ 146,320,900 | 74% | \$ 144,386,401 |
| Salaries and Benefits | \$ 152,605,386 | \$ 13,669,361 | \$ 123,843,252 | 81% | \$ 113,627,364 |
| Current Operating | 41,873,958 | 2,261,598 | 27,141,881 | 65% | 26,132,850 |
| Capital | 4,640,038 | 81,575 | 1,787,652 | 39% | 2,376,375 |
| Debt Service | 3,690,488 | 750 | 3,686,769 | 100% | 3,681,979 |
| Total Expenses | \$ 202,809,869 | \$ 16,013,283 | \$ 156,459,554 | 77% | \$ 145,818,569 |
| Unencumbered Cash Rollforward: | | | | | |
| Beginning Balance | | | \$ 160,797,407 | | \$ 143,525,283 |
| Revenues Over Expenses | | | (10,138,654) | | (1,432,168) |
| Encumbrances & Other Activity | | | (9,765,262) | | (5,981,420) |
| Ending Balance | | | \$ 140,893,491 | | \$ 136,111,696 |

Actual YTD Revenues by Source



Actual YTD Expenses by Source



Two pie charts depict the sources of the actual year-to-date revenue and actual year-to-date expenses on the General Fund as a percentage of their respective totals. These charts are based on the Activity Year to Date 2025-2026 numbers.

The largest source of revenue this year to date is ad valorem (property taxes) (55%), followed by tuition and fees (20%), state aid (19%), investment income (4%) and other income (2%). The largest source of expenses this year to date is salary and benefits (79%), followed by current operating (17%), debt service (3%), and capital expenses (1%).

Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
General/Post-Secondary Technical Education (PTE) Funds
Expenditure Detail By Natural Classification

| | Adjusted Budget 2025-2026 | Activity This Month 2025-2026 | Activity Year to Date 2025-2026 | YTD as % of Budget | Prior Year Activity to Date | YTD Change from Prior Year |
|-------------------------------------|---------------------------------|-------------------------------------|---------------------------------------|--------------------------|-----------------------------------|----------------------------------|
| Salaries | \$ 110,715,886 | \$ 10,060,899 | \$ 90,811,685 | 82% | \$ 83,287,597 | 9% |
| Benefits | 41,889,500 | 3,608,462 | 33,031,567 | 79% | 30,339,767 | 9% |
| Event Officials | 94,731 | - | 77,280 | 82% | 67,008 | 15% |
| Legal Services | 150,000 | 42,956 | 114,962 | 77% | 55,239 | 108% |
| Lobbyist Services | 35,000 | 2,873 | 28,404 | 81% | 8,374 | 239% |
| Audit Services | 95,000 | - | 64,300 | 68% | 66,800 | -4% |
| Collection Costs | 61,500 | 5,729 | 54,657 | 89% | 40,209 | 36% |
| Insurance, Property/Casualty & Rel | 1,470,000 | 1,654 | 1,342,168 | 91% | 1,454,856 | -8% |
| Contracted Services | 11,026,089 | 385,314 | 5,694,738 | 52% | 5,760,164 | -1% |
| SB 155 Shared Funding Payments | 713,000 | - | 427,400 | 60% | 365,068 | 17% |
| Overnight Travel | 1,335,029 | 148,138 | 806,286 | 60% | 656,592 | 23% |
| Travel - Accreditation | 30,000 | 7,036 | 12,891 | 43% | 10,858 | 19% |
| Staff Development Training & Travel | 360,000 | 9,261 | 239,004 | 66% | 186,764 | 28% |
| Faculty Continuing Ed Grants | 35,000 | 1,256 | 31,337 | 90% | 28,381 | 10% |
| Tuition Reimbursement | 550,000 | 8,723 | 494,031 | 90% | 425,282 | 16% |
| Same Day Travel | 153,520 | 7,134 | 68,936 | 45% | 48,375 | 43% |
| Supplies and Materials | 7,447,129 | 761,178 | 5,025,534 | 67% | 4,570,279 | 10% |
| Computer Software & Licenses | 5,957,962 | 266,480 | 4,820,124 | 81% | 5,385,979 | -11% |
| Technical Training | 264,960 | 6,427 | 116,243 | 44% | 56,407 | 106% |
| Applicant Travel | 15,000 | 1,000 | 4,261 | 28% | 11,130 | -62% |
| Recruiting Travel | 53,510 | 3,778 | 28,228 | 53% | 31,865 | -11% |
| Printing, Binding & Publications | 29,319 | - | 8,699 | 30% | 23,385 | -63% |
| Advertising and Promotions | 1,134,024 | 108,282 | 813,850 | 72% | 831,116 | -2% |
| Memberships | 464,224 | 9,700 | 339,950 | 73% | 323,944 | 5% |
| Accreditation Expenses | 58,260 | 2,957 | 29,110 | 50% | 41,009 | -29% |
| Bad Debt Expense | 370,000 | - | 370,000 | 100% | 250,000 | 48% |
| Electric | 3,253,022 | 182,647 | 2,383,401 | 73% | 2,330,602 | 2% |
| Water | 238,761 | 12,686 | 193,060 | 81% | 185,952 | 4% |
| Natural Gas | 108,307 | 6,253 | 52,572 | 49% | 58,390 | -10% |
| Unified Communications | 1,064,315 | 5,771 | 1,051,176 | 99% | 431,919 | 143% |
| Gasoline | 75,000 | 7,615 | 51,546 | 69% | 49,988 | 3% |
| Content Subscriptions(Non-Software) | 577,028 | 65,015 | 462,042 | 80% | 411,402 | 12% |
| Rentals and Leases | 689,867 | 63,076 | 478,620 | 69% | 524,359 | -9% |
| Repairs and Maintenance | 854,500 | 72,695 | 449,998 | 53% | 468,717 | -4% |
| Freight | 139,140 | 13,517 | 89,086 | 64% | 111,492 | -20% |
| Special Events | 522,384 | 44,144 | 310,424 | 59% | 321,517 | -3% |
| Retirement Recognitions | 7,500 | 641 | 4,265 | 57% | 3,418 | 25% |
| Postage | 233,755 | 6,914 | 209,699 | 90% | 179,143 | 17% |
| Contingency | 512,800 | - | 13,051 | 3% | 5,388 | 142% |
| Remodeling and Renovations | 1,973,612 | 18,885 | 367,423 | 19% | 703,277 | -48% |
| Library Books | 87,000 | 8,811 | 42,560 | 49% | 84,967 | -50% |
| Furniture and Equipment | 2,189,147 | 53,878 | 1,373,431 | 63% | 1,217,284 | 13% |
| Software Subscript&Licenses >=\$10K | 37,000 | - | - | 0% | - | 0% |
| Art Acquisitions | 3,000 | - | - | 0% | - | 0% |
| Building Improvements | 1,206,718 | - | 4,237 | 0% | 370,847 | -99% |
| Income Tax | 2,500 | - | - | 0% | - | 0% |
| Grants | 646,338 | 424 | 242,078 | 37% | 251,399 | -4% |
| Foster Care & Killed on Duty Grant | 70,000 | (363) | 47,259 | 68% | 45,583 | 4% |
| Federal SEOG Match | 119,045 | 688 | 91,213 | 77% | 54,500 | 67% |
| Principal Payments | 2,410,000 | - | 2,410,000 | 100% | 2,290,000 | 5% |
| Interest Payments | 1,278,988 | - | 1,275,269 | 100% | 1,390,479 | -8% |
| Fee Payments | 1,500 | 750 | 1,500 | 100% | 1,500 | 0% |
| TOTAL EXPENSES | \$ 202,809,869 | \$ 16,013,283 | \$ 156,459,554 | 77% | \$ 145,818,569 | 7% |

Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
Adult Supplementary Education & Student Activity Funds

| | Adopted Budget 2025-2026 | Activity This Month 2025-2026 | Activity Year to Date 2025-2026 | YTD as % of Budget | Prior Year Activity to Date |
|---|--------------------------------|-------------------------------------|---------------------------------------|--------------------------|-----------------------------------|
| Adult Supplementary Education Fund | | | | | |
| Tuition and Fees | \$ 4,522,160 | \$ 351,218 | \$ 2,910,570 | 64% | \$ 4,391,076 |
| Investment Income | 110,000 | 4,642 | 68,310 | 62% | 85,453 |
| Other Income | 1,557,500 | 86,001 | 996,372 | 64% | 928,096 |
| Total Revenue | <u>\$ 6,189,660</u> | <u>\$ 441,861</u> | <u>\$ 3,975,253</u> | <u>64%</u> | <u>\$ 5,404,625</u> |
| Salaries and Benefits | \$ 2,692,866 | \$ 167,224 | \$ 1,607,169 | 60% | \$ 1,500,867 |
| Current Operating | 5,238,032 | 311,970 | 2,594,663 | 50% | 3,006,581 |
| Capital | 139,325 | 28,568 | 112,934 | 81% | - |
| Total Expenses | <u>\$ 8,070,223</u> | <u>\$ 507,762</u> | <u>\$ 4,314,766</u> | <u>53%</u> | <u>\$ 4,507,449</u> |
| Unencumbered Cash Rollforward: | | | | | |
| Beginning Balance | | | \$ 1,434,429 | | \$ 837,395 |
| Revenues Over Expenses | | | (339,513) | | 897,177 |
| Encumbrances & Other Activity | | | (755,988) | | (506,370) |
| Ending Balance | | | <u>\$ 338,928</u> | | <u>\$ 1,228,202</u> |
| Student Activity Fund | | | | | |
| Tuition and Fees | \$ 2,039,961 | \$ (1,071) | \$ 2,053,587 | 101% | \$ 2,051,120 |
| Investment Income | 99,000 | - | 19,880 | 20% | 45,897 |
| Other Income | 7,500 | 425 | 4,220 | 56% | 5,001 |
| Total Revenue | <u>\$ 2,146,461</u> | <u>\$ (646)</u> | <u>\$ 2,077,687</u> | <u>97%</u> | <u>\$ 2,102,018</u> |
| Salaries and Benefits | \$ 450,647 | \$ 26,407 | \$ 272,504 | 60% | \$ 293,961 |
| Current Operating | 1,227,569 | 155,475 | 949,212 | 77% | 922,464 |
| Grants/Scholarships | 1,467,295 | 20,713 | 1,259,355 | 86% | 1,228,807 |
| Total Expenses | <u>\$ 3,145,511</u> | <u>\$ 202,594</u> | <u>\$ 2,481,071</u> | <u>79%</u> | <u>\$ 2,445,232</u> |
| Unencumbered Cash Rollforward: | | | | | |
| Beginning Balance | | | \$ 314,081 | | \$ 896,163 |
| Revenues Over Expenses | | | (403,384) | | (343,215) |
| Encumbrances & Other Activity | | | (51,285) | | (132,269) |
| Ending Balance | | | <u>\$ (140,588)</u> | | <u>\$ 420,679</u> |

Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
Motorcycle Driver Safety & Truck Driver Training Course Funds

| | Adopted Budget 2025-2026 | Activity This Month 2025-2026 | Activity Year to Date 2025-2026 | YTD as % of Budget | Prior Year Activity to Date |
|--|--------------------------------|-------------------------------------|---------------------------------------|--------------------------|-----------------------------------|
| Motorcycle Driver Safety Fund | | | | | |
| Tuition and Fees | \$ 200,000 | \$ 23,330 | \$ 174,592 | 87% | \$ 166,947 |
| Other Income | 35,000 | - | 43,200 | 123% | 37,680 |
| Total Revenue | <u>\$ 235,000</u> | <u>\$ 23,330</u> | <u>\$ 217,792</u> | <u>93%</u> | <u>\$ 204,627</u> |
| Salaries and Benefits | \$ 149,175 | \$ 16,668 | \$ 89,355 | 60% | \$ 79,188 |
| Current Operating | 559,500 | 678 | 31,575 | 6% | 11,940 |
| Capital | - | - | - | 100% | 6,422 |
| Total Expenses | <u>\$ 708,675</u> | <u>\$ 17,346</u> | <u>\$ 120,931</u> | <u>17%</u> | <u>\$ 97,550</u> |
| Unencumbered Cash Rollforward: | | | | | |
| Beginning Balance | | | \$ 1,431,160 | | \$ 1,339,059 |
| Revenues Over Expenses | | | 96,861 | | 107,077 |
| Encumbrances & Other Activity | | | 2,140 | | (5,834) |
| Ending Balance | | | <u>\$ 1,530,161</u> | | <u>\$ 1,440,302</u> |
| Truck Driver Training Course Fund | | | | | |
| Tuition and Fees | \$ 2,260,000 | \$ 184,288 | \$ 1,779,324 | 79% | \$ 1,376,771 |
| Total Revenue | <u>\$ 2,260,000</u> | <u>\$ 184,288</u> | <u>\$ 1,779,324</u> | <u>79%</u> | <u>\$ 1,376,771</u> |
| Salaries and Benefits | \$ 1,243,805 | \$ 132,968 | \$ 1,099,952 | 88% | \$ 835,416 |
| Current Operating | 882,425 | 19,277 | 366,070 | 41% | 359,545 |
| Capital | - | - | - | 0% | - |
| Total Expenses | <u>\$ 2,126,230</u> | <u>\$ 152,244</u> | <u>\$ 1,466,021</u> | <u>69%</u> | <u>\$ 1,194,961</u> |
| Unencumbered Cash Rollforward: | | | | | |
| Beginning Balance | | | \$ 1,188,316 | | \$ 901,019 |
| Revenues Over Expenses | | | 313,303 | | 181,811 |
| Encumbrances & Other Activity | | | (213,189) | | (63,826) |
| Ending Balance | | | <u>\$ 1,288,430</u> | | <u>\$ 1,019,003</u> |

**Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
Auxiliary Enterprise Fund - Schedule 1**

| | Adopted Budget 2025-2026 | Activity This Month 2025-2026 | Activity Year to Date 2025-2026 | YTD as % of Budget | Prior Year Activity to Date |
|--|--------------------------------|-------------------------------------|---------------------------------------|--------------------------|-----------------------------------|
| Revenues | | | | | |
| Bookstore | 5,814,100 | 52,350 | 5,075,199 | 87% | 4,968,933 |
| Dining Services | 2,745,841 | 311,376 | 2,417,110 | 88% | 2,291,641 |
| Dental Hygiene | 3,000 | 457 | 1,491 | 50% | 3,774 |
| Hospitality Management & Pastry Program | 57,500 | 5,939 | 43,190 | 75% | 28,271 |
| Campus Farm | 16,500 | 458 | 12,297 | 75% | 13,859 |
| Investment Income | - | 3,824 | 14,696 | 0% | 11,894 |
| Total Revenues | \$ 8,636,941 | \$ 374,404 | \$ 7,563,982 | 88% | \$ 7,318,372 |
| Expenses | | | | | |
| Bookstore | 4,729,300 | 102,031 | 4,170,107 | 88% | 4,485,467 |
| Dining Services | 1,578,157 | 233,326 | 1,218,440 | 77% | 3,024,308 |
| Dental Hygiene | 3,000 | 240 | 1,583 | 53% | 1,701 |
| Hospitality Management & Pastry Program | 65,000 | 2,382 | 27,646 | 43% | 26,611 |
| Campus Farm | 16,500 | 435 | 9,971 | 60% | 9,575 |
| Subtotal | \$ 6,391,957 | \$ 338,414 | \$ 5,427,747 | 85% | \$ 7,547,661 |
| Other Auxiliary Services Expenses | | | | | |
| Director | - | - | - [†] | 0% | 245,263 |
| Total Expenses | \$ 6,391,957 | \$ 338,414 | \$ 5,427,747 | 85% | \$ 7,792,924 |
| Unencumbered Cash Rollforward: | | | | | |
| Beginning Balance | | | \$ (1,218,220) | | \$ (112,897) |
| Revenues Over Expenses | | | 2,136,235 | | (474,552) |
| Encumbrances & Other Activity | | | (87,622) | | (578,770) |
| Ending Balance | | | \$ 830,393 | | \$ (1,166,219) |

Auxiliary Enterprise Fund - Schedule 2

| | 2025-2026 Year to Date Net | 2024-2025 Year to Date Net | Net Change from Prior Year |
|---|----------------------------------|----------------------------------|----------------------------------|
| Bookstore | 905,092 | 483,466 | 421,626 |
| Dining Services | 1,198,670 | (732,667) | 1,931,337 |
| Dental Hygiene | (93) | 2,073 | (2,166) |
| Hospitality Management & Pastry Program | 15,544 | 1,660 | 13,883 |
| Campus Farm | 2,326 | 4,284 | (1,958) |
| | \$ 2,121,540 | \$ (241,183) | \$ 2,362,723 |

† Activity has been combined into General Fund in FY26.

Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
Plant & Other Funds

| | Adopted Budget 2025-2026 | Activity This Month 2025-2026 | Activity Year to Date 2025-2026 | YTD as % of Budget | Prior Year Activity to Date |
|---|--------------------------------|-------------------------------------|---------------------------------------|--------------------------|-----------------------------------|
| Revenue Bond Debt Service Fund | | | | | |
| Unencumbered Cash Rollforward: | | | | | |
| Balance Forward | \$ 1,128,035 | | \$ 1,128,035 | | \$ 1,273,674 |
| Total Revenue | 1,457,116 | \$ (738) | 1,473,176 | 101% | 1,471,719 |
| Total Expenses | 1,707,500 | 47,950 | 1,706,348 | 100% | 1,636,998 |
| Encumbrances & Other Activity | | | - | | - |
| Ending Balance | | | <u>\$ 894,864</u> | | <u>\$ 1,108,395</u> |
| BNSF Repair and Replacement Reserve Fund | | | | | |
| Unencumbered Cash Rollforward: | | | | | |
| Balance Forward | \$ 625,352 | | \$ 625,352 | | \$ 568,553 |
| Total Revenue | - | \$ 15,645 | 153,304 | 100% | 124,984 |
| Total Expenses | 250,000 | 7,420 | 100,079 | 40% | 20,610 |
| Encumbrances & Other Activity | | | (358,039) | | (517) |
| Ending Balance | | | <u>\$ 320,538</u> | | <u>\$ 672,409</u> |
| Capital Outlay | | | | | |
| Unencumbered Cash Rollforward: | | | | | |
| Balance Forward | \$ 11,405,639 | | \$ 11,405,639 | | \$ 10,503,994 |
| Total Revenue | 9,473,408 | \$ 51,385 | 6,002,467 | 63% | 5,630,470 |
| Total Expenses | 10,949,000 | 409,454 | 3,480,887 | 32% | 2,455,366 |
| Encumbrances & Other Activity | | | (5,957,002) | | (4,292,620) |
| Ending Balance | | | <u>\$ 7,970,217</u> | | <u>\$ 9,386,478</u> |
| Special Assessments Fund | | | | | |
| Unencumbered Cash Rollforward: | | | | | |
| Balance Forward | \$ 1,510,459 | | \$ 1,510,459 | | \$ 1,722,625 |
| Total Revenue | - | \$ - | 16,258 | 100% | 23,697 |
| Total Expenses | 300,000 | 19,624 | 207,266 | 69% | 208,322 |
| Encumbrances & Other Activity | | | (21,800) | | (27,250) |
| Ending Balance | | | <u>\$ 1,297,651</u> | | <u>\$ 1,510,750</u> |
| Campus Development Fund | | | | | |
| Unencumbered Cash Rollforward: | | | | | |
| Balance Forward | \$ 1,991,133 | | \$ 1,991,133 | | |
| Total Revenue | 874,270 | \$ (443) | 883,906 | 101% | 883,032 |
| Total Expenses | 3,175,000 | 42,310 | 113,330 | 4% | 179,788 |
| Encumbrances & Other Activity | | | (2,228,215) | | (680,652) |
| Ending Balance | | | <u>\$ 533,493</u> | | <u>\$ 1,898,898</u> |
| All Other Funds | | | | | |
| Unencumbered Cash Rollforward: | | | | | |
| Balance Forward | \$ 5,643,054 | | \$ 5,643,054 | | \$ 543,481 |
| Total Revenue | 27,269,016 | \$ 1,298,929 | 26,910,323 | 99% | 38,122,105 |
| Total Expenses | 11,210,125 | 1,498,598 | 28,674,621 | 256% | 33,964,032 |
| Encumbrances & Other Activity | | | 217,874 | | 1,391,713 |
| Ending Balance | | | <u>\$ 4,096,630</u> | | <u>\$ 6,093,268</u> |
| Grand Total All Funds | | | | | |
| Unencumbered Cash Rollforward: | | | | | |
| Balance Forward | \$ 186,116,990 | | \$ 186,250,845 | | \$ 163,874,656 |
| Total Revenue | 256,907,470 | \$ 3,291,126 | 197,374,373 | 77% | 207,048,821 |
| Total Expenses | 250,844,089 | 20,946,685 | 221,476,272 | 88% | 216,433,591 |
| Encumbrances & Other Activity | | | (2,294,738) | | 5,233,975 |
| Ending Balance | | | <u>\$ 159,854,208</u> | | <u>\$ 159,723,861</u> |

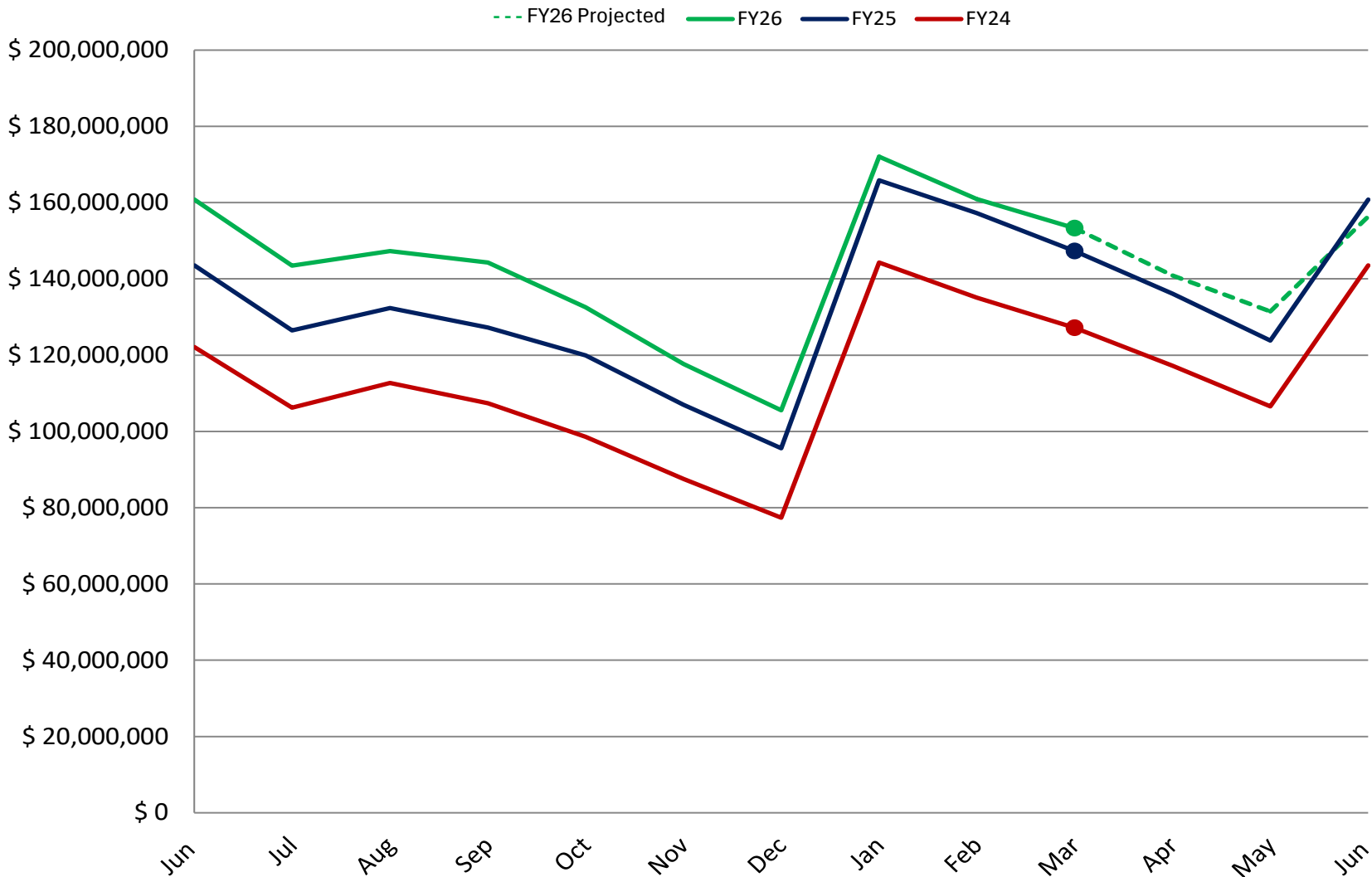
Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
Investments

| Description | Date Purchased | Date of Call/Maturity | Yield Rate | Matured This Month | Current Investments |
|-------------------|----------------|-----------------------|------------|--------------------|-----------------------|
| US Treasury Notes | 06/05/24 | 04/15/26 | 3.75% | \$ 4,945,000 | |
| US Treasury Notes | 02/18/25 | 04/15/26 | 4.16% | 5,170,000 | |
| US Treasury Notes | 01/17/25 | 04/30/26 | 4.02% | 7,284,000 | |
| US Treasury Bills | 03/16/26 | 05/14/26 | 3.41% | | \$ 5,088,000 |
| US Treasury Notes | 06/05/24 | 05/15/26 | 3.63% | | 4,945,000 |
| US Treasury Notes | 01/17/25 | 05/31/26 | 4.02% | | 7,280,000 |
| US Treasury Notes | 04/22/25 | 05/31/26 | 3.73% | | 4,031,000 |
| US Treasury Notes | 10/15/25 | 06/30/26 | 3.50% | | 5,138,000 |
| US Treasury Bills | 04/27/26 | 07/14/26 | 3.38% | | 3,022,000 |
| US Treasury Notes | 06/05/25 | 07/15/26 | 4.50% | | 6,000,000 |
| US Treasury Bills | 04/15/26 | 07/28/26 | 3.40% | | 3,030,000 |
| US Treasury Notes | 01/20/26 | 08/15/26 | 3.40% | | 6,026,000 |
| US Treasury Notes | 01/20/26 | 08/31/26 | 3.41% | | 6,079,000 |
| US Treasury Notes | 06/05/25 | 08/31/26 | 3.75% | | 6,000,000 |
| US Treasury Notes | 03/02/26 | 09/15/26 | 3.45% | | 5,137,000 |
| US Treasury Notes | 11/07/24 | 09/30/26 | 4.03% | | 2,012,000 |
| US Treasury Notes | 03/16/26 | 10/15/26 | 3.42% | | 6,083,000 |
| US Treasury Bills | 12/01/25 | 10/29/26 | 3.29% | | 6,961,000 |
| US Treasury Notes | 06/05/25 | 10/31/26 | 1.13% | | 6,500,000 |
| US Treasury Notes | 06/05/25 | 11/15/26 | 2.00% | | 6,750,000 |
| US Treasury Notes | 12/01/25 | 11/15/26 | 3.43% | | 6,663,000 |
| US Treasury Notes | 09/02/25 | 11/30/26 | 4.25% | | 5,240,000 |
| US Treasury Notes | 12/15/25 | 12/15/26 | 3.35% | | 1,500,000 |
| US Treasury Notes | 12/31/25 | 12/15/26 | 3.30% | | 5,700,000 |
| US Treasury Notes | 01/20/26 | 12/15/26 | 3.35% | | 6,000,000 |
| US Treasury Notes | 01/20/26 | 02/15/27 | 3.34% | | 6,000,000 |
| US Treasury Notes | 01/20/26 | 02/28/27 | 3.35% | | 6,000,000 |
| US Treasury Notes | 01/05/26 | 03/15/27 | 3.28% | | 6,300,000 |
| US Treasury Notes | 01/05/26 | 03/31/27 | 3.28% | | 6,300,000 |
| US Treasury Notes | 01/20/26 | 04/15/27 | 3.35% | | 6,000,000 |
| US Treasury Notes | 09/15/25 | 04/30/27 | 3.75% | | 5,150,000 |
| US Treasury Notes | 01/20/26 | 05/15/27 | 3.35% | | 6,000,000 |
| US Treasury Notes | 09/15/25 | 05/31/27 | 3.88% | | 5,150,000 |
| US Treasury Notes | 01/20/26 | 06/30/27 | 3.34% | | 6,000,000 |
| US Treasury Notes | 01/20/26 | 07/15/27 | 3.35% | | 6,000,000 |
| US Treasury Notes | 01/20/26 | 07/31/27 | 3.34% | | 6,035,000 |
| US Treasury Notes | 09/29/25 | 09/15/27 | 3.38% | | 6,081,000 |
| US Treasury Notes | 10/02/25 | 09/30/27 | 3.45% | | 4,775,000 |
| US Treasury Notes | 03/26/26 | 11/30/27 | 3.80% | | 3,000,000 |
| Grand Total | | | | | <u>\$ 193,976,000</u> |

**Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
Cash & Pooled Investment Analysis**

| Fund | Book Balance | Outstanding Commitments | Unencumbered Balance | Prior Year Unencumbered Balance |
|--|-----------------------|-------------------------|-----------------------|---------------------------------|
| General & PTE Funds | \$ 165,139,183 | \$ 24,245,692 | \$ 140,893,491 | \$ 136,111,696 |
| Adult Supplementary Education Fund | 1,317,860 | 978,932 | 338,928 | 1,228,202 |
| Student Activity Fund | (58,278) | 82,310 | (140,588) | 420,679 |
| Motorcycle Driver Safety Fund | 1,530,665 | 504 | 1,530,161 | 1,440,302 |
| Truck Driver Training Fund | 1,534,540 | 246,110 | 1,288,430 | 1,019,003 |
| Auxiliary Enterprise Funds | 1,085,676 | 255,283 | 830,393 | (1,166,219) |
| Revenue Bond Debt Service Fund | 914,682 | 19,818 | 894,864 | 1,108,395 |
| BNSF Repair and Replacement Reserve Fund | 679,095 | 358,558 | 320,538 | 672,409 |
| Capital Outlay Funds | 14,588,538 | 6,618,322 | 7,970,217 | 9,386,478 |
| Special Assessments Fund | 1,328,553 | 30,901 | 1,297,651 | 1,510,750 |
| Campus Development Fund | 2,826,715 | 2,293,222 | 533,493 | 1,898,898 |
| All Other Funds | 12,783,426 | 8,686,796 | 4,096,630 | 6,093,268 |
| Total | \$ 203,670,656 | \$ 43,816,448 | \$ 159,854,208 | \$ 159,723,861 |

**General/Post-Secondary Technical Education (PTE) Funds
Unencumbered Cash Three-Year Monthly Trend**



The line chart shows the unencumbered cash balances in the General Fund throughout the year for the last three years. For April, the ending balances were approximately \$140.9 million for 2026, \$136.1 million for 2025, and \$117.2 million for 2024. The estimated fiscal year 2026 ending balance is \$156.4 million.

**Johnson County Community College
Treasurer's Report
April 30, 2026
83.3% of Fiscal Year Expired
Foundation**

| | Activity Year to Date April 30, 2026 | Prior Year Activity To Date | \$ | Change | Change | % |
|-----------------------------------|--|-----------------------------------|----|-------------|--------|----------|
| Foundation | | | | | | |
| Contribution Income | \$ 1,992,378 | \$ 2,033,387 | | | | |
| Event Revenue | 690,617 | 776,046 | | | | |
| Investment Income | 3,150,875 | 1,568,039 | | | | |
| Other Revenue | 24,614 | 29,307 | | | | |
| Total Revenue | <u>\$ 5,858,484</u> | <u>\$ 4,406,779</u> | \$ | 1,451,704 | | 32.9 % |
| Student Assistance | \$ 1,172,226 | \$ 882,819 | | | | |
| Program Support | 263,466 | 88,464 | | | | |
| Project Support | 30,447 | 2,003,016 | | | | |
| Campus Support | 61,429 | 75,293 | | | | |
| Programming Expenses | 179,504 | 673,923 | | | | |
| General & Administrative Expenses | 473,843 | 468,697 | | | | |
| Total Expenses | <u>\$ 2,180,915</u> | <u>\$ 4,192,212</u> | \$ | (2,011,297) | | (48.0) % |
| Balance Forward | \$ 53,720,481 | \$ 51,904,214 | | | | |
| Revenues Over Expenses | <u>3,677,569</u> | <u>214,568</u> | | | | |
| Ending Balance | <u>\$ 57,398,050</u> | <u>\$ 52,118,782</u> | \$ | 5,279,268 | | 10.1 % |

Johnson County Community College
Office of the President

June 18, 2026

Affiliation, Articulation and Reverse Transfer,
Cooperative and Other Agreements

Report:

The following agreements are intended to establish contractual relationships between JCCC and other organizations but are not processed by the procurement department and/or do not involve a payment by JCCC. They are categorized below as either Affiliation Agreements, Articulation and Reverse Transfer Agreements, Cooperative Agreements, or Other Agreements.

Other Agreements

(Other contractual relationships that do not involve a payment and/or are not processed by the procurement department)

| Organization/ Individual | Program(s) | Credit/WDCE | New/Renewal and Term | Financial Impact/Additional Information |
|-------------------------------------|--|--------------------|-------------------------------------|--|
| Great Jobs KC | Workforce Development and Continuing Education | WDCE | Renewal; 7/1/2026 – 6/30/2027 | Great Jobs KC will provide scholarships and student support for certain WDCE training programs. |

Recommendation:

It is the recommendation of the College administration that the Board of Trustees authorize the College to enter into agreements as set forth above.

Rachel Lierz
Executive Vice President, Finance and
Administrative Services

Tony Miksa
President

Johnson County Community College
Office of the President

June 4, 2026

Cash Disbursement Summary

Report:

This Cash Disbursement Summary Report includes the weekly totals for accounts payable, tuition refunds, and financial aid disbursements. Supplement A to the June 18, 2026 Board Packet includes the detailed individual disbursement information.

| <u>Date</u> | <u>Control Number</u> | | <u>Amount</u> |
|--------------------------------|-----------------------|------------|------------------------|
| Accounts Payable Disbursements | | | |
| 4/30/2026 | J0226437 | P-Card ACH | 295,283.46 |
| 5/1/2026 | !0056404 - !0056477 | ACH | 517,085.26 |
| 5/1/2026 | 00729870 - 00729933 | AP | 177,374.55 |
| 5/6/2026 | W0000318 | Wire | 12,864.00 |
| 5/8/2026 | J0226512 | P-Card ACH | 152,237.90 |
| 5/8/2026 | !0056478 - !0056549 | ACH | 1,297,224.66 |
| 5/8/2026 | 00729934 - 00730022 | AP | 808,530.34 |
| 5/11/2026 | W0000319 | Wire | 1,995,939.33 |
| 5/12/2026 | W0000320 | Wire | 9,379.28 |
| 5/12/2026 | W0000321 | Wire | 1,563.22 |
| 5/15/2026 | 00730023 - 00730107 | AP | 368,169.12 |
| 5/15/2026 | !0056550 - !0056669 | ACH | 592,140.06 |
| 5/15/2026 | J0226557 | P-Card ACH | 166,447.97 |
| 5/21/2026 | W0000322 | Wire | 9,600.00 |
| 5/21/2026 | W0000323 | Wire | 2,372.00 |
| 5/22/2026 | 00730108 - 00730220 | AP | 343,489.73 |
| 5/22/2026 | !0056670 - !0056756 | ACH | 635,468.88 |
| 5/22/2026 | J0226629 | P-Card ACH | 131,324.70 |
| 5/29/2026 | 00730221 - 00730257 | AP | 163,026.48 |
| 5/29/2026 | !0056757 - !0056807 | ACH | 467,792.48 |
| 5/29/2026 | J0226660 | P-Card ACH | 138,294.50 |
| | | | <u>\$ 8,285,607.92</u> |

Tuition Refunds and Financial Aid Disbursements

| | | |
|--------------------------|---------------------|-------------------------------|
| 5/1/2026 | 10201770 - 10201803 | 26,428.55 |
| 5/8/2026 | 10201804 - 10201815 | 18,263.47 |
| 5/15/2026 | 10201816 - 10201862 | 25,142.46 |
| 5/22/2026 | 10201863 - 10201890 | 15,522.64 |
| 5/29/2026 | 10201891 - 10201910 | 18,960.34 |
| 4/25/26 - 5/29/26 | Refund ACH | 171,011.05 |
| | | <u>\$ 275,328.51</u> |
| Total Cash Disbursements | | <u><u>\$ 8,560,936.43</u></u> |

Recommendation:

It is the recommendation of the college administration that the Board of Trustees ratify the total cash disbursements as listed above and as contained in the supplement, for the total amount of \$8,560,936.43.

Megan Casey
Vice President/Chief Financial Officer

Rachel Lierz
Executive Vice President
Finance & Administrative Services

Tony Miksa
President

Johnson County Community College
Office of the President

June 18, 2026

Grants, Contracts and Awards

Report:

The following grants, contracts and awards have been approved for funding.

1. Carl Perkins Reserve Fund FY27 Kansas Talent Development Grant
Funding Agency: U.S. Department of Labor / Kansas Board of Regents
Purpose: To support faculty in the Health Care Information Systems and Medical Information & Revenue Management programs to update the existing curriculum by integrating key AI concepts.
Duration: July 1, 2026 – June 30, 2027
Grant Administrator: Lori Brooks
Amount Funded: \$41,738
JCCC Match: - 0 –
Applicant: JCCC
2. College and University Collection Care Grant
Funding Agency: Costume Society of America
Purpose: To purchase supplies to support proper storage of significant pieces donated to the JCCC Historical Fashion Collection.
Duration: July 1, 2026 – June 30, 2027
Grant Administrator: Britt Benjamin
Amount Funded: \$1,500
JCCC Match: - 0 -
Applicant: JCCC

The following grants have been submitted on behalf of the college.

1. Child Care Access Means Parents in School (CCAMPIS)
Funding Agency: U.S. Department of Education / U.S. Department of Health & Human Services

Purpose: To provide scholarships to Pell-eligible student-parents to cover part of the cost to enroll their child at the Hiersteiner Child Development Center, as well as to support professional development for the Center's staff.

Duration: October 1, 2026 - September 30, 2030

Grant Administrator: Courtney Hultgren

Amount Requested: \$971,956

JCCC Match: - 0 -

Applicant: JCCC

2. Behavioral Safety Grant FFY27

Funding Agency: U.S. Department of Transportation / Kansas Department of Transportation

Purpose: To offer two tiers of training supported by the Road Guardians, a non-profit, and accredited by the Commission on Accreditation for Prehospital Continuing Education (CAPCE).

Duration: October 1, 2026 – September 30, 2027

Grant Administrator: Jimmy Bowie

Amount Requested: \$48,247

JCCC Match: - 0 -

Applicant: JCCC

3. Carl Perkins Program Improvement Grant FY27

Funding Agency: U.S. Department of Labor / Kansas Board of Regents

Purpose: To develop more fully the academic, career and technical skills of students enrolled in career and technical education programs.

Duration: July 1, 2026 – June 30, 2027

Grant Administrator: Shelia Mauppin

Amount Requested: \$528,721

JCCC Match: - 0 -

Applicant: JCCC

Recommendation:

It is the recommendation of the college administration that the Board of Trustees approve the acceptance of these grants and authorize expenditure of funds in accordance with the terms of the grants.

Katherine B. Allen

Vice President
College Advancement & Government Affairs

Tony Miksa
President

Johnson County Community College
Office of the President

June 18, 2026

Human Resources

1. Separations

Emily Hoschouer, Assistant Professor Human Sciences, Academic Affairs, August 3, 2026.

Jeremy Lancey, Buyer, Procurement Svcs., Finance & Administrative Services, June 10, 2026.

Cameron Gullotta, Associate Professor Game Development, Academic Affairs, May 22, 2026.

Leanne Williams, ELL Instructor, Workforce Development & Continuing Education, May 18, 2026.

Michelle Marble, ELL Instructor, Workforce Development & Continuing Education, May 20, 2026.

Kaitlyn McLaughlin, ELL Instructor, Workforce Development & Continuing Education, May 20, 2026.

Kaytlynn Sprowl, ELL Instructor, Workforce Development & Continuing Education, May 20, 2026.

Kristina Terian, ELL Instructor, Workforce Development & Continuing Education, May 31, 2026.

Janae Wells, Career & Transfer Services Administrative Assistant, Student Success & Engagement, July 31, 2026.

Recommendation

It is the recommendation of the college administration that the Board of Trustees approve the above-listed separations.

2. Retirements

Luz Alvarez, Professor Foreign Language, Academic Affairs, December 18, 2026.

Recommendation

It is the recommendation of the college administration that the Board of Trustees approve the above-listed retirements.

3. Professor/Counselor Emeritus Status

The Master Agreement between Johnson County Community College (JCCC) and the JCCC Faculty Association provides for a Professor/Counselor Emeritus program to recognize and reward a bargaining unit retiree for outstanding teaching, job performance, and service to the college. The program provides an opportunity for the retiree to continue service to the college after retirement. In accordance with the procedures stipulated in the Master Agreement, the following individuals have been selected for Professor/Counselor Emeritus status:

Andrea Broomfield
B. Ted Meadows

Christina McGee
Vice-President, Human Resources

Tony Miksa
President

Johnson County Community College
Office of the President

June 18, 2026

Human Resources Addendum

1. Retirements

Pete Belk, Director of Recruitment and Enrollment Strategy, Student Success & Engagement, January 31, 2027.

Recommendation

It is the recommendation of the college administration that the Board of Trustees approve the above-listed retirement.

Christina McGee
Vice-President, Human Resources

Tony Miksa
President