

CENTRAL COMMUNITY COLLEGE BOARD OF GOVERNORS MEETING
Thursday, January 22, 2026, 1:00 PM, Central Community College Administration Board
Room

Work Session begins at 11 a.m.

A G E N D A

Central Community College reserves the right to make changes to the agenda up to 48 hours prior to the scheduled meeting. A current copy of the agenda may be obtained in the College President's Office, 3134 W. Highway 34, Grand Island, Nebraska.

1. Call to Order
Information Item
2. Roll Call
Information Item
3. Policy Items
Action Item
 - 3.a. Election of Board Officers
Action Item
 - 3.b. Appoint NCCA Representatives
Action Item
 - 3.c. Appoint Audit Committee Members
Action Item
4. Introduction of Guests
Information Item
5. Request for Discussion of Consent Items
Information Item
6. Consent Items
Consent Agenda
 - 6.a. Agenda
Consent Item
 - 6.b. Minutes
Consent Item
 - 6.c. Claims
Consent Item
 - 6.d. Financial Report
Consent Item
 - 6.e. Purchases
Consent Item
 - 6.f. Personnel
Consent Item
 - 6.g. Honorary Award Policy
Consent Item
 - 6.h. Civil Rights Procedures
Consent Item
 - 6.i. UNK License Agreement
Consent Item
 - 6.j. Legal Support for Copyright Review

- Consent Item
- 7. Partnership/Ownership
Information Item
 - 7.a. Arts, Sciences and Business Report
Action Item
- 8. Discussion of Consent/Action Items
Information Item
 - 8.a. 2026-2030 Strategic Mission, Vision, Values and Major Initiatives
Action Item
 - 8.b. Energy Technology Program Teach Out
Action Item
- 9. Reports
Information Item
 - 9.a. Dr. Gotschall's Report
Information Item
 - 9.b. Enrollment Report
Information Item
 - 9.c. Grants Report
Information Item
 - 9.d. Purchasing Report
Information Item
- 10. Executive Session
Action Item
- 11. Adjournment
Action Item

CENTRAL COMMUNITY COLLEGE
January 22, 2026, 1 p.m., Grand Island, Nebraska

AGENDA

Central Community College reserves the right to make changes to the agenda up to 48 hours prior to the scheduled meeting. A current copy of the agenda is available in the College President's Office, 3134 West Highway 34, Grand Island, Nebraska.

Agenda Item	Presenter	Time	Activity		
			Act	Disc	Info
1. Call to Order	Heiden	1:00			X
2. Roll Call	Heiden	1:01			X
3. Policy Items					
a. Election of Board Officers	Heiden	1:02	X		
b. Appoint NCCA Representatives	Aerni	1:04	X		
c. Appoint Audit Committee Members	Aerni	1:06	X		
4. Introduction of Guests	Aerni	1:08			
5. Request for Discussion of Consent Items	Aerni	1:15			X
6. Consent Items:					
a. Agenda	Aerni	1:20	X		
b. Minutes					
c. Claims					
d. Financial Report					
e. Purchases					
f. Personnel					
g. Honorary Award Policy					
h. Civil Rights Procedures					
i. UNK License Agreement					
j. Legal Support for Copyright Review					
7. Partnership/Ownership:					
a. Arts, Sciences and Business Report	Sterner	1:25			X
8. Discussion of Consent/Action Items					
a. 2026-2030 Strategic Mission, Vision, Values and Major Initiatives	Gotschall	1:45	X		
b. Energy Technology Program Teach Out	Walton	1:50	X		
9. Reports:					
a. Dr. Gotschall's Report	Gotschall	2:00			X
b. Enrollment Report	Website				
c. Grants Report	Website				
d. Purchasing Report	Website				
10. Executive Session	Aerni	2:30	X		
11. Adjournment	Aerni	3:00	X		

**CENTRAL COMMUNITY COLLEGE
Board of Governors' Meeting Minutes
November 20, 2025**

Public notice of the time and place of the Central Community College Board of Governors' meeting was given in advance to the board members, college administrators and the five daily newspapers within the 25-county area. The agenda was available to the public in the college president's office and on the CCC website, www.cccneb.edu. The college adheres to the Open Meetings Act, a copy of which is available in the college president's office.

The meeting was held in the Administration Office Board Room at Central Community College, 3134 W. Highway 34, Grand Island, Nebraska.

All supplemental documents from this meeting are available at:
<https://meeting.sparqdata.com/Public/Organization/CCC>.

Chair Linda Heiden called the Nov. 20, 2025, meeting to order at 1 p.m., with 11 board members present.

ROLL CALL

Aerni – present	Lee – present
Broekemier – present	Pirnie – present
Buss – present	Skiles – present
Davis – present	Smith – present
Heiden – present	Werner – present
Keller – present	

POLICY ITEM

College attorney Katie Sharp administered the oath of office to newly appointed member Trevor Lee.

INTRODUCTION OF GUESTS

Heiden asked college representatives to introduce guests and staff members.

REVIEWING CLAIMS FOR NEXT MEETING

Michelle Broekemier will review the claims prior to the Jan. 22, 2026, board meeting in Grand Island.

REQUEST FOR DISCUSSION OF CONSENT ITEMS

Heiden asked board members for items in the consent agenda they would like to move to discussion of consent/action items.

CONSENT ITEMS

Consent items included:

1. Agenda for Nov. 20, 2025.

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2. Minutes of the Oct. 16, 2025, Board of Governors meeting.
3. Claims for the period from Oct. 1 through Oct. 31, 2025.
4. Financial report as of Oct. 31, 2025.
5. Purchases:

Toro Groundmaster, Grand Island: The College President recommends the purchase of the mower for \$67,402.30.

Cold Storage Building, Grand Island: The College President recommends acceptance of the low acceptable bid from Cleary Building Corp. for \$64,570 to provide all labor and material for the cold storage building on the Grand Island Campus.

6. Personnel: None
7. Claims reviewers for 2026
8. Holdrege Center naming rights. The following are the naming rights proposed by the Central Community College Foundation for rooms and spaces at the new Holdrege Center:
 - Community Classroom 106 – Phelps Memorial Health Center
 - Grand Main Lobby 101 – Phelps Memorial Health Center
 - CNA Nursing Lab 121 – TBD, this space still available
 - Classroom 123 – Dale and Betty Murdoch
 - Computer Lab 118 – Roy W. & Mary L. Pearson
 - Live Video Room 114 – Embecta
 - Live Video Room 115 – In Memory of Gregory Heiden, given by Linda Heiden and Family
 - Office 111 – Becton Dickinson
 - Office 113 – Phelps County Development Corporation

MOVED BY WERNER, SECONDED BY SKILES to approve the claims, with the exception of payments to themselves, and also to approve the other consent items.

Aerni – aye	Lee – aye
Broekemier – aye	Pirnie – aye
Buss – aye	Skiles – aye
Davis – aye	Smith – aye
Heiden – aye	Werner – aye
Keller – aye	

UNANIMOUS “AYE” VOTE – MOTION CARRIED

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PUBLIC PARTICIPATION

Scott Miller stated no one had signed in for Public Participation.

PARNERSHIP/OWNERSHIP

Grand Island Campus Annual Report

Michael David, criminal justice program director, spoke about the Hornady Crime House and how it has evolved from its original concept as a supplemental activity for criminal justice students to enhance their education. CCC students from Grand Island, Columbus, Hastings and Kearney all use the inside and outside of the house to learn how to investigate crimes. In addition, officers from police departments, sheriff offices and the state patrol have all used the house for training as have canine units. Workshops have been held for high school students, civic groups and other organizations.

He mentioned the accomplishments of several students, including Asia Mason, who will graduate in December and was one of the program's first apprentices with the Grand Island Police Department and has received a conditional offer to work there.

DISCUSSION OF CONSENT/ACTION ITEMS

Financial Audit Report

Kim Pearson from Dana F. Cole & Company, LLP, shared the opinion from the independent audit. The opinion on both the financial statements and compliance testing is unmodified, which is the best result of an audit.

MOVED BY DAVIS, SECONDED BY SKILES to accept the financial audit report.

Aerni – aye	Lee – aye
Broekemier – aye	Pirnie – aye
Buss – aye	Skiles – aye
Davis – aye	Smith – aye
Heiden – aye	Werner – aye
Keller – aye	

UNANIMOUS "AYE" VOTE – MOTION CARRIED

Authorization for College President to Approve Actions in December 2025

Since the Board of Governors doesn't meet in December, Joel King asked for this authorization so Dr. Gotschall could address an issue if it might arise during the month.

MOVED BY BUSS, SECONDED BY SMITH to authorize the College President to approve actions during December 2025.

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Aerni – aye	Lee – aye
Broekemier – aye	Pirnie – aye
Buss – aye	Skiles – aye
Davis – aye	Smith – aye
Heiden – aye	Werner – aye
Keller – aye	

UNANIMOUS “AYE” VOTE – MOTION CARRIED

REPORTS

Student Success Report

No report was given.

Dr. Gotschall's Report

Dr. Gotschall reported the following:

- Attended Aksarben Ball as guest of Aksarben for our work with scholarship programming and planned apprenticeship expansion across the state.
- Attended the annual fundraiser for the Grand Island School Foundation and the Legacy dinner of the Greater Grand Island Community Foundation where the Hornady family was honored.
- Participated in multiple CCC Foundation strategic planning meetings as well as a two-day retreat.
- Participated in multiple 6 Regions/1 Nebraska meetings related to Trades on the Move, Childcare and Housing.
- Attended legislative hearing on LR261 looking at unfunded tuition waiver mandates from the state for various student groups attending higher ed. Also was invited and participated on a panel with Sen. Ibach in Lexington regarding workforce development. Attended meeting with Sen. Lippincott.
- Attended Platte Institute Annual Meeting in Lincoln regarding legislative updates and priorities.
- Hosted meetings regarding training opportunities for JBS and the new Gothenburg Fertilizer plant.
- Participated in HLC peer review training and will be participating in a mid-cycle review of another College in early December.
- Attend Governor Pillen's tailgate event and the two days of the NCCA annual meeting.
- Attended meeting with the Suzanne & Walter Scott Foundation regarding current and potential new programming.
- Participated in a special meeting for Presidents by the Higher Learning Commission and was interviewed as part of Nebraska's new P-20 study.

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- Participated in planning meeting for the Postsecondary International Network (PIN) of which I continue to serve as treasurer with CCC Foundation holding both checking and savings accounts.
- Central Community College has been named to The Princeton Review's Guide to Green Schools list for 2026. Based on real student feedback, this list celebrates the schools that go above and beyond to show their commitment to sustainability
- In mid-October, I was recognized as one of two 2025 Impact Award winners of the University of Nebraska-Lincoln's Educational Administration Department due to impact in higher education. Nice ceremony with family in attendance.

Reports from area vice presidents include:

- Completed 2+2 Transfer Pathways to UNK for elementary education, SPED, early childhood education, and middle grades education. Finalized agreement should be approved in November.
- Science faculty have begun collaborating on online and hybrid classes that have traditionally only been offered in person..
- Met with representatives from the Nebraska National Guard regarding coursework for recruits including personal health and body conditioning. We also discussed improving the credit for prior learning process for service members.
- Plans have begun for the annual Early Childhood Conference held in Grand Island each February. Last year, we had record attendance and are hoping to expand that this year.
- On October 5, 19 students were inducted into the National Adult Education Honor Society. The ceremony in Grand Island was attended by 106 people.
- The CCC Shotgun Sports team shot at the ICCAC Conference Championship in October, competing across multiple disciplines over three days. The awards included trap, fifth place out of 11 teams; doubles trap, fourth place; skeet, third place; super sporting: fourth place; doubles skeet: third place; and sporting clays, third place Kallista Joy, Logyn Jarman, Austin Holtzen and Nick Brodsky earned ICCAC All-Region honors. The team concluded the season with the Bobcat Invite when they captured second place in sporting clays and first place in trap within the Two-Year College Division. Bryce Schuster posted the Raiders' first-ever perfect 100 straight in trap competition.
- Men's soccer is waiting to see if they will be selected for an at-large bid to the national tournament in Wichita. They played the fifth-toughest schedule according to the Massey ratings and were in the most competitive region in 2025. Out of the 10 teams in our region, six were ranked in the national top 20, making it one of the most competitive regions in the country. The last seven games of the season were against NJCAA D2 Top 20 Opponents (5-1-1 record). Out of those seven games, six were against opponents in the Top 10 at some point in the rankings (4-1-1 record).
- The Grand Island Entrepreneurship Center hosted the Big Idea contest in early November with great turnout. It also started and taught the trades cohort classes on Thursday evenings. This is in partnership with GIAEDC as we are using LB840 dollars to give out

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\$3,000 at the end of the cohort. There are 14 businesses attending with two CCC students that are HVAC and will be starting their own companies once they have graduated.

- The Hastings entrepreneurship director is continuing the “Sink or Swim” podcast. The last three interviews were with the Perrys, Joy Ride Pedal Company; Mikaela Krueger, Optika; and Jeb Brant, Shelter Insurance. He also started a second podcast series with Randy Chick of the Hastings CRA titled “Downtown Revitalization” on Spotify.
- Big Idea Buffalo County was a huge success for year one with over 175 attendees and positive feedback. The winner was Ana with Gunnar’s Place, a daycare that will focus on providing care for children with disabilities or medical needs. Second place went to Alex with Renegade Removal, which focuses on dog waste removal but is expanding to indoor pets; and third place went to Kara with Social Cart, a rentable cart with different set up options for cold/warm food.
- Ord Entrepreneurship is working with the CCC culinary department to explore dual-credit and/or accreditation classes in Ord to start a workforce pipeline of restaurant employees in the Valley County region. An instructor who is willing to assist has been identified. Planning an Ord site visit in November to view potential teaching space.
- Successful productions of CCC theater, concert and band events occurred in November with a holiday concert planned for December.
- Amy Santos (PARM), Angie Eilts (MEDT), Shelly Steinkruger (DENT), Michel McKinney (MEDA), and Kerri Dey (PHRM) attended the Cambridge career fair on Oct. 8. Eilts, Steinkruger, Dey, Shawna Stump (HIMS) and Carol Hipke-Muske and Michel McKinney (MEDA) attended the Career Exploration Fair in Kearney on Oct. 15. They were able to talk to many potential students.
- MEDT’s hematology classes, taught by Janet Rasmussen, have been participating in the Cell Bowl 2025 sponsored by The Lab Lady Gill, a professor from the College of Southern Maryland. The six-week competition has regionals, playoffs and second-chance events. Student groups from medical lab programs across the country are quizzed on identifying cells from the body, including white blood cells, red blood cells, etc. As of Oct. 27, CCC’s MLT Raiders are in the JV Second Chance Playoffs event. This is the second year in a row our students have stayed in the event and made it to junior varsity.
- The HIMS program faculty is working on new standards for CAHIIM accreditation. The first phase of the standards is due in spring 2026.
- The CCC paramedicine faculty had an all-EMS instructor training development day on Nov. 8 in Grand Island. In addition to simulations, they trained on the new manikins, which include one adult male, one adult female, one child, one infant and one isimulate cardiac monitor to each campus for EMT training.
- Dr. Wanda Cloet, dental hygiene program director, was presented with the ADHA Educator of the Year on Oct. 4 in Long Beach, Calif.
- The CCC nursing is preparing for annual admission week, which is slated for seven days in late January. Due to concerns over the years of having students submit criteria paperwork to obtain the first seat, this year we will pilot a lottery system. There will be an increase of 10 students admitted to the Kearney Center for a total of 40 students which

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matches the number of students admitted in Grand Island. Columbus will attempt to sit 20 students depending on the number of qualified candidates.

- CCC was contacted by the city administrator in Superior about a location for an education hub and more research will be done to study the possibility.
- The Holdrege Center hosted the Regenerative Agriculture Conference on Nov. 11 with close to 100 in attendance.
- Dr. Crystal Ramm and CCC are working with the City of Ord to maintain and expand the pollinator garden. Fundraising is planned to buy more seeds and plant materials.
- Corey Hatt reported that he attended the NATM (state math conference) session on Oct. 3 and the NETA fall conference session on Nov. 3 and provided the NMRP Greater Nebraska Monthly Debrief on Sept. 25.
- On Sept. 30, Dan Gettinger led a CCC group meeting with Gothenburg High School about expanded programing including iMec, education, para and early childhood education. Cozad High School is interested in expanding Early College programs with more follow up planned. Dan also hosted a table at the Gothenburg Chamber after hours to share information.
- Planning and progress has been made with the relocation of the Holdrege Center with work underway to finalize construction. Preparation for data and A/V has been discussed along with furniture needs both in terms of items on order and what needs to be moved.
- The iMec program reported offering 13 sections with 218 students taking the courses in 21 high schools. CCC also presented a session at the National Science Foundation conference in Washington, D.C., this past month.
- With the government shutdown, the Federal Register hasn't been released. This is needed to create/update the required documents for verification for 2026-27. We allow about a month for students to complete verification before starting to award financial aid for the next academic year. This gives them the opportunity to submit the required documents and still be in the first awarding round. With the delay, we will wait until after December to start awarding the 2026-27 academic year.
- The Reimagining and Improving Student Education (RISE) Committee, which is focused on changes to federal loans advanced by the 1 Big Beautiful Bill Act, has reached an agreement. A couple of pertinent items within this act will affect our student population. The first is that we will be required to prorate loans based upon enrollment intensity. This means that a less-than-full-time student will not be eligible for the full loan amount. The full impact of how we will need to implement this has not been released but will go into effect July 1, 2026. The other item will be the ability to limit loan borrowing based on student cohorts. In prior years, we have not been able to decline a student on a federal loan. If they had eligibility, we had to allow them to borrow. With the new guidance, we will be given flexibility to limit borrowing. We are working with IR on data gathering to potentially propose procedures related to how we may approach limiting loan borrowing.
- The financial aid department hosted sessions at Grand Island Northwest and Lexington high schools on how to apply for financial aid. So far, those sessions have increased applications four-fold from last year.

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- Since the beginning of fall classes, the counseling services office has completed 30 new intakes, 13 crisis visits, 24 consultations, and 177 individual appointments.
- Academic Success Center director Angie Araya attended the International College Learning Center Association Conference Oct. 20-24. The focus of the conference was on artificial intelligence and how to utilize it within college learning centers.
- CCC disability services reports 665 active access plans with students.
- Six students and two advisors attended the 47th Annual National Leadership Conference on Student Government held at the end of October in Kansas City, Mo.
- A total of 355 diploma and/or degree students have been invited to participate in winter commencement on Dec. 12 at CCC-Columbus. Forty individuals who have earned a GED have been invited to attend the ceremony.

The following reports were also submitted for board review:

- Enrollment Report
- Grants Report
- Purchasing Report

EXECUTIVE SESSION

Heiden said there was no need for an executive session and requested a motion to adjourn.

ADJOURNMENT

MOVED BY SMITH, SECONDED BY BUSS to adjourn.

Aerni – aye	Lee – aye
Broekemier – aye	Pirnie – aye
Buss – aye	Skiles – aye
Davis – aye	Smith – aye
Heiden – aye	Werner – aye
Keller – aye	

UNANIMOUS “AYE” VOTE – MOTION CARRIED

Heiden declared the meeting adjourned at 1:57 p.m.

CENTRAL COMMUNITY COLLEGE

CLAIMS

For the period of November 1, 2025 thru November 30, 2025

All Funds	\$5,896,317.72
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The College President recommends approval of the total claims.

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/06/25	0523847	A-Tec Recycling Inc	EWASTE	1,487.46	1,487.46	HASTINGS
11/06/25	0523848	Christopher R. Adams	TRAVEL REIMBURSEMENT	18.20	0.00	ELS IV
11/06/25	0523850	After Hours Grafix	WINDOW LAMINATE	2,899.31	2,899.31	HASTINGS
11/06/25	0523851	All Makes Office Equip Co	MODESTY PANEL	92.68	0.00	ADMIN SERVICES
11/06/25	0523852	Amazon.Com	OFFICE SUPPLIES	121.48	0.00	GRAND ISLAND
11/06/25	0523852	Amazon.Com	GLITTER WANDS	45.76	0.00	COLUMBUS
11/06/25	0523852	Amazon.Com	COFFEE MAKER	112.00	0.00	COLUMBUS
11/06/25	0523853	Adele Louise Anderson	TRAVEL REIMBURSEMENT	46.20	0.00	ELS COLUMBUS
11/06/25	0523854	Audiiio LLC	CANCELLATION FEE	400.00	0.00	ADMIN SERVICES
11/06/25	0523855	Awards & Engraving	ENGRAVED PLATES	158.00	0.00	COLUMBUS
11/06/25	0523856	Barnes & Noble Education, Inc.	25/FA HOUSE CHARGES	880.68	0.01	COLUMBUS
11/06/25	0523857	Black Hills Energy	NATURAL GAS	1,950.21	2,194.92	COLUMBUS
11/06/25	0523857	Black Hills Energy	NATURAL GAS	99.60	2,194.92	KEARNEY
11/06/25	0523857	Black Hills Energy	NATURAL GAS	145.11	2,194.92	KEARNEY
11/06/25	0523859	Brand Associates, Inc	PROMOI ITEMS	11,958.45	11,958.45	HASTINGS
11/06/25	0523860	Lisa A Brestel	TRAVEL	58.80	0.00	COLUMBUS
11/06/25	0523862	Keith A Byrkit DbA/Byrkit Pian no Service	TUNE PIANO	155.00	0.00	COLUMBUS
11/06/25	0523863	C2 Group	WEB SUPPORT	3,800.00	3,800.00	ADMIN SERVICES
11/06/25	0523864	Carnegie Dartlet LLC	ADVERTISING	1,456.64	1,456.64	ADMIN SERVICES
11/06/25	0523865	Carolina Biological Supply Co Inc	PROGRAM SUPPLIES	728.03	0.01	GRAND ISLAND
11/06/25	0523865	Carolina Biological Supply Co Inc	PROGRAM SUPPLIES	197.09	0.01	GRAND ISLAND
11/06/25	0523866	Casey's Mail Service LLC	POSTAGE	1,215.06	1,851.62	COLUMBUS
11/06/25	0523866	Casey's Mail Service LLC	MAIL DELIVERY SRV	636.56	1,851.62	COLUMBUS
11/06/25	0523867	Central Nebraska Equipment LLC	PROGRAM SUPPLIES	4,800.00	4,800.00	HASTINGS
11/06/25	0523868	Chartwells Dining Services	CATERING	430.05	2,340.01	COLUMBUS
11/06/25	0523868	Chartwells Dining Services	CATERING	469.36	2,340.01	HASTINGS
11/06/25	0523868	Chartwells Dining Services	CATERING	393.45	2,340.01	COLUMBUS
11/06/25	0523868	Chartwells Dining Services	CATERING	83.00	2,340.01	ADMIN SERVICES
11/06/25	0523868	Chartwells Dining Services	CATERING	872.65	2,340.01	ADMIN SERVICES
11/06/25	0523868	Chartwells Dining Services	CATERING	18.30	2,340.01	COLUMBUS
11/06/25	0523868	Chartwells Dining Services	CATERING	54.90	2,340.01	ADMIN SERVICES
11/06/25	0523868	Chartwells Dining Services	CATERING	18.30	2,340.01	COLUMBUS
11/06/25	0523869	Rochelle E. Clement	CLASS INSTRUCTOR	650.00	0.01	ELS GRAND ISLAND
11/06/25	0523870	Cloudburst Lawn and Sprinkler	SPRINKLER REPAIR	6,275.00	6,275.00	HASTINGS
11/06/25	0523871	Cole Parmer Instrument Co	PROGRAM SUPPLIES	962.01	0.01	COLUMBUS
11/06/25	0523872	City of Columbus	WATER/SEWER	4,054.15	4,054.15	COLUMBUS
11/06/25	0523873	City of Columbus	HOUSEHOLD WASTE	48.99	0.00	COLUMBUS
11/06/25	0523874	Columbus Telegram	DISPLAY ADS	549.78	0.01	ADMIN SERVICES
11/06/25	0523875	Columbus Telegram	ADVERTISING	116.00	0.00	COLUMBUS
11/06/25	0523876	Columbus Telegram	SUBSCRIPTION RENEWAL	765.99	0.01	COLUMBUS
11/06/25	0523877	Comfort Inn	LODGING	110.00	0.00	COLUMBUS
11/06/25	0523878	Connoisseur Media-Columbus	RADIO ADVERTISING	680.00	0.01	COLUMBUS
11/06/25	0523879	Constellation NewEnergy Gas Di	NATURAL GAS	507.14	0.01	COLUMBUS

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
		ivision				
11/06/25	0523880	County Line Striping, LLC	PAVEMENT PAINTING	5,510.00	5,510.00	HASTINGS
11/06/25	0523881	Creative Imaging Displays LLC	DISPLAY KITS	3,695.54	3,695.54	HASTINGS
11/06/25	0523883	Culligan	EQUIP RENTAL/WATER	284.85	0.00	HASTINGS
11/06/25	0523884	Culligan of Kearney	SALT	79.00	0.00	KEARNEY
11/06/25	0523885	Michael A. David	TRAVEL REIMBURSEMENT	184.10	0.00	GRAND ISLAND
11/06/25	0523886	Timber R. Dejager	MILEAGE	112.00	0.00	ELS COLUMBUS
11/06/25	0523887	Department of Health and Human	RADIATION FEE	36.67	0.00	HASTINGS
11/06/25	0523888	Eakes Office Solutions	FURNITURE	1,326.72	10,489.43	KEARNEY
11/06/25	0523888	Eakes Office Solutions	SCRUBBER	9,045.00	10,489.43	GRAND ISLAND
11/06/25	0523888	Eakes Office Solutions	MAINTENANCE SUPPLIES	117.71	10,489.43	HASTINGS
11/06/25	0523889	Elite Sportswear Lp	CHEER BAGS	884.85	0.01	COLUMBUS
11/06/25	0523890	Tanner J. Ellicott	MILEAGE	180.90	0.00	ELS IV
11/06/25	0523891	Daniel L Eschliman Db/Dan's T Tree Service	TREE CHIPPING	1,200.00	1,200.00	COLUMBUS
11/06/25	0523892	Fas-Break Windshield Repair	WINDSHIELD REP[AIR	120.00	0.00	COLUMBUS
11/06/25	0523893	Field Paper Company	PAPER	1,680.00	1,680.00	GRAND ISLAND
11/06/25	0523894	FleetPride Inc	TRUK REPAIRS	543.66	0.01	HASTINGS
11/06/25	0523897	Douglas J. Glaze	TRAVEL REIMBURSEMENT	18.20	0.00	ELS IV
11/06/25	0523900	Grainger	FLOOR TAPE	118.29	0.00	HASTINGS
11/06/25	0523900	Grainger	DOOR STOPS	27.50	0.00	HASTINGS
11/06/25	0523900	Grainger	FUSES	130.05	0.00	HASTINGS
11/06/25	0523900	Grainger	DIGITAL TRANSMITTER	221.38	0.00	KEARNEY
11/06/25	0523901	Grand Island Family Radio Lega acy Communications LLC	ADVERTISING	2,376.00	2,376.00	ADMIN SERVICES
11/06/25	0523902	Grand Island Independent	CLASSIFIED ADS	2,183.28	2,183.28	ADMIN SERVICES
11/06/25	0523904	Hastings Utilities	CONST HOUSE UTILITY	20.53	0.00	HASTINGS
11/06/25	0523905	HD Supply Inc. Db HD Supply F Facili	JANITORIAL SUPPLIES	10,392.40	11,373.13	HASTINGS
11/06/25	0523905	HD Supply Inc. Db HD Supply F Facili	JANITORIAL SUPPLIES	980.73	11,373.13	GRAND ISLAND
11/06/25	0523906	Hobart Sales & Service Inc	DISHWASHER REPAIR	2,709.94	2,709.94	COLUMBUS
11/06/25	0523907	City of Holdrege	ELECTRIC	374.48	0.00	KEARNEY
11/06/25	0523907	City of Holdrege	WATER/SEWER	58.36	0.00	KEARNEY
11/06/25	0523908	Holdrege Rotary Club	QTRLY DUES	175.50	0.00	ADMIN SERVICES
11/06/25	0523909	Holdrege Soft Water Service	SALT	756.00	0.01	HASTINGS
11/06/25	0523910	Kerri J. Hoppe	CLASS INSTRUCTOR	140.00	0.00	ELS COLUMBUS
11/06/25	0523911	Mary C. Howard	CLASS INSTRUCTOR	150.00	0.00	ELS GRAND ISLAND
11/06/25	0523912	HP Inc.	DOCKING STATION	245.00	0.01	ADMIN SERVICES
11/06/25	0523912	HP Inc.	MONITORS	440.00	0.01	ADMIN SERVICES
11/06/25	0523913	Ingersoll Rand Company	AIR COMPRESSOR REPAI	3,669.38	3,669.38	HASTINGS
11/06/25	0523914	Innerface Architectural Signag ge Inc	DIGITAL DECAL	105.51	0.00	KEARNEY
11/06/25	0523915	Iowa Community College Athleti ic Conference	BAT STICKERS	15.03	0.00	COLUMBUS
11/06/25	0523917	Island Supply Welding Co	INDUSTRIAL GASES	3,104.44	5,820.72	HASTINGS

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/06/25	0523917	Island Supply Welding Co	INDUSTRIAL GASES	22.05	5,820.72	HASTINGS
11/06/25	0523917	Island Supply Welding Co	INDUSTRIAL GASES	173.65	5,820.72	HASTINGS
11/06/25	0523917	Island Supply Welding Co	INDUSTRIAL GASES	25.20	5,820.72	HASTINGS
11/06/25	0523917	Island Supply Welding Co	INDUSTRIAL GASES	25.20	5,820.72	HASTINGS
11/06/25	0523917	Island Supply Welding Co	MEDICAL GASES	74.30	5,820.72	HASTINGS
11/06/25	0523917	Island Supply Welding Co	INDUSTRIAL GASES	9.45	5,820.72	HASTINGS
11/06/25	0523917	Island Supply Welding Co	INDUSTRIAL GASES	2,386.43	5,820.72	GRAND ISLAND
11/06/25	0523918	Jackson Services Inc	LAUNDRY SERVICE	233.08	0.00	HASTINGS
11/06/25	0523919	Jackson Services Inc	LAUNDRY SERVICE	51.64	0.00	HASTINGS
11/06/25	0523920	Jackson Services Inc	LAUNDRY SERVICE	251.24	0.00	HASTINGS
11/06/25	0523921	Jackson Services Inc	INV:5659366, 5665274	100.88	0.00	HASTINGS
11/06/25	0523922	Jackson Services Inc	LAUNDRY SERVICE	273.96	0.00	HASTINGS
11/06/25	0523923	Jackson Services Inc	LAUNDRY SERVICE	273.94	0.00	HASTINGS
11/06/25	0523924	Jackson Services Inc	LAUNDRY SERVICE	47.44	0.00	HASTINGS
11/06/25	0523925	Jackson Services Inc	LAUNDRY SERVICE	241.08	0.00	HASTINGS
11/06/25	0523926	Jackson Services Inc	LAUNDRY SERVICE	7.58	0.00	HASTINGS
11/06/25	0523927	Jackson Services Inc	LAUNDRY SERVICE	27.38	0.00	HASTINGS
11/06/25	0523928	Jackson Services Inc	LAUNDRY SERVICE	95.16	0.00	HASTINGS
11/06/25	0523929	Jackson Services Inc	LAUNDRY SERVICE	335.05	0.00	KEARNEY
11/06/25	0523930	Jackson Services Inc	LAUNDRY SERVICE	304.84	0.00	GRAND ISLAND
11/06/25	0523931	Jackson Services Inc	LAUNDRY SERVICE	1,933.59	1,933.59	ADMIN SERVICES
11/06/25	0523932	Jackson Services Inc	LAUNDRY SERVICE	1,354.86	1,354.86	HASTINGS
11/06/25	0523933	Jackson Services Inc	LAUNDRY SERVICE	1,442.12	1,442.12	HASTINGS
11/06/25	0523934	Jackson Services Inc	LAUNDRY SERVICE	12.94	0.00	HASTINGS
11/06/25	0523935	Jackson Services Inc	LAUNDRY SERVICE	119.05	0.00	COLUMBUS
11/06/25	0523937	Kanopy LLC	PDA BALANCE	2,000.00	2,000.00	ADMIN SERVICES
11/06/25	0523938	Arun Chary Karnakanti	TRAVEL REIMBURSEMENT	135.00	0.00	ADMIN SERVICES
11/06/25	0523939	Neil K. Kloppenborg	TRAVEL REIMBURSEMENT	18.20	0.00	ELS IV
11/06/25	0523941	Krvn-Fm	ADVERTISING	560.00	0.01	ADMIN SERVICES
11/06/25	0523942	Steve Lammers	PIVOT REPAIRS	6,074.98	6,074.98	HASTINGS
11/06/25	0523944	Samuel Lewman	CLASS INSTRUCTOR	440.00	0.00	ELS GRAND ISLAND
11/06/25	0523945	Lincoln Electric Company	LAB SUPPLIES	277.50	0.00	GRAND ISLAND
11/06/25	0523947	Loup Power District	REPLACE TRANSFORMER	33,291.27	33,291.27	COLUMBUS
11/06/25	0523948	Sally Lukas	CLASS INSTRUCTOR	600.00	0.01	ELS GRAND ISLAND
11/06/25	0523951	Matheson-Linweld	LAB SUPPLIES	123.46	0.00	HASTINGS
11/06/25	0523952	Matheson-Linweld	LAB SUPPLIES	1,771.34	1,771.34	COLUMBUS
11/06/25	0523953	Matheson-Linweld	LAB SUPPLIES	496.66	0.00	COLUMBUS
11/06/25	0523954	Matheson-Linweld	LAB SUPPLIES	1,483.24	1,483.24	COLUMBUS
11/06/25	0523955	Mid Plains Construction Co	OTA HVAC	31,785.65	31,785.65	GRAND ISLAND
11/06/25	0523957	Nathan P Jones	CLASS INSTRUCTOR	300.00	0.00	ELS COLUMBUS
11/06/25	0523958	Nebraska Golf & Turf	CART REPAIR	278.39	0.00	HASTINGS
11/06/25	0523959	No Comparison Cleaning Inc	CUSTODIAL SERVICES	1,050.00	11,315.00	KEARNEY
11/06/25	0523959	No Comparison Cleaning Inc	CUSTODIAL SERVICES	9,780.00	11,315.00	KEARNEY
11/06/25	0523959	No Comparison Cleaning Inc	CUSTODIAL SERVICES	485.00	11,315.00	KEARNEY
11/06/25	0523960	Northwestern Energy	NATURAL GAS	15.66	0.00	GRAND ISLAND
11/06/25	0523961	NRG Media LLC	ADVERTISING	520.00	0.01	ADMIN SERVICES

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/06/25	0523962	NRG Media LLC	ADVERTISING	520.00	0.01	ADMIN SERVICES
11/06/25	0523963	NRG Media LLC	ADVERTISING	520.00	0.01	ADMIN SERVICES
11/06/25	0523964	Occupational Health Services	DRUG TESTING	473.00	0.00	COLUMBUS
11/06/25	0523965	One Source the Background Check Company Inc	BACKGROUND CHECKS	1,217.80	1,217.80	ADMIN SERVICES
11/06/25	0523966	Online Computer Library Center	HOSTING SERVICE	3,739.57	3,739.57	ADMIN SERVICES
11/06/25	0523968	Patterson Dental Company Inc	LAB SUPPLIES	100.38	0.00	HASTINGS
11/06/25	0523969	Patterson Dental Company Inc	LAB SUPPLIES	402.57	0.00	HASTINGS
11/06/25	0523970	Patterson Dental Company Inc	LAB SUPPLIES	371.90	0.00	HASTINGS
11/06/25	0523971	Pearson Education	BRIEF KITS	371.00	0.00	GRAND ISLAND
11/06/25	0523972	Penn Tool Company	LAB SUPPLIES	6,980.25	6,980.25	ADMIN SERVICES
11/06/25	0523974	Phelps County Development Corporation	BANQUET TICKETS	100.00	0.00	ELS IV
11/06/25	0523975	PrestoSports, LLC	WEBSITE SERVICES	3,865.00	3,865.00	ADMIN SERVICES
11/06/25	0523976	Quality Sound & Communications Inc	MUSIC RENTAL	135.00	0.00	ADMIN SERVICES
11/06/25	0523980	Veronica L. Rosman/Have Cricut Will	CLASS INSTRUCTOR	585.00	0.01	ELS GRAND ISLAND
11/06/25	0523981	Alexandria M. Schreiner	PRESENTER FEE	1,000.00	1,000.00	HASTINGS
11/06/25	0523982	Shelton-DeHaan Co	EQUIP. MAINT.	199.00	0.00	COLUMBUS
11/06/25	0523984	Staples Advantage	OFFICE SUPPLIES	98.82	0.00	ADMIN SERVICES
11/06/25	0523985	Staples Advantage	OFFICE SUPPLIES	113.20	0.00	COLUMBUS
11/06/25	0523986	Staples Advantage	OFFICE SUPPLIES	13.05	0.00	COLUMBUS
11/06/25	0523987	Staples Advantage	OFFICE SUPPLIES	23.04	0.00	HASTINGS
11/06/25	0523988	Staples Advantage	OFFICE SUPPLIES	118.02	0.00	ADMIN SERVICES
11/06/25	0523989	Staples Advantage	OFFICE SUPPLIES	11.98	0.00	COLUMBUS
11/06/25	0523990	Staples Advantage	OFFICE SUPPLIES	98.33	0.00	HASTINGS
11/06/25	0523991	Staples Advantage	OFFICE SUPPLIES	44.80	0.00	COLUMBUS
11/06/25	0523992	Staples Advantage	OFFICE SUPPLIES	36.64	0.00	ADMIN SERVICES
11/06/25	0523993	Staples Advantage	OFFICE SUPPLIES	32.72	0.00	ADMIN SERVICES
11/06/25	0523994	Staples Advantage	OFFICE SUPPLIES	71.58	0.00	ADMIN SERVICES
11/06/25	0523995	Cassandra E. Stenka	TRAVEL REIMBURSEMENT	35.00	0.00	ADMIN SERVICES
11/06/25	0523996	Sara K Stevens-Stehl	TRAVEL REIMBURSEMENT	210.70	0.00	ELS IV
11/06/25	0523998	Kathryn I. Strecker	TRAVEL REIMBURSEMENT	673.40	0.01	ADMIN SERVICES
11/06/25	0523999	T-Bone Truck Stop Inc	FACILITIES FUEL	975.84	0.01	COLUMBUS
11/06/25	0524000	Vision Service Plan	INSURANCE PREMIUM	2,404.00	6,980.78	ADMIN SERVICES
11/06/25	0524000	Vision Service Plan	INSURANCE PREMIUM	4,576.78	6,980.78	ADMIN SERVICES
11/06/25	0524002	Wells Fargo	LODGING	936.32	0.01	COLUMBUS
11/06/25	0524003	Wilkins Architecture Design Plannin	PEC ROOF	1,429.54	37,509.54	COLUMBUS
11/06/25	0524003	Wilkins Architecture Design Plannin	PHELPS REMODEL	1,080.00	37,509.54	HASTINGS
11/06/25	0524003	Wilkins Architecture Design Plannin	PEC REMODEL	35,000.00	37,509.54	COLUMBUS
11/13/25	0524004	Alertus Technologies, LLC	MARQUEE	1,759.00	1,759.00	ADMIN SERVICES
11/13/25	0524005	Allied Universal Security Services	SECURITY SRV	101,355.58	101,355.58	ADMIN SERVICES

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
		vices				
11/13/25	0524006	Amazon.Com	IT SUPPLIES	433.39	9,966.88	ADMIN SERVICES
11/13/25	0524006	Amazon.Com	PORTABLE SCANNER	27.54	9,966.88	ELS GRAND ISLAND
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	792.38	9,966.88	ADMIN SERVICES
11/13/25	0524006	Amazon.Com	BRITA PITCHER & FILTER	58.61	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	SOFTWARE	999.98	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	COLLAPSIBLE WAGON	39.98	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	37.78	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	WEBCAM	69.99	9,966.88	ADMIN SERVICES
11/13/25	0524006	Amazon.Com	MAINTENANCE SUPPLIES	148.35	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	1,453.95	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	168.17	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	234.00	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	BOOKS	143.27	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	233.24	9,966.88	ELS COLUMBUS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	145.67	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	32.06	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	1,943.94	9,966.88	ADMIN SERVICES
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	57.07	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	57.45	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	MAINTENANCE SUPPLIES	219.02	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	88.79	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PORTABLE SCANNER	159.00	9,966.88	ELS GRAND ISLAND
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	146.44	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	25.52	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	76.58	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	MARKERS	7.49	9,966.88	GRAND ISLAND
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	36.99	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	54.29	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	30.00	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	130.08	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	31.31	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	674.96	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	KEYBOARD CASE	109.99	9,966.88	ADMIN SERVICES
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	143.75	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	LAPTOP CHARGER	19.99	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	120.71	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	18.98	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	LIBRARY BOOKS	262.88	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	196.62	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	UTILITY WAGON	104.79	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	BLUETOOTH MOUSE	15.99	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	WIRLESS MOUSE	33.99	9,966.88	COLUMBUS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	46.10	9,966.88	HASTINGS
11/13/25	0524006	Amazon.Com	PROGRAM SUPPLIES	135.80	9,966.88	ELS COLUMBUS
11/13/25	0524007	American Association of Commun	MEMBERSHIP DUES	9,207.00	9,207.00	ADMIN SERVICES

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
		nity Colleges				
11/13/25	0524013	Barnes & Noble Education, Inc.	TEXTBOOKS	926.94	52,447.46	HASTINGS
11/13/25	0524013	Barnes & Noble Education, Inc.	PELL BOOK CHRGS -FA25	51,520.52	52,447.46	AREA WIDE
11/13/25	0524014	Barnhill Piano Service	PIANO TUNING	300.00	0.00	COLUMBUS
11/13/25	0524018	Black Hills Energy	NATURAL GAS	93.30	0.00	COLUMBUS
11/13/25	0524018	Black Hills Energy	NATURAL GAS	97.47	0.00	KEARNEY
11/13/25	0524020	Bosselman Energy Inc.	HEOT FUEL	8,649.62	12,894.95	HASTINGS
11/13/25	0524020	Bosselman Energy Inc.	DIESEL FUEL	4,245.33	12,894.95	HASTINGS
11/13/25	0524022	Taylor Erin Brase	TRAVEL REIMBURSEMENT	212.10	0.00	GRAND ISLAND
11/13/25	0524027	BSN Sports, LLC	ATHLETIC APPAREL	1,168.33	1,168.33	COLUMBUS
11/13/25	0524028	Erica J Buescher	RESEARCH	1,792.00	1,792.00	HASTINGS
11/13/25	0524029	Capital Sanitary Supply Co Inc	JANITORIALEQUIP	28,831.37	28,831.37	COLUMBUS
11/13/25	0524030	CCC Foundation	PAYROLL DEDUCTION	3,709.13	3,709.13	AREA WIDE
11/13/25	0524031	Cdw Computer Centers	IPAD MINI	1,787.04	1,787.04	ADMIN SERVICES
11/13/25	0524032	Central Neb Water Cond Inc	SALT	190.90	0.00	GRAND ISLAND
11/13/25	0524033	Chad Combined Health Agencies	PAYROLL DEDUCTION	184.17	0.00	AREA WIDE
11/13/25	0524034	Columbus Area Chamber of Commerce	ADVERTISING-SPORTS CALENDARS	1,800.00	1,800.00	COLUMBUS
11/13/25	0524035	Chartwells Dining Services	CATERING	1,656.15	220,090.38	HASTINGS
11/13/25	0524035	Chartwells Dining Services	CATERING	48.54	220,090.38	COLUMBUS
11/13/25	0524035	Chartwells Dining Services	CATERING	149.45	220,090.38	HASTINGS
11/13/25	0524035	Chartwells Dining Services	CATERING	54.90	220,090.38	HASTINGS
11/13/25	0524035	Chartwells Dining Services	CATERING	283.65	220,090.38	COLUMBUS
11/13/25	0524035	Chartwells Dining Services	CATERING	555.00	220,090.38	HASTINGS
11/13/25	0524035	Chartwells Dining Services	CATERING	39.95	220,090.38	HASTINGS
11/13/25	0524035	Chartwells Dining Services	CATERING	27.45	220,090.38	HASTINGS
11/13/25	0524035	Chartwells Dining Services	RESIDENT DINING	98,085.31	220,090.38	ADMIN SERVICES
11/13/25	0524035	Chartwells Dining Services	CATERING	2,154.00	220,090.38	HASTINGS
11/13/25	0524035	Chartwells Dining Services	RESIDENT DINING	58,777.78	220,090.38	ADMIN SERVICES
11/13/25	0524035	Chartwells Dining Services	RESIDENT DINING	58,038.60	220,090.38	ADMIN SERVICES
11/13/25	0524035	Chartwells Dining Services	CATERING	219.60	220,090.38	COLUMBUS
11/13/25	0524036	Cheese and Wine Shop	PRESENTER FEES	595.00	0.01	ELS HASTINGS
11/13/25	0524038	Clinical Supply Company	EXAM GLOVES	111.00	0.00	HASTINGS
11/13/25	0524039	Coca Cola Bottling Company	PROTEIN DRINKS	1,149.34	1,994.65	ADMIN SERVICES
11/13/25	0524039	Coca Cola Bottling Company	CONCESSIONS	502.86	1,994.65	COLUMBUS
11/13/25	0524039	Coca Cola Bottling Company	BEVERAGES	342.45	1,994.65	HASTINGS
11/13/25	0524040	Colfax County Clerk	GARNISHMENT	28.39	0.00	AREA WIDE
11/13/25	0524041	Columbus Area United Way	UW PAYROLL DEDUCTIONS	255.26	0.00	AREA WIDE
11/13/25	0524042	Columbus Credit Services	COLLECTION FEES	137.20	0.00	ADMIN SERVICES
11/13/25	0524043	Columbus Heating & Air Conditioning	HVAC SOUTH DORM	37,986.26	37,986.26	COLUMBUS
11/13/25	0524044	Comfort Inn	LODGING	98.00	0.00	COLUMBUS
11/13/25	0524045	Commission on Accreditation for Health Info & Info Mgmt Edu	MAINTENANCE FEE	3,800.00	3,800.00	GRAND ISLAND
11/13/25	0524046	Commonwealth Electric Company of th	FIELD LIGHTING	122,039.10	122,039.10	COLUMBUS

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11/13/25	0524047	Credit Management Services Inc	COLLECTION FEES	51.84	0.00	ADMIN SERVICES
11/13/25	0524048	Culligan of Columbus	WATER & SRV CALL	66.00	0.00	COLUMBUS
11/13/25	0524049	Michael A. David	CRIME HOUSE PROPS	80.00	0.00	GRAND ISLAND
11/13/25	0524050	DiaMedical USA Equipment LLC	PROGRAM SUPPLIES	238.29	0.00	KEARNEY
11/13/25	0524051	Electronic Systems Inc	ALARM REPAIR	300.00	2,438.40	GRAND ISLAND
11/13/25	0524051	Electronic Systems Inc	SMOKE DETECTOR REPAIR	221.20	2,438.40	GRAND ISLAND
11/13/25	0524051	Electronic Systems Inc	DUCT DETECTOR REPAIR	637.20	2,438.40	GRAND ISLAND
11/13/25	0524051	Electronic Systems Inc	SMOKE DECTECTOR REPAIR	441.40	2,438.40	GRAND ISLAND
11/13/25	0524051	Electronic Systems Inc	DUCT DETECTOR REPAIR	477.40	2,438.40	GRAND ISLAND
11/13/25	0524051	Electronic Systems Inc	DUCT DETECTOR REPAIR	361.20	2,438.40	GRAND ISLAND
11/13/25	0524052	Elevate Oral Care	PROGRAM SUPPLIES	517.50	0.01	HASTINGS
11/13/25	0524054	Emerson LLLP	SUPPORT RENEWAL	3,390.00	3,390.00	COLUMBUS
11/13/25	0524056	Formlabs, Inc	PROGRAM SUPPLIES	361.88	0.00	HASTINGS
11/13/25	0524058	Grand Island Area United Way	UW DEDUCTIONS	282.18	0.00	AREA WIDE
11/13/25	0524059	Grunwald Mechanical Contractor rs & E	DAWSON CHILLER	9,834.21	74,574.27	HASTINGS
11/13/25	0524059	Grunwald Mechanical Contractor rs & E	HAMILTON HEARTERS	64,740.06	74,574.27	HASTINGS
11/13/25	0524061	Hastings United Way	UW DEDUCTIONS	100.00	0.00	AREA WIDE
11/13/25	0524062	Hastings Utilities	ELECTRIC	622.07	14,887.70	HASTINGS
11/13/25	0524062	Hastings Utilities	NATURAL GAS	3,894.06	14,887.70	HASTINGS
11/13/25	0524062	Hastings Utilities	WATER/SEWER	10,371.57	14,887.70	HASTINGS
11/13/25	0524064	HD Supply Inc. Dba HD Supply F Facili	JANITORIAL SUPPLIES	302.67	1,340.12	GRAND ISLAND
11/13/25	0524064	HD Supply Inc. Dba HD Supply F Facili	JANITORIAL SUPPLIES	646.01	1,340.12	GRAND ISLAND
11/13/25	0524064	HD Supply Inc. Dba HD Supply F Facili	JANITORIAL SUPPLIES	391.44	1,340.12	KEARNEY
11/13/25	0524067	Holiday Inn Express Lexington	LODGING	330.00	0.00	COLUMBUS
11/13/25	0524068	Industrial Health Services Net twork Inc	DRUG TESTING	49.90	0.00	HASTINGS
11/13/25	0524069	Integrated Security Solutions, , Llc	SOFTWARE RENEWAL	4,376.00	4,376.00	ADMIN SERVICES
11/13/25	0524070	Iris Photography Studios	STUDENT PHOTOS	2,299.42	2,299.42	ADMIN SERVICES
11/13/25	0524072	Jarecki Sharp & Petersen P.C., , L.L.	LEGAL FEES	1,147.50	1,147.50	ADMIN SERVICES
11/13/25	0524073	Jerry's Sheet Metal, Heating C Cooling Inc	FURNACE REPAIR	473.00	0.00	GRAND ISLAND
11/13/25	0524074	Kearney City Utilities Departm ment	GARBAGE SERVICE	488.00	0.01	KEARNEY
11/13/25	0524074	Kearney City Utilities Departm ment	WATER/SEWER	159.84	0.01	KEARNEY
11/13/25	0524074	Kearney City Utilities Departm ment	GARBAGE SERVICE	35.20	0.01	KEARNEY
11/13/25	0524074	Kearney City Utilities Departm ment	WATER/SEWER	30.72	0.01	KEARNEY

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/13/25	0524075	Kilgore International Inc	COMPACT BENCH	728.00	3,085.00	HASTINGS
11/13/25	0524075	Kilgore International Inc	LAB SUPPLIES	2,357.00	3,085.00	HASTINGS
11/13/25	0524077	Koln Kgin Tv	COMMERCIALS	700.00	0.01	ADMIN SERVICES
11/13/25	0524078	Koln Kgin Tv	COMMERCIALS	1,000.00	1,000.00	ADMIN SERVICES
11/13/25	0524079	Koln Kgin Tv	COMMERCIALS	2,000.00	2,000.00	ADMIN SERVICES
11/13/25	0524081	Loup Power District	ELECTRICAL SERVICES	24,584.53	24,623.78	COLUMBUS
11/13/25	0524081	Loup Power District	RENTAL FEES	39.25	24,623.78	COLUMBUS
11/13/25	0524082	M & O Metals Inc.	EQUIPMENT REPAIR	1,740.00	1,740.00	HASTINGS
11/13/25	0524084	Matheson-Linweld	LAB SUPPLIES	5,085.22	5,085.22	HASTINGS
11/13/25	0524085	Matheson-Linweld	LAB SUPPLIES	332.23	0.00	HASTINGS
11/13/25	0524086	Mazak Corporation Midwest-Chic cago	CNC LATHES	271,860.00	271,860.00	COLUMBUS
11/13/25	0524087	Matthew L. McCann	TRAVEL	200.00	0.00	HASTINGS
11/13/25	0524088	MH Equipment	EQUIPMENT REPAIR	589.13	0.01	HASTINGS
11/13/25	0524089	Midwest Connect LLC	MAIL SERVICES	5,754.65	6,785.17	ADMIN SERVICES
11/13/25	0524089	Midwest Connect LLC	POSTAGE EXPENSES	440.13	6,785.17	GRAND ISLAND
11/13/25	0524089	Midwest Connect LLC	MAIL SERVICES	8.58	6,785.17	KEARNEY
11/13/25	0524089	Midwest Connect LLC	POSTAGE SERVICES	581.81	6,785.17	HASTINGS
11/13/25	0524090	Mometrix Test Preparation	LICENSING	2,799.00	2,799.00	GRAND ISLAND
11/13/25	0524091	Nebraska Dept. of Revenue, Com mplian	PAYROLL DEDUCTION	105.71	0.00	AREA WIDE
11/13/25	0524092	Nebraska Public Power District	ELECTRICITY	3,376.74	3,490.44	KEARNEY
11/13/25	0524092	Nebraska Public Power District	ELECTRICITY	113.70	3,490.44	KEARNEY
11/13/25	0524094	Northwestern Energy	NATURAL GAS SERVICES	1,088.89	1,088.89	GRAND ISLAND
11/13/25	0524096	NRG Media LLC	COMMERCIALS	130.00	0.00	ADMIN SERVICES
11/13/25	0524097	O'Neill Wood Resources	NATURAL MULCH	1,935.00	1,935.00	HASTINGS
11/13/25	0524098	Omaha World Herald	ADVERTISING	11,414.00	11,414.00	ADMIN SERVICES
11/13/25	0524099	OPTK Networks	IT SERVICES	14,467.42	14,467.42	ADMIN SERVICES
11/13/25	0524100	Ord Quiz	ADVERTISING	18.67	0.00	ADMIN SERVICES
11/13/25	0524102	Paper Tiger Shredding Inc	DOCUMENT SHREDDING	274.00	0.01	GRAND ISLAND
11/13/25	0524102	Paper Tiger Shredding Inc	DOCUMENT SHREDDING	224.00	0.01	COLUMBUS
11/13/25	0524102	Paper Tiger Shredding Inc	DOCUMENT SHREDDING	68.00	0.01	ADMIN SERVICES
11/13/25	0524102	Paper Tiger Shredding Inc	DOCUMENT SHREDDING	275.00	0.01	HASTINGS
11/13/25	0524103	Patterson Dental Company Inc	LAB SUPPLIES	2,758.74	2,758.74	HASTINGS
11/13/25	0524104	Patterson Dental Company Inc	LAB SUPPLIES	48.56	0.00	HASTINGS
11/13/25	0524105	Patterson Dental Company Inc	LAB SUPPLIES	291.36	0.00	HASTINGS
11/13/25	0524106	Patterson Dental Company Inc	LAB SUPPLIES	77.02	0.00	HASTINGS
11/13/25	0524107	Patterson Dental Company Inc	LAB SUPPLIES	960.24	0.01	HASTINGS
11/13/25	0524108	Penn Tool Company	LAB SUPPLIES	4,545.50	4,545.50	HASTINGS
11/13/25	0524109	Presto X Company	PEST CONTROL	83.00	0.01	KEARNEY
11/13/25	0524109	Presto X Company	PEST CONTROL	310.21	0.01	GRAND ISLAND
11/13/25	0524109	Presto X Company	PEST CONTROL	143.25	0.01	COLUMBUS
11/13/25	0524109	Presto X Company	PEST CONTROL	133.60	0.01	COLUMBUS
11/13/25	0524114	Riverside Technologies, Inc	IT EQUIPMENT	2,282.00	2,831.00	HASTINGS
11/13/25	0524114	Riverside Technologies, Inc	EPSORTS EQUIPMENT	549.00	2,831.00	COLUMBUS
11/13/25	0524115	RJG, Inc.	WORKSHOP KITS	950.00	0.01	COLUMBUS

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11/13/25	0524116	RMV Construction Company	GI 12,500 BUILDING	458,542.62	458,542.62	ADMIN SERVICES
11/13/25	0524119	Rutt's Heating & Air Condition ning I	A/C UNIT REPAIR	5,977.42	5,977.42	HASTINGS
11/13/25	0524120	Sampson Construction Co., Inc.	HOLDREGE RELOCATION	276,966.00	276,966.00	KEARNEY
11/13/25	0524122	Alexandria M. Schreiner	PRESENTER FEES	5,265.00	5,265.00	HASTINGS
11/13/25	0524124	Sinclair Broadcast Group	COMMERCIALS	2,500.00	2,500.00	ADMIN SERVICES
11/13/25	0524127	Allison M. Spencer	TRAVEL REIMBURSEMENT	168.00	0.01	COLUMBUS
11/13/25	0524127	Allison M. Spencer	TRAVEL REIMBURSEMENT	363.73	0.01	COLUMBUS
11/13/25	0524129	St. Pj Supply Inc	LAB SUPPLIES	7,671.09	7,671.09	HASTINGS
11/13/25	0524130	Staples Advantage	OFFICE SUPPLIES	62.62	0.00	COLUMBUS
11/13/25	0524131	Staples Advantage	OFFICE SUPPLIES	37.81	0.00	COLUMBUS
11/13/25	0524132	Staples Advantage	OFFICE SUPPLIES	11.52	0.00	ADMIN SERVICES
11/13/25	0524133	Staples Advantage	OFFICE SUPPLIES	65.61	0.00	ADMIN SERVICES
11/13/25	0524134	Staples Advantage	OFFICE SUPPLIES	1,132.94	1,132.94	KEARNEY
11/13/25	0524135	Summit Fire Protection Co.	INSPECTION	1,331.50	2,120.00	HASTINGS
11/13/25	0524135	Summit Fire Protection Co.	INSPECTION	788.50	2,120.00	HASTINGS
11/13/25	0524136	Syndicate Publishing, LLC	ADVERTISING	76.00	0.00	ELS IV
11/13/25	0524137	US Foods, Inc.	WOODLANDS SUPPLIES	1,633.78	1,633.78	HASTINGS
11/13/25	0524140	Varsity Spirit Fashions Attn: Accts Receivables	DANCE TEAM SUPPLIES	984.00	0.01	COLUMBUS
11/13/25	0524141	Verizon Wireless	DATA PLAN	398.10	0.01	ADMIN SERVICES
11/13/25	0524141	Verizon Wireless	DATA PLAN	120.03	0.01	ADMIN SERVICES
11/13/25	0524142	West Anna Boutique	CLASS INSTRUCTION	200.00	0.00	ELS GRAND ISLAND
11/13/25	0524144	Voyager Fleet Systems	FUEL CARD	170.11	3,657.40	GRAND ISLAND
11/13/25	0524144	Voyager Fleet Systems	FUEL CARD	1,021.29	3,657.40	COLUMBUS
11/13/25	0524144	Voyager Fleet Systems	FUEL CARD	1,167.40	3,657.40	HASTINGS
11/13/25	0524144	Voyager Fleet Systems	FUEL CARD	263.51	3,657.40	KEARNEY
11/13/25	0524144	Voyager Fleet Systems	FUEL CARD	1,035.09	3,657.40	HASTINGS
11/13/25	0524145	Vyve Broadband	TELEVISION	1,369.82	1,369.82	COLUMBUS
11/13/25	0524146	Waldinger Corporation	EQUIPMENT REPAIR	920.00	0.01	HASTINGS
11/13/25	0524147	Wells Fargo	LODGING	1,008.78	1,008.78	COLUMBUS
11/13/25	0524148	Wells Fargo	TESTING SHEETS	3,729.64	3,729.64	GRAND ISLAND
11/13/25	0524149	Wells Fargo	LODGING	649.08	0.01	GRAND ISLAND
11/13/25	0524150	Wells Fargo	SUBSCRIPTION	675.00	0.01	ADMIN SERVICES
11/13/25	0524151	Wells Fargo	LAB SUPPLIES	637.10	0.01	COLUMBUS
11/13/25	0524152	Wells Fargo	LAB SUPPLIES	172.00	0.00	ELS COLUMBUS
11/13/25	0524153	Wells Fargo	LODGING	677.22	0.01	ADMIN SERVICES
11/13/25	0524154	Wells Fargo	SOFTWARE	130.00	0.00	COLUMBUS
11/13/25	0524155	Wells Fargo	MESSAGE SERVICE	94.01	0.00	ADMIN SERVICES
11/13/25	0524156	Wells Fargo	BUTTONS	76.60	0.00	HASTINGS
11/13/25	0524157	Wells Fargo	SOFTWARE	249.00	0.00	COLUMBUS
11/13/25	0524158	Wells Fargo	LODGING	1,972.53	1,972.53	ADMIN SERVICES
11/13/25	0524159	Wells Fargo	LODGING	1,519.84	1,519.84	COLUMBUS
11/13/25	0524160	Wells Fargo	LODGING	1,203.04	1,203.04	HASTINGS
11/13/25	0524161	Wells Fargo	LODGING	220.00	0.00	COLUMBUS
11/13/25	0524162	Wells Fargo	LODGING	330.00	0.00	COLUMBUS

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11/13/25	0524163	Wells Fargo	LODGING	999.60	0.01	HASTINGS
11/13/25	0524164	Wells Fargo	LODGING	985.26	0.01	HASTINGS
11/13/25	0524165	Wells Fargo	LAB SUPPLIES	11,235.00	11,235.00	ADMIN SERVICES
11/13/25	0524166	Wells Fargo	LODGING	5,443.20	5,443.20	COLUMBUS
11/13/25	0524167	Wells Fargo	LODGING	616.20	0.01	HASTINGS
11/13/25	0524168	Wilkins Architecture Design Pl lannin	GI 14,000 BUILDING	4,319.33	4,319.33	ADMIN SERVICES
11/13/25	0524171	Jackie L. Zeckser	TRAVEL REIMBURSEMENT	137.90	0.00	HASTINGS
11/20/25	0524172	402 Loft, LLC	DEC 2025 RENT	2,050.00	2,050.00	KEARNEY
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	1,553.77	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	TRAINING MASK	72.00	19,055.00	ELS IV
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	1,209.67	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	JANITOR EQUIP	5,047.44	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	107.25	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	704.86	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	1,593.71	19,055.00	ADMIN SERVICES
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	162.26	19,055.00	ADMIN SERVICES
11/20/25	0524174	Amazon.Com	HDMI SPLITTER	24.68	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRSM SUPPLIES	614.71	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	2,298.41	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	404.12	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	14.99	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	BOOKS	146.74	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	CHRISTMAS TREE	349.49	19,055.00	ADMIN SERVICES
11/20/25	0524174	Amazon.Com	DOCUMENT FRAMES	306.13	19,055.00	ADMIN SERVICES
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	103.95	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	WIRELESS TRACKBALL	49.99	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	MINI DRONE	129.95	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	DOOR CLOSER	564.63	19,055.00	COLUMBUS
11/20/25	0524174	Amazon.Com	FUSES	152.04	19,055.00	COLUMBUS
11/20/25	0524174	Amazon.Com	CHRISTMAS TREE	473.99	19,055.00	ELS HASTINGS
11/20/25	0524174	Amazon.Com	JANITORIAL SUPPLIES	953.73	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	1,343.89	19,055.00	ADMIN SERVICES
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	95.76	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	214.21	19,055.00	HASTINGS
11/20/25	0524174	Amazon.Com	PROGRAM SUPPLIES	362.63	19,055.00	HASTINGS
11/20/25	0524175	American 3B Scientific	MANIKIN	9,983.40	9,983.40	ADMIN SERVICES
11/20/25	0524176	Angie Araya		282.01	0.00	GRAND ISLAND
11/20/25	0524177	Awards Plus	NAME TAG	17.25	0.00	HASTINGS
11/20/25	0524178	Axe in the Box	TEAM BUILDING EVENT	286.00	0.00	COLUMBUS
11/20/25	0524179	B-D Construction Inc	FINAL-BAT/GOLF CAGES	25,110.52	25,110.52	COLUMBUS
11/20/25	0524180	Babylon Micro-Farms Inc	MICRO FARM	7,294.98	7,294.98	ADMIN SERVICES
11/20/25	0524182	Bobcat of Omaha	TURF PUSHER	4,318.00	4,318.00	COLUMBUS
11/20/25	0524183	BoSox 7, LLC	DEC 2025 RENT & TAXES	14,412.17	14,412.17	KEARNEY
11/20/25	0524184	Brand Associates, Inc	PROMO ITEMS	9,827.10	9,827.10	COLUMBUS
11/20/25	0524185	BSN Sports, LLC	ATHLETIC APPAREL	670.96	0.01	COLUMBUS

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11/20/25	0524186	Butler County Chamber of Commerce	ADVERTISING	225.00	0.00	COLUMBUS
11/20/25	0524187	Capital Business Systems Inc	PRINTING FEES	1,796.08	1,796.08	ADMIN SERVICES
11/20/25	0524188	Carmichael Construction LLC	FINAL-DAWSON GYM FLOOR	29,070.80	29,070.80	HASTINGS
11/20/25	0524189	Carnegie Dartlet LLC	ADVERTISING	1,851.48	1,851.48	ADMIN SERVICES
11/20/25	0524190	Central Nebraska Bobcat	SERVICE CALL/REPAIR	374.01	0.00	HASTINGS
11/20/25	0524191	Chartwells Dining Services	CATERING	197.61	17,943.30	COLUMBUS
11/20/25	0524191	Chartwells Dining Services	CATERING	100.65	17,943.30	COLUMBUS
11/20/25	0524191	Chartwells Dining Services	OCT SUBSIDY	17,645.04	17,943.30	ADMIN SERVICES
11/20/25	0524192	Christmas City Cafe, LLC	CATERING	1,541.63	1,541.63	ELS IV
11/20/25	0524193	Cline Williams Wright Johnson and Oldfather LLP	LEGAL SERVICES	18,341.60	18,341.60	ADMIN SERVICES
11/20/25	0524194	Clinical Supply Company	EXAM GLOVES	1,404.00	1,404.00	HASTINGS
11/20/25	0524195	Coca Cola Bottling Company	WATER	153.92	0.00	HASTINGS
11/20/25	0524196	Susan L. Cole	TRAVEL REIMBURSEMENT	210.00	0.00	ADMIN SERVICES
11/20/25	0524197	College Park	DEC 2025 RENT	7,727.56	7,727.56	GRAND ISLAND
11/20/25	0524198	CollegeNet Inc	SERVICE FEE	7,694.00	7,694.00	ADMIN SERVICES
11/20/25	0524199	Columbus Credit Services	COLLECTION FEES	42.90	0.00	COLUMBUS
11/20/25	0524200	Columbus Family Resource Center Association	DEC 2025 RENT	6,034.32	6,034.32	COLUMBUS
11/20/25	0524201	Columbus Family Resource Center Association	NOV 2025 BLDG CLEANING	50.00	0.00	COLUMBUS
11/20/25	0524202	Columbus Innovation Center LLC	DEC 2025 RENT	250.00	0.00	COLUMBUS
11/20/25	0524203	Columbus Screen Printing Inc	TSHIRTS	96.00	0.00	COLUMBUS
11/20/25	0524204	Comfort Inn	LODGING	98.00	0.00	ADMIN SERVICES
11/20/25	0524205	CWP Cleaning LLC	NOV 2025 BLDG CLEANING	1,500.00	1,500.00	KEARNEY
11/20/25	0524207	DataShield	EWASTE	4,843.00	4,843.00	COLUMBUS
11/20/25	0524209	Dental Health Products Inc	SWITCH REPAIR	470.46	0.00	HASTINGS
11/20/25	0524210	Ryan D. Dubas	TRAVEL REIMBURSEMENT	1,170.60	1,170.60	ADMIN SERVICES
11/20/25	0524211	Sammy Fonseca I Fernandes	TRAVEL REIMBURSEMENT	81.00	0.00	ADMIN SERVICES
11/20/25	0524213	Grainger	HEATING ELEMENTS	695.28	0.01	HASTINGS
11/20/25	0524214	Grand Island Area Economic Development Corp	ADVERTISING	3,000.00	3,000.00	ADMIN SERVICES
11/20/25	0524215	Grand Island Entrepreneurial Ventures	DEC 2025 RENT	5,000.00	5,000.00	GRAND ISLAND
11/20/25	0524216	HD Supply Inc. Db a HD Supply Facilities	JANITORIAL SUPPLIES	707.14	0.01	GRAND ISLAND
11/20/25	0524217	Blythe B. Herbek	TRAVEL REIMBURSEMENT	35.00	0.00	ELS GRAND ISLAND
11/20/25	0524218	HP Inc.	MONITORS	2,200.00	2,200.00	ELS COLUMBUS
11/20/25	0524220	Hy-Vee Inc	CONCESSIONS	40.02	0.00	COLUMBUS
11/20/25	0524221	Interface Architectural Signage Inc	MAP INSERTS	783.00	0.01	GRAND ISLAND
11/20/25	0524222	JJ Keller & Associates	MONTHLY FEE	99.00	0.00	HASTINGS
11/20/25	0524224	Johnson Fitness & Wellness	WEIGHT MACHINE	8,406.31	8,406.31	HASTINGS
11/20/25	0524225	Kimberly D Johnson-Yeutter	TRAVEL REIMBURSEMENT	120.40	0.00	ELS GRAND ISLAND
11/20/25	0524226	JP Boiler Service LLC	ANNUAL INSPECTION	2,044.00	2,044.00	KEARNEY

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11/20/25	0524227	Kearney Ag & Auto	PARTS & LABOR	1,200.00	1,200.00	KEARNEY
11/20/25	0524228	Sarah L. Kort	TRAVEL REIMBURSEMENT	354.90	0.00	ADMIN SERVICES
11/20/25	0524229	KRVN-FM	ADVERTISING	174.00	0.00	ELS IV
11/20/25	0524230	Laser Works	ENGRAVING	67.75	0.00	GRAND ISLAND
11/20/25	0524232	Lester A. Dine, Inc.	LAB SUPPLIES	2,480.00	2,480.00	HASTINGS
11/20/25	0524233	Lexington City	TRASH FEES	239.04	6,399.25	KEARNEY
11/20/25	0524233	Lexington City	ELECTRICITY	2,943.79	6,399.25	KEARNEY
11/20/25	0524233	Lexington City	PEST CONTROL	57.84	6,399.25	KEARNEY
11/20/25	0524233	Lexington City	CUSTODIAL SERVICES	3,015.08	6,399.25	KEARNEY
11/20/25	0524233	Lexington City	WATER/SEWER	143.50	6,399.25	KEARNEY
11/20/25	0524234	Lexington City	RENTAL FEES	5,000.00	5,000.00	KEARNEY
11/20/25	0524236	Mallory Safety & Supply D.B.A Ensa	TRAINING	2,037.04	2,037.04	HASTINGS
11/20/25	0524237	Jonas J. Marshall	TRAVEL REIMBURSEMENT	197.40	0.00	ELS GRAND ISLAND
11/20/25	0524238	Matheson-Linweld	LAB SUPPLIES	79.20	0.00	HASTINGS
11/20/25	0524239	McKesson Medical-Surgical, Inc c.	LAB SUPPLIES	3,615.07	3,615.07	GRAND ISLAND
11/20/25	0524240	Midwest Connect LLC	POSTAGE	619.55	5,803.36	HASTINGS
11/20/25	0524240	Midwest Connect LLC	POSTAGE	1,737.30	5,803.36	GRAND ISLAND
11/20/25	0524240	Midwest Connect LLC	MAIL SERVICES	5.46	5,803.36	KEARNEY
11/20/25	0524240	Midwest Connect LLC	MAIL SERVICES	3,441.05	5,803.36	ADMIN SERVICES
11/20/25	0524241	Midwest Restaurant Supply, LLC	REFRIGERATOR	8,000.00	8,000.00	HASTINGS
11/20/25	0524242	Midwest Turf & Irrigation Inc	LAB SUPPLIES	64,391.87	64,391.87	COLUMBUS
11/20/25	0524244	Nebraska MacHinery Company	LAB SUPPLIES	1,160.49	1,160.49	HASTINGS
11/20/25	0524245	Nebraska MacHinery Company	LAB SUPPLIES	1,602.82	1,602.82	HASTINGS
11/20/25	0524246	Nebraska MacHinery Company	LAB SUPPLIES	308.18	0.00	HASTINGS
11/20/25	0524247	Nebraska MacHinery Company	LAB SUPPLIES	93.10	0.00	HASTINGS
11/20/25	0524248	Nebraska MacHinery Company	LAB SUPPLIES	48.07	0.00	HASTINGS
11/20/25	0524249	Nebraska MacHinery Company	LAB SUPPLIES	2,257.30	2,257.30	HASTINGS
11/20/25	0524250	Nebraska MacHinery Company	LAB SUPPLIES	2,624.15	2,624.15	HASTINGS
11/20/25	0524251	Nebraska MacHinery Company	PART REPLACEMENT	2,624.15	2,624.15	HASTINGS
11/20/25	0524252	Nebraska Uc Fund NE Workforce Development	UNEMPLOYMENT	3,510.11	3,510.11	ADMIN SERVICES
11/20/25	0524253	Nmc, Llc	LAB SUPPLIES	129.00	0.00	HASTINGS
11/20/25	0524254	Precision Concrete Cutting	GRIND SIDEWALKS	11,765.00	11,765.00	COLUMBUS
11/20/25	0524255	Office Interiors and Design	MOBILE TABLE	1,708.44	1,708.44	ADMIN SERVICES
11/20/25	0524256	Ord Area Chamber of Commerce	COPIES	61.86	0.00	ELS COLUMBUS
11/20/25	0524257	Patterson Dental Company Inc	LAB SUPPLIES	37.56	0.00	HASTINGS
11/20/25	0524258	Patterson Dental Company Inc	LAB SUPPLIES	4,408.61	4,408.61	HASTINGS
11/20/25	0524259	Pella Window and Door Showroom m of H	HOUSE PROJECT 25/26	14,832.15	14,832.15	HASTINGS
11/20/25	0524260	Phelps County Agricultural Soc ciety Agricultural Society	RENTAL FEES	4,411.69	4,411.69	KEARNEY
11/20/25	0524261	Point and Click Solutions, Inc	SUBSCRIPTION	142.50	0.00	ADMIN SERVICES
11/20/25	0524262	Promos Business	PROMOTIONAL ITEMS	2,854.50	2,854.50	ELS HASTINGS
11/20/25	0524263	Ravenna News	LEGAL AD	21.01	0.00	ADMIN SERVICES

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/20/25	0524265	Riverside Portables LLC	RENTAL FEES	340.00	0.00	COLUMBUS
11/20/25	0524268	Rutt's Heating & Air Condition ning I	EQUIPMENT REPAIR	1,550.84	1,550.84	ADMIN SERVICES
11/20/25	0524269	Rutt's Heating & Air Condition ning I	HVAC UPGRADE	168,619.90	168,619.90	HASTINGS
11/20/25	0524270	Sapp Brothers Petroleum	HYDRAULIC FLUID	793.50	0.01	COLUMBUS
11/20/25	0524271	Scheele-Kayton Construction, L LLC	ACTC CENTER	862,248.37	945,300.37	HASTINGS
11/20/25	0524271	Scheele-Kayton Construction, L LLC	PHELPS REMODEL	83,052.00	945,300.37	HASTINGS
11/20/25	0524273	Sigma Phi Alpha	ANNUAL DUES	100.00	0.00	HASTINGS
11/20/25	0524274	Sirius Computer Solutions	FIBER CONNECTIONS	813.33	3,512.83	COLUMBUS
11/20/25	0524274	Sirius Computer Solutions	IT SERVICES	1,410.00	3,512.83	ADMIN SERVICES
11/20/25	0524274	Sirius Computer Solutions	IT SERVICES	623.50	3,512.83	ADMIN SERVICES
11/20/25	0524274	Sirius Computer Solutions	IT SERVICES	666.00	3,512.83	ADMIN SERVICES
11/20/25	0524275	Snap-On Industrial	CERTIFICATION KITS	78,897.50	78,897.50	ADMIN SERVICES
11/20/25	0524276	Spectrum Reach, LLC	COMMERCIALS	1,000.00	1,000.00	ADMIN SERVICES
11/20/25	0524277	Bree L. Spenner		223.92	0.00	COLUMBUS
11/20/25	0524278	Staples Advantage	OFFICE SUPPLIES	133.09	0.00	COLUMBUS
11/20/25	0524279	Staples Advantage	OFFICE SUPPLIES	72.10	0.00	ADMIN SERVICES
11/20/25	0524280	Staples Advantage	OFFICE SUPPLIES	49.60	0.00	HASTINGS
11/20/25	0524281	Staples Advantage	OFFICE SUPPLIES	39.34	0.00	ADMIN SERVICES
11/20/25	0524282	Staples Advantage	OFFICE SUPPLIES	51.17	0.00	HASTINGS
11/20/25	0524283	Staples Advantage	OFFICE SUPPLIES	66.69	0.00	HASTINGS
11/20/25	0524284	Staples Advantage	OFFICE SUPPLIES	77.99	0.00	GRAND ISLAND
11/20/25	0524285	Staples Advantage	OFFICE SUPPLIES	34.08	0.00	ADMIN SERVICES
11/20/25	0524286	Staples Advantage	OFFICE SUPPLIES	24.80	0.00	ADMIN SERVICES
11/20/25	0524287	Staples Advantage	OFFICE SUPPLIES	133.08	0.00	ELS COLUMBUS
11/20/25	0524288	State of Nebraska	IT SERVICES	573.15	0.01	ADMIN SERVICES
11/20/25	0524290	Super Saver	REFRESHMENTS	172.68	0.00	COLUMBUS
11/20/25	0524291	Synovation Valley Leadership A Academ	TRAINING	1,200.00	1,200.00	ELS COLUMBUS
11/20/25	0524292	Sysco Lincoln	WOODLANDS SUPPLIES	887.77	0.01	HASTINGS
11/20/25	0524293	Tandem Cyber, LLC	IT SERVICES	240.00	0.00	ADMIN SERVICES
11/20/25	0524295	Tri-Square Enterprises	RENTAL FEES	3,440.00	3,440.00	ADMIN SERVICES
11/20/25	0524296	Truss Craft Structural Compone ents	CONSTRUCTION HOUSE	6,875.00	6,875.00	HASTINGS
11/20/25	0524297	TryHackMe Ltd	USER TOKENS	5,000.00	5,000.00	HASTINGS
11/20/25	0524298	Ultradent Products Inc	LAB SUPPLIES	308.08	0.00	HASTINGS
11/20/25	0524299	University of Nebraska Medical l Cent Center for Continuing E ucation	COMPLETION CARDS	1,550.00	1,550.00	ELS GRAND ISLAND
11/20/25	0524300	US Foods, Inc.	WOODLANDS SUPPLIES	157.76	2,210.94	HASTINGS
11/20/25	0524300	US Foods, Inc.	WOODLANDS SUPPLIES	1,328.27	2,210.94	HASTINGS
11/20/25	0524300	US Foods, Inc.	WOODLANDS SUPPLIES	724.91	2,210.94	HASTINGS
11/20/25	0524301	Greater Loup Valley Activities	RENTAL FEES	1,250.00	1,250.00	KEARNEY

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/20/25	0524302	VARI Sales Corporation	MONITOR ARM	191.20	0.00	ADMIN SERVICES
11/20/25	0524303	Theresa Weaver	TRAVEL REIMBURSEMENT	193.20	0.00	ELS IV
11/20/25	0524304	Zimmerman Printing/Shirt Shack	AMBASSDOR APPAREL	161.50	0.00	ADMIN SERVICES
11/03/25	ACH6810	TIAA-CREF	MO CONTRIBUTION	402,031.78	402,031.78	AREA WIDE
11/06/25	ACH6811	TIAA-CREF	MO CONTRIBUTION	5,306.66	5,306.66	AREA WIDE
11/12/25	ACH6812	Wells Fargo Bank	DEPOSITAX - FEDERAL	80,240.65	80,240.65	AREA WIDE
11/13/25	ACH6813	Nebraska Child Support Payment t Center	DEDUCTIONS	1,148.98	1,148.98	AREA WIDE
11/13/25	ACH6814	Nebraska.Gov	GARNISHMENT	728.81	0.01	AREA WIDE
11/14/25	ACH6815	Union Bank Health Benefit Solu utions	FSA/HSA CONTRIBUTION	9,967.20	9,967.20	ADMIN SERVICES
11/14/25	ACH6816	TIAA-CREF	BW CONTRIBUTION	51,526.18	51,526.18	AREA WIDE
11/20/25	ACH6817	State of Nebraska	TAX WITHHOLDING	117,655.75	117,655.75	AREA WIDE
11/20/25	ACH6818	State of Nebraska	SALES TAX	643.82	0.01	ADMIN SERVICES
11/24/25	ACH6819	Wells Fargo Card Services Inc	P CARD PAYMENT	169,417.09	169,417.09	AREA WIDE
11/25/25	ACH6820	Nebraska.Gov	GARNISHMENT	880.59	0.01	AREA WIDE
11/26/25	ACH6821	Wells Fargo Bank	DEPOSITAX - FEDERAL	648,420.59	648,420.59	AREA WIDE
11/26/25	ACH6822	Nebraska.Gov	GARNISHMENT	709.44	0.01	AREA WIDE
11/26/25	ACH6823	TIAA-CREF	BW CONTRIBUTION	51,866.34	51,866.34	AREA WIDE
11/26/25	ACH6824	Union Bank Health Benefit Solu utions	FSA/HSA CONTRIBUTION	9,967.20	9,967.20	ADMIN SERVICES
11/26/25	ACH6825	Nebraska Child Support Payment t Center	DEDUCTIONS	1,141.35	1,141.35	AREA WIDE
11/26/25	ACH6826	Nebraska.Gov	GARNISHMENT	505.89	0.01	AREA WIDE
11/26/25	ACH6827	Nebraska Child Support Payment t Center	DEDUCTIONS	291.43	0.00	AREA WIDE
11/28/25	ACH6828	TIAA-CREF	MO CONTRIBUTION	409,154.01	409,154.01	AREA WIDE
11/28/25	ACH6829	Union Bank Health Benefit Solu utions	FSA/HSA CONTRIBUTION	48,187.57	48,187.57	ADMIN SERVICES
11/06/25	E0054527	Karl A. Anderson	TRAVEL REIMBURSEMENT	512.06	0.01	COLUMBUS
11/06/25	E0054530	Stanley W. Blackmore	TRAVEL REIMBURSEMENT	297.50	0.00	GRAND ISLAND
11/06/25	E0054531	Valerie C. Bren	IND. DEVELOPMENT	5,000.00	5,000.00	ADMIN SERVICES
11/06/25	E0054534	Andrew J. Dunn	TRAVEL REIMBURSEMENT	810.60	0.01	COLUMBUS
11/06/25	E0054536	Shirley Enquist	MILEAGE	33.60	0.00	ELS COLUMBUS
11/06/25	E0054537	Bethany J. Gifford	TRAVEL REIMBURSEMENT	30.80	0.00	ELS COLUMBUS
11/06/25	E0054538	Catrina J Gray	TRAVEL REIMBURSEMENT	933.40	0.01	ADMIN SERVICES
11/06/25	E0054539	Amy R Hammond	TRAVEL REIMBURSEMENT	30.80	0.00	KEARNEY
11/06/25	E0054540	Sheila RaAnn Hansen	TRAVEL REIMBURSEMENT	137.20	0.00	ADMIN SERVICES
11/06/25	E0054542	Carol L Hipke-Muske	TRAVEL REIMBURSEMENT	64.40	0.00	ADMIN SERVICES
11/06/25	E0054543	Brian G Hoffman	TRAVEL REIMBURSEMENT	175.00	0.00	GRAND ISLAND
11/06/25	E0054545	Susan L Hooker	TRAVEL REIMBURSEMENT	1,056.81	1,056.81	COLUMBUS
11/06/25	E0054546	Georgina Lynn Hueske	TRAVEL REIMBURSEMENT	136.50	0.00	HASTINGS
11/06/25	E0054547	Steven R Kelso	TRAVEL REIMBURSEMENT	16.80	0.00	ELS COLUMBUS
11/06/25	E0054549	Kyle J. Lingenfelter	TRAVEL	149.10	0.00	ELS COLUMBUS
11/06/25	E0054551	Jeanne M Micek	TRAVEL REIMBURSEMENT	168.00	0.00	ELS COLUMBUS
11/06/25	E0054552	Jerry J. Muller	TRAVEL REIMBURSEMENT	1,461.60	1,461.60	COLUMBUS

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/06/25	E0054553	Benjamin Newton	TRAVEL REIMBURSEMENT	944.20	0.01	ADMIN SERVICES
11/06/25	E0054555	Thomas D. Peters	TRAVEL REIMBURSEMENT	326.90	0.00	ADMIN SERVICES
11/06/25	E0054556	Ashley L. Scheil	TRAVEL REIMBURSEMENT	47.60	0.00	GRAND ISLAND
11/06/25	E0054557	Michael L. Sobota	TRAVEL REIMBURSEMENT	102.20	0.00	COLUMBUS
11/06/25	E0054559	Kyle L Sterner	TRAVEL REIMBURSEMENT	60.20	0.00	GRAND ISLAND
11/06/25	E0054560	Abdirahman J. Suleman Seed	TRAVEL REIMBURSEMENT	105.00	0.00	ADMIN SERVICES
11/06/25	E0054561	Christopher G Waddle	TRAVEL REIMBURSEMENT	301.00	0.00	HASTINGS
11/13/25	E0054562	Kory C Cetak	TRAVEL REIMBURSEMENT	679.00	0.01	ADMIN SERVICES
11/13/25	E0054564	Marni J Danhauer	TRAVEL REIMBURSEMENT	436.80	0.01	ADMIN SERVICES
11/13/25	E0054564	Marni J Danhauer	TRAVEL REIMBURSEMENT	411.10	0.01	COLUMBUS
11/13/25	E0054565	Janet L Eppenbach	TRAVEL REIMBURSEMENT	128.10	0.00	ELS COLUMBUS
11/13/25	E0054566	Rebecca S Fausett	TRAVEL REIMBURSEMENT	519.60	0.01	ADMIN SERVICES
11/13/25	E0054567	Alison L Feeney	TRAVEL REIMBURSEMENT	166.95	0.00	HASTINGS
11/13/25	E0054570	Andrea C Hays	TRAVEL REIMBURSEMENT	105.00	0.00	HASTINGS
11/13/25	E0054571	Darla J Hopwood	TRAVEL REIMBURSEMENT	26.60	0.00	ELS COLUMBUS
11/13/25	E0054572	Jordan T. Janssen	TRAVEL REIMBURSEMENT	175.00	0.00	HASTINGS
11/13/25	E0054573	Denise M. Kingery	TRAVEL REIMBURSEMENT	300.30	0.00	ADMIN SERVICES
11/13/25	E0054574	Elizabeth R. Klitz	TRAVEL REIMBURSEMENT	1,364.08	1,364.08	ADMIN SERVICES
11/13/25	E0054575	Lenore J Koliha	TRAVEL REIMBURSEMENT	102.00	0.00	ADMIN SERVICES
11/13/25	E0054577	Janet L. Meays	TRAVEL REIMBURSEMENT	550.80	0.01	ADMIN SERVICES
11/13/25	E0054579	Pennie M Morgan	TRAVEL REIMBURSEMENT	494.90	0.00	ADMIN SERVICES
11/13/25	E0054580	Alyssa Marie Nickolite	TRAVEL REIMBURSEMENT	136.50	0.00	COLUMBUS
11/13/25	E0054583	Jamey L Peterson-Jones	TRAVEL REIMBURSEMENT	429.80	0.00	ADMIN SERVICES
11/13/25	E0054584	Crystal M Ramm	TRAVEL REIMBURSEMENT	325.50	0.00	ELS COLUMBUS
11/13/25	E0054585	Andrew J. Rayburn	TRAVEL REIMBURSEMENT	200.00	0.00	HASTINGS
11/13/25	E0054586	Bryan Salazar	TRAVEL REIMBURSEMENT	206.50	0.00	COLUMBUS
11/13/25	E0054588	Michelle L Setlik	TRAVEL	369.60	0.00	ADMIN SERVICES
11/20/25	E0054591	Dr. Nathan T. Allen	TRAVEL REIMBURSEMENT	326.20	0.00	ADMIN SERVICES
11/20/25	E0054593	John D Behrens	TRAVEL REIMBURSEMENT	240.80	0.00	GRAND ISLAND
11/20/25	E0054594	Joseph P Black	TRAVEL REIMBURSEMENT	275.00	0.00	ADMIN SERVICES
11/20/25	E0054595	Valerie C. Bren	TRAVEL REIMBURSEMENT	185.50	0.00	COLUMBUS
11/20/25	E0054596	Karol K. Cavanaugh	TRAVEL REIMBURSEMENT	466.90	0.00	ELS IV
11/20/25	E0054597	Luz M Colon Rodriguez	TRAVEL REIMBURSEMENT	266.50	0.00	ADMIN SERVICES
11/20/25	E0054597	Luz M Colon Rodriguez	TRAVEL REIMBURSEMENT	152.60	0.00	ADMIN SERVICES
11/20/25	E0054598	Justin L Curtis	TRAVEL REIMBURSEMENT	101.50	0.00	HASTINGS
11/20/25	E0054599	Daniel D Davidchik	TRAVEL REIMBURSEMENT	378.22	0.00	ADMIN SERVICES
11/20/25	E0054600	Jason L Davis	TRAVEL REIMBURSEMENT	431.90	0.00	ADMIN SERVICES
11/20/25	E0054601	Troy Davis	TRAVEL REIMBURSEMENT	217.50	0.00	HASTINGS
11/20/25	E0054604	Bret S Gengenbach	TRAVEL REIMBURSEMENT	254.10	0.00	COLUMBUS
11/20/25	E0054605	Aaron W. Guthrie	TRAVEL REIMBURSEMENT	135.80	0.00	ELS IV
11/20/25	E0054606	Katherine M. Holmes	TRAVEL REIMBURSEMENT	89.60	0.00	GRAND ISLAND
11/20/25	E0054608	Marcie Kemnitz	TRAVEL REIMBURSEMENT	259.25	0.00	GRAND ISLAND
11/20/25	E0054609	Krynn K Larsen	TRAVEL REIMBURSEMENT	102.20	0.00	ADMIN SERVICES
11/20/25	E0054610	Joshua L Marshall	TRAVEL REIMBURSEMENT	113.40	0.00	ELS GRAND ISLAND
11/20/25	E0054615	Jessica M. Rohan		603.30	0.01	ADMIN SERVICES
11/20/25	E0054616	Amy K Santos	TRAVEL REIMBURSEMENT	186.90	0.00	ADMIN SERVICES

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
11/20/25	E0054617	Marlys J Schmidt	TRAVEL REIMBURSEMENT	60.90	0.00	ELS HASTINGS
11/20/25	E0054618	Taylor S. Schneider	TRAVEL REIMBURSEMENT	269.00	0.00	HASTINGS
11/20/25	E0054619	John Sumsion	TRAVEL REIMBURSEMENT	82.60	0.00	GRAND ISLAND
11/20/25	E0054620	Carmen L. Taylor	TRAVEL REIMBURSEMENT	607.40	0.01	ADMIN SERVICES
11/20/25	E0054621	Channing Marie Thies	TRAVEL REIMBURSEMENT	74.90	0.00	ELS IV
11/20/25	E0054621	Channing Marie Thies	TRAVEL REIMBURSEMENT	225.40	0.00	ELS GRAND ISLAND
11/20/25	E0054622	Marie A White	TRAVEL REIMBURSEMENT	817.60	0.01	ADMIN SERVICES
TOTAL				5,807,031.47		

12/12/2025

REFUND TOTALS

AP TYPE	COUNT	NET
COLUMBUS AR	90	85,181.17
GRAND ISLAND AR	8	1,614.78
HASTINGS AR	15	2,490.30
TOTAL		89,286.25

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT LOCAITON
TOTAL				0.00	

CENTRAL COMMUNITY COLLEGE

CLAIMS

For the period of December 1, 2025 thru December 31, 2025

All Funds	\$6,578,563.34
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The College President recommends approval of the total claims.

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
12/04/25	0524307	Janet L. Alberts	PRESENTER FEES	280.00	0.00	ELS GRAND ISLAND
12/04/25	0524308	Albireo Energy	REPAIRS	2,832.00	5,973.00	HASTINGS
12/04/25	0524308	Albireo Energy	REPAIRS	3,141.00	5,973.00	HASTINGS
12/04/25	0524309	Alertus Technologies, LLC	BATTERIES	1,611.93	1,611.93	ADMIN SERVICES
12/04/25	0524310	All Copy Products, Inc.	PRINTING LEASE/FEES	6,504.89	6,504.89	HASTINGS
12/04/25	0524311	Amazon.Com	EXAM GLOVES	69.80	3,303.27	ELS HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	377.13	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	44.22	3,303.27	ELS IV
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	168.61	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	31.67	3,303.27	COLUMBUS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	8.99	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	103.25	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	117.32	3,303.27	COLUMBUS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	14.24	3,303.27	COLUMBUS
12/04/25	0524311	Amazon.Com	MICROWAVE	313.50	3,303.27	ELS HASTINGS
12/04/25	0524311	Amazon.Com	MICROWAVE	352.00	3,303.27	GRAND ISLAND
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	65.07	3,303.27	ELS IV
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	89.61	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	632.00	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	268.68	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	16.48	3,303.27	ADMIN SERVICES
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	64.83	3,303.27	ADMIN SERVICES
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	27.99	3,303.27	ADMIN SERVICES
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	13.29	3,303.27	COLUMBUS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	483.81	3,303.27	HASTINGS
12/04/25	0524311	Amazon.Com	PROGRAM SUPPLIES	40.78	3,303.27	ADMIN SERVICES
12/04/25	0524312	American 3B Scientific	PROGRAM SUPPLIES	3,767.40	3,767.40	GRAND ISLAND
12/04/25	0524313	American Society of Health-Sys stem P	ACCREDITATION FEE	3,200.00	3,200.00	GRAND ISLAND
12/04/25	0524314	Adele Louise Anderson	TRAVEL REIMBURSEMENT	32.20	0.00	ELS COLUMBUS
12/04/25	0524315	Angie Araya	TRAVEL REIMBURSEMENT	141.40	0.00	GRAND ISLAND
12/04/25	0524316	Arise Botanicals	PRESENTER FEE	200.00	0.00	ELS COLUMBUS
12/04/25	0524317	Avkin, Inc.	SERVICE AGREEMENT	75,000.00	75,000.00	ADMIN SERVICES
12/04/25	0524318	Awards & Engraving	NAME TAGS	22.00	0.00	COLUMBUS
12/04/25	0524319	Awards Plus	SSEALEY	17.25	0.00	HASTINGS
12/04/25	0524319	Awards Plus	NAME TAGS	40.25	0.00	GRAND ISLAND
12/04/25	0524320	B&H Photo Video	PROGRAM SUPPLIES	82.50	0.00	HASTINGS
12/04/25	0524321	Caleb Bailey	CLOUD HOSTING	748.00	0.01	ADMIN SERVICES
12/04/25	0524322	Biblionix Llc	GABBIE MESSAGING	248.00	0.00	ADMIN SERVICES
12/04/25	0524323	Black Hills Energy	NATURAL GAS	2,370.57	3,005.76	COLUMBUS
12/04/25	0524323	Black Hills Energy	NATURAL GAS	513.12	3,005.76	KEARNEY
12/04/25	0524323	Black Hills Energy	NATURAL GAS	122.07	3,005.76	KEARNEY
12/04/25	0524324	Blue Cross Blue Shield of Nebr raska	HLTH/DENT INS PREM	902,569.58	902,569.58	ADMIN SERVICES
12/04/25	0524325	Kathy J. Boroff	COMMUNITY ED REFUND	60.00	0.00	AREA WIDE
12/04/25	0524326	Taylor Erin Brase	TRAVEL REIMBURSEMENT	578.20	0.01	GRAND ISLAND

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
12/04/25	0524328	Erica J Buescher	RESEARCH	2,856.00	2,856.00	HASTINGS
12/04/25	0524330	Calltower, Inc.	MONTHLY FEE	2,730.57	2,730.57	ADMIN SERVICES
12/04/25	0524331	Caminstructor Incorporated	LICENSE	1,650.00	1,650.00	HASTINGS
12/04/25	0524332	Capital Business Systems Inc	PRINTING FEES	219.87	0.00	ADMIN SERVICES
12/04/25	0524333	Capital Business Systems Inc	PRINTING FEES/LEASE	15,885.93	15,885.93	ADMIN SERVICES
12/04/25	0524334	Cardio Partners, Inc.	PROGRAM SUPPLIES	136.00	0.00	ELS IV
12/04/25	0524335	James G Carney	COMMUNITY ED REFUND	75.00	0.00	AREA WIDE
12/04/25	0524336	Leslie L Carney	COMMUNITY ED REFUND	75.00	0.00	AREA WIDE
12/04/25	0524337	Carolina Biological Supply Co Inc	PROGRAM SUPPLIES	276.39	0.01	HASTINGS
12/04/25	0524337	Carolina Biological Supply Co Inc	PROGRAM SUPPLIES	393.48	0.01	COLUMBUS
12/04/25	0524338	Casey's Mail Service LLC	POSTAGE	1,279.41	1,888.77	COLUMBUS
12/04/25	0524338	Casey's Mail Service LLC	MAIL DELIVERY SRV	609.36	1,888.77	COLUMBUS
12/04/25	0524339	Cash-Wa Distributing Co.	CONCESSIONS	1,295.31	1,295.31	COLUMBUS
12/04/25	0524340	Cdw Computer Centers	PROGRAM SUPPLIES	931.29	0.01	KEARNEY
12/04/25	0524341	Cerris Systems North Central, Inc.	PUMP REPAIR	3,288.00	3,288.00	COLUMBUS
12/04/25	0524342	Columbus Area Chamber of Comme erce	ADVERTISING	60.00	0.00	COLUMBUS
12/04/25	0524343	Chartwells Dining Services	CATERING	220.80	0.01	HASTINGS
12/04/25	0524343	Chartwells Dining Services	CATERING	45.75	0.01	HASTINGS
12/04/25	0524343	Chartwells Dining Services	CATERING	45.75	0.01	HASTINGS
12/04/25	0524343	Chartwells Dining Services	CATERING	311.10	0.01	COLUMBUS
12/04/25	0524345	City of Grand Island	UTILITIES	167.36	0.00	GRAND ISLAND
12/04/25	0524346	City of Grand Island	RENTAL FEES	432.00	0.00	ELS GRAND ISLAND
12/04/25	0524347	CollegeNet Inc	QRTLTY FEE	4,750.00	4,750.00	ADMIN SERVICES
12/04/25	0524348	City of Columbus	WATER/SEWER	4,654.22	4,654.22	COLUMBUS
12/04/25	0524349	City of Columbus	DISPOSAL FEES	115.23	0.00	COLUMBUS
12/04/25	0524350	Columbus Credit Services	COLLECTION FEE	87.15	0.00	ADMIN SERVICES
12/04/25	0524351	Columbus Screen Printing Inc	TSHIRTS	180.00	0.00	COLUMBUS
12/04/25	0524352	Columbus Student Accounts	CPR TRAINING	308.00	0.00	ADMIN SERVICES
12/04/25	0524353	Columbus Telegram	ADVERTISING	401.00	0.00	COLUMBUS
12/04/25	0524354	Columbus Telegram	ADVERTISING	977.06	0.01	ADMIN SERVICES
12/04/25	0524355	Commonwealth Electric Company of th	FIELD LIGHTING	37,064.70	37,064.70	COLUMBUS
12/04/25	0524356	Connoisseur Media	RADIO ADVERTISING	680.00	0.01	COLUMBUS
12/04/25	0524357	Copycat Printing	INFO CARDS	998.05	0.01	ADMIN SERVICES
12/04/25	0524358	Credit Management Services Inc	COLLECTION FEES	128.64	0.00	ADMIN SERVICES
12/04/25	0524359	Culligan	COOLER RENTAL/SRV	215.90	0.00	HASTINGS
12/04/25	0524360	Culligan of Kearney	SALT	51.00	0.00	KEARNEY
12/04/25	0524362	Betty M. Czarnek	PRESENTER FEES	245.00	0.00	ELS GRAND ISLAND
12/04/25	0524363	Dana F Cole & Company LLP	PROFESSIONAL SRV-AUDIT	7,045.00	7,045.00	ADMIN SERVICES
12/04/25	0524364	Michael A. David	TRAVEL REIMBURSEMENT	78.40	0.00	GRAND ISLAND
12/04/25	0524366	Dutton Lainson Company	MAINTENANCE SUPPLIES	1,914.53	1,914.53	HASTINGS
12/04/25	0524367	Eaton Corporation	BATTERY REPLACEMENT	14,647.07	14,647.07	ADMIN SERVICES

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
12/04/25	0524369	Jennifer M. Eickmeier	TRAVEL REIMBURSEMENT	99.96	0.01	ADMIN SERVICES
12/04/25	0524369	Jennifer M. Eickmeier	TRAVEL REIMBURSEMENT	526.80	0.01	ADMIN SERVICES
12/04/25	0524370	Electronic Systems Inc	FIRE ALARM REPAIR	2,488.05	6,025.05	HASTINGS
12/04/25	0524370	Electronic Systems Inc	FIRE ALARM REPAIR	3,537.00	6,025.05	HASTINGS
12/04/25	0524371	Elevate Oral Care	PROGRAM SUPPLIES	972.00	0.01	HASTINGS
12/04/25	0524372	Examsoft Worldwide LLC	MAINTENANCE AGREEMENT	17,998.00	17,998.00	GRAND ISLAND
12/04/25	0524373	Experian Marking Solutions Inc	LICENSES	15,430.07	15,430.07	ADMIN SERVICES
12/04/25	0524374	Farris Engineering Inc	DAWSON CHILLER	796.00	0.01	HASTINGS
12/04/25	0524375	FleetPride Inc	TRUK REPAIRS	1,864.84	1,864.84	HASTINGS
12/04/25	0524376	Fronius USA, LLC	PROGRAM SUPPLIES	2,860.27	2,860.27	GRAND ISLAND
12/04/25	0524377	Melissa Garcia	CLASS INSTRUCTION	595.00	0.01	ELS GRAND ISLAND
12/04/25	0524378	Graduation Outlet	HONOR CORDS	3,789.16	3,789.16	ADMIN SERVICES
12/04/25	0524379	Grainger	PROGRAM SUPPLIES	568.02	1,600.98	COLUMBUS
12/04/25	0524379	Grainger	MAINTENANCE SUPPLIES	106.32	1,600.98	HASTINGS
12/04/25	0524379	Grainger	PROGRAM SUPPLIES	926.64	1,600.98	HASTINGS
12/04/25	0524380	Grand Island Family Radio Lega acy Communications LLC	RADIO ADVERTISING	2,376.00	2,376.00	ADMIN SERVICES
12/04/25	0524381	Grand Island Independent	CLASSIFIED ADS	1,757.92	1,757.92	ADMIN SERVICES
12/04/25	0524382	Grand Island Student Accounts	TRAINING	170.00	0.01	GRAND ISLAND
12/04/25	0524382	Grand Island Student Accounts	CPR TRAINING	560.00	0.01	ADMIN SERVICES
12/04/25	0524383	Grand Island Ymca	YOGA SESSIONS	300.00	0.00	GRAND ISLAND
12/04/25	0524384	Gretna Legion Post 216	HALL RENTAL	500.00	0.01	COLUMBUS
12/04/25	0524385	Hall County Agricultural Commi ittee	SPONSORSHIP	350.00	0.00	GRAND ISLAND
12/04/25	0524387	Hastings Area Chamber of Comme erece Commerce	ADVERTISING	150.00	0.00	HASTINGS
12/04/25	0524388	Hastings Utilities	ELECTRIC	63,729.16	63,729.16	HASTINGS
12/04/25	0524389	Heartland Disposal Inc	TRASH SRV	627.76	0.01	GRAND ISLAND
12/04/25	0524390	Henry Schein Inc	PROGRAM SUPPLIES	82.72	0.01	HASTINGS
12/04/25	0524390	Henry Schein Inc	PROGRAM SUPPLIES	909.84	0.01	HASTINGS
12/04/25	0524391	Scott D. Hlavac	TRAVEL REIMBURSEMENT	20.30	0.00	ELS COLUMBUS
12/04/25	0524392	Eric J. Hofpar	TRAVEL REIMBURSEMENT	42.00	0.00	ELS COLUMBUS
12/04/25	0524393	City of Holdrege	ELECTRIC	391.06	0.01	KEARNEY
12/04/25	0524393	City of Holdrege	WATER/SEWER	449.97	0.01	KEARNEY
12/04/25	0524394	Holdrege Soft Water Service	SALT	756.00	0.01	HASTINGS
12/04/25	0524395	HP Inc.	COMPUTERS	40,131.00	41,451.00	ADMIN SERVICES
12/04/25	0524395	HP Inc.	MONITOR	1,320.00	41,451.00	GRAND ISLAND
12/04/25	0524396	Connie A. Hultine	TRAVEL REIMBURSEMENT	206.50	0.00	GRAND ISLAND
12/04/25	0524397	Innerface Architectural Signag ge Inc	SIGNAGE	265.26	0.00	GRAND ISLAND
12/04/25	0524398	Island Heating & Air	FURNACE	8,671.00	8,671.00	HASTINGS
12/04/25	0524399	Island Supply Welding Co	PROGRAM SUPPLIES	2,127.24	6,776.93	GRAND ISLAND
12/04/25	0524399	Island Supply Welding Co	INDUSTRIAL GASES	2,758.87	6,776.93	HASTINGS
12/04/25	0524399	Island Supply Welding Co	INDUSTRIAL GASES	22.05	6,776.93	HASTINGS
12/04/25	0524399	Island Supply Welding Co	AUTB LAB SUPPLIES	91.35	6,776.93	HASTINGS
12/04/25	0524399	Island Supply Welding Co	INDUSTRIAL GASES	25.20	6,776.93	HASTINGS

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12/04/25	0524399	Island Supply Welding Co	INDUSTRIAL GASES	25.20	6,776.93	HASTINGS
12/04/25	0524399	Island Supply Welding Co	MEDICAL GASES	46.00	6,776.93	HASTINGS
12/04/25	0524399	Island Supply Welding Co	INDUSTRIAL GASES	9.45	6,776.93	HASTINGS
12/04/25	0524399	Island Supply Welding Co	INDUSTRIAL GASES	1,671.57	6,776.93	GRAND ISLAND
12/04/25	0524400	Jackson Services Inc	LAUNDRY SERVICE	237.28	0.00	HASTINGS
12/04/25	0524401	Jackson Services Inc	LAUNDRY SERVICE	49.64	0.00	HASTINGS
12/04/25	0524402	Jackson Services Inc	LAUNDRY SERVICE	247.24	0.00	HASTINGS
12/04/25	0524403	Jackson Services Inc	LAUNDRY SERVICE	100.88	0.00	HASTINGS
12/04/25	0524404	Jackson Services Inc	LAUNDRY SERVICE	273.96	0.00	HASTINGS
12/04/25	0524405	Jackson Services Inc	LAUNDRY SERVICE	219.42	0.00	HASTINGS
12/04/25	0524406	Jackson Services Inc	LAUNDRY SERVICE	47.44	0.00	HASTINGS
12/04/25	0524407	Jackson Services Inc	LAUNDRY SERVICE	241.08	0.00	HASTINGS
12/04/25	0524408	Jackson Services Inc	LAUNDRY SERVICE	7.58	0.00	HASTINGS
12/04/25	0524409	Jackson Services Inc	LAUNDRY SERVICE	27.38	0.00	HASTINGS
12/04/25	0524410	Jackson Services Inc	LAUNDRY SERVICE	95.16	0.00	HASTINGS
12/04/25	0524411	Jackson Services Inc	LAUNDRY SERVICE	223.46	0.00	KEARNEY
12/04/25	0524412	Jackson Services Inc	LAUNDRY SERVICE	318.70	0.00	GRAND ISLAND
12/04/25	0524413	Jackson Services Inc	LAUNDRY SERVICE	1,580.93	1,580.93	ADMIN SERVICES
12/04/25	0524414	Jackson Services Inc	LAUNDRY SERVICE	1,355.18	1,355.18	HASTINGS
12/04/25	0524415	Jackson Services Inc	LAUNDRY SERVICE	1,442.12	1,442.12	HASTINGS
12/04/25	0524416	Jackson Services Inc	LAUNDRY SERVICE	12.94	0.00	HASTINGS
12/04/25	0524417	Jackson Services Inc	LAUNDRY SERVICE	95.24	0.00	COLUMBUS
12/04/25	0524418	Jennifer L. Jarecki	TRAVEL REIMBURSEMENT	25.20	0.00	ELS COLUMBUS
12/04/25	0524420	Janice C. Jochum	PRESENTER FEE	100.00	0.00	ELS COLUMBUS
12/04/25	0524421	Karen M Johnson	CLASS INSTRUCTION	840.00	0.01	ELS GRAND ISLAND
12/04/25	0524422	Bailey Johnson	TRAVEL REIMBURSEMENT	109.54	0.01	ADMIN SERVICES
12/04/25	0524422	Bailey Johnson	TRAVEL REIMBURSEMENT	624.80	0.01	ADMIN SERVICES
12/04/25	0524424	Kearney Area Chamber of Commerce	TABLE RENTALS	2,500.00	2,500.00	ADMIN SERVICES
12/04/25	0524426	Neil K. Kloppenborg	TRAVEL REIMBURSEMENT	68.60	0.00	ELS IV
12/04/25	0524427	Brent R. Konwinski	TRAVEL REIMBURSEMENT	154.00	0.00	COLUMBUS
12/04/25	0524428	KRVN-FM	ADVERTISING	480.00	0.00	ADMIN SERVICES
12/04/25	0524429	Kush Bros Inc	RENTAL FEES	1,295.00	1,295.00	COLUMBUS
12/04/25	0524431	League for Innovation	REGISTRATION FEES	6,400.00	6,400.00	ADMIN SERVICES
12/04/25	0524433	Lee's Crossroads Cafe	CLASS INSTRUCTION	540.00	0.01	ELS IV
12/04/25	0524435	Susan J Leu	COMMUNITY ED REFUND	75.00	0.00	AREA WIDE
12/04/25	0524436	Joanne M. Lukert	COMMUNITY ED REFUND	75.00	0.00	AREA WIDE
12/04/25	0524437	Mars Petcare US, Inc	INCENTIVE FUNDING	3,000.00	3,000.00	ADMIN SERVICES
12/04/25	0524438	Matheson-Linweld	LAB SUPPLIES	71.47	0.00	HASTINGS
12/04/25	0524439	Matheson-Linweld	LAB SUPPLIES	108.80	0.00	COLUMBUS
12/04/25	0524440	Matheson-Linweld	LAB SUPPLIES	38.43	0.00	HASTINGS
12/04/25	0524441	Matheson-Linweld	LAB SUPPLIES	33.00	0.00	HASTINGS
12/04/25	0524442	Matheson-Linweld	LAB SUPPLIES	590.17	0.01	COLUMBUS
12/04/25	0524443	Matheson-Linweld	LAB SUPPLIES	60.00	0.00	HASTINGS
12/04/25	0524444	Matheson-Linweld	LAB SUPPLIES	698.59	0.01	COLUMBUS
12/04/25	0524445	Matheson-Linweld	LAB SUPPLIES	7.48	0.00	COLUMBUS

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12/04/25	0524446	Matheson-Linweld	IRONWORKER	33,908.95	33,908.95	GRAND ISLAND
12/04/25	0524448	Matthew T. McHenry	CONFERENCE SET-UP	200.00	0.00	ELS IV
12/04/25	0524449	MH Equipment	LIFT MAINTENANCE	538.72	0.01	HASTINGS
12/04/25	0524450	Midwest Connect LLC	MAIL SERVICES	550.31	1,670.64	ADMIN SERVICES
12/04/25	0524450	Midwest Connect LLC	POSTAGE EXPENSES	444.31	1,670.64	GRAND ISLAND
12/04/25	0524450	Midwest Connect LLC	POSTAGE EXPENSES	667.44	1,670.64	HASTINGS
12/04/25	0524450	Midwest Connect LLC	MAIL SERVICES	8.58	1,670.64	KEARNEY
12/04/25	0524451	Nebraska Dept. of Revenue, Com mplian	GARNISHMENT	131.46	0.00	AREA WIDE
12/04/25	0524452	No Comparison Cleaning Inc	CUSTODIAL SERVICES	9,780.00	11,315.00	KEARNEY
12/04/25	0524452	No Comparison Cleaning Inc	CUSTODIAL SERVICES	485.00	11,315.00	KEARNEY
12/04/25	0524452	No Comparison Cleaning Inc	CUSTODIAL SERVICES	1,050.00	11,315.00	KEARNEY
12/04/25	0524453	Northwestern Energy	NATURAL GAS	56.95	0.01	KEARNEY
12/04/25	0524453	Northwestern Energy	NATURAL GAS	714.32	0.01	KEARNEY
12/04/25	0524454	NRG Media LLC	COMMERCIALS	1,080.00	1,080.00	ADMIN SERVICES
12/04/25	0524456	One Source the Background Chec ck Company Inc	BACKGROUND CHECKS	644.45	0.01	ADMIN SERVICES
12/04/25	0524457	Ord Light & Water	WATER/SEWER	17.00	0.00	KEARNEY
12/04/25	0524457	Ord Light & Water	SANITATION SERVICES	36.00	0.00	KEARNEY
12/04/25	0524457	Ord Light & Water	ELECTRICITY	233.17	0.00	KEARNEY
12/04/25	0524458	Paper Tiger Shredding Inc	SHREDDING SERVICES	68.00	0.01	ADMIN SERVICES
12/04/25	0524458	Paper Tiger Shredding Inc	SHREDDING SERVICES	224.00	0.01	COLUMBUS
12/04/25	0524458	Paper Tiger Shredding Inc	SHREDDING SERVICES	330.00	0.01	GRAND ISLAND
12/04/25	0524458	Paper Tiger Shredding Inc	SHREDDING SERVICES	275.00	0.01	HASTINGS
12/04/25	0524460	Presto X Company	PEST CONTROL	62.95	0.01	KEARNEY
12/04/25	0524460	Presto X Company	PEST CONTROL	744.70	0.01	HASTINGS
12/04/25	0524461	Productivity Inc	LAB SUPPLIES	398.62	0.00	HASTINGS
12/04/25	0524462	Protex Central Inc	MAINTENANCE	275.00	0.00	HASTINGS
12/04/25	0524463	City of Red Cloud	ELECTRIC	552.75	0.01	KEARNEY
12/04/25	0524464	Miriah A. Rees	TRAVEL REIMBURSEMENT	81.90	0.00	ELS COLUMBUS
12/04/25	0524466	Jill R. Ruskamp	PRESENTER FEES	300.00	0.00	ELS COLUMBUS
12/04/25	0524468	Mr. Patrick A. Siemek	TRAVEL REIMBURSEMENT	46.20	0.00	ELS COLUMBUS
12/04/25	0524469	Sirius Computer Solutions	TANIUM SERVICES	1,488.00	1,488.00	ADMIN SERVICES
12/04/25	0524472	Staples Advantage	OFFICE SUPPLIES	154.39	0.00	ELS HASTINGS
12/04/25	0524473	Staples Advantage	OFFICE SUPPLIES	72.10	0.00	ADMIN SERVICES
12/04/25	0524474	Staples Advantage	OFFICE SUPPLIES	187.10	0.00	HASTINGS
12/04/25	0524475	Staples Advantage	OFFICE SUPPLIES	52.04	0.00	HASTINGS
12/04/25	0524476	Staples Advantage	OFFICE SUPPLIES	39.28	0.00	ELS HASTINGS
12/04/25	0524477	Staples Advantage	OFFICE SUPPLIES	206.55	0.00	GRAND ISLAND
12/04/25	0524478	Staples Advantage	OFFICE SUPPLIES	73.53	0.00	COLUMBUS
12/04/25	0524479	Staples Advantage	OFFICE SUPPLIES	34.37	0.00	COLUMBUS
12/04/25	0524479	Staples Advantage	OFFICE SUPPLIES	21.95	0.00	COLUMBUS
12/04/25	0524480	Staples Advantage	OFFICE SUPPLIES	28.39	0.00	COLUMBUS
12/04/25	0524480	Staples Advantage	OFFICE SUPPLIES	58.96	0.00	ADMIN SERVICES
12/04/25	0524481	Staples Advantage	OFFICE SUPPLIES	230.39	0.00	ADMIN SERVICES
12/04/25	0524482	Staples Advantage	OFFICE SUPPLIES	24.98	0.00	ADMIN SERVICES

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12/04/25	0524483	Staples Advantage	OFFICE SUPPLIES	151.44	0.00	ADMIN SERVICES
12/04/25	0524484	StreamLink Software, Inc	IT SERVICES	18,625.00	18,625.00	ADMIN SERVICES
12/04/25	0524485	Pat J Sunday	COMMUNITY ED REFUND	75.00	0.00	AREA WIDE
12/04/25	0524486	Swank Motion Pictures Inc	MOVIE SHOWING	500.00	1,000.00	GRAND ISLAND
12/04/25	0524486	Swank Motion Pictures Inc	MOVIE SHOWING	500.00	1,000.00	GRAND ISLAND
12/04/25	0524487	Pat L Sweney	CATERING FEE	90.00	0.00	ELS COLUMBUS
12/04/25	0524488	Sysco Lincoln	WOODLANDS SUPPLIES	1,225.98	1,225.98	HASTINGS
12/04/25	0524489	Tandem Cyber, LLC	BITWARDEN LICENSES	240.00	0.00	ADMIN SERVICES
12/04/25	0524491	Timeclock Plus, LLC	ANNUAL PLAN	17,360.00	34,864.53	ADMIN SERVICES
12/04/25	0524491	Timeclock Plus, LLC	IT SERVICES	17,504.53	34,864.53	ADMIN SERVICES
12/04/25	0524492	Titan Brands	GRADER/LEVELER	2,039.97	2,039.97	COLUMBUS
12/04/25	0524493	Tammie K Tonniges	TRAVEL REIMBURSEMENT	406.70	0.00	COLUMBUS
12/04/25	0524494	Tri-Cities Roofing & Sheet Metal	ROOF INSTALL	70,499.89	70,499.89	GRAND ISLAND
12/04/25	0524495	Truescope	CLIPPING SERVICES	279.00	0.00	ADMIN SERVICES
12/04/25	0524496	Dawn M. Turner	PRESENTER FEE	351.00	0.00	ELS IV
12/04/25	0524497	U&I Sanitation Service LLC	SANITATION SERVICES	700.00	0.01	COLUMBUS
12/04/25	0524498	Chad Uden, DDS	PRESENTER FEE	405.00	0.00	HASTINGS
12/04/25	0524499	US Foods, Inc.	WOODLANDS SUPPLIES	1,688.47	1,688.47	HASTINGS
12/04/25	0524500	Krista Vazquez Connelly	TRAVEL REIMBURSEMENT	291.41	0.00	COLUMBUS
12/04/25	0524503	Vision Service Plan	INSURANCE PREMIUM	4,653.84	7,092.12	ADMIN SERVICES
12/04/25	0524503	Vision Service Plan	INSURANCE PREMIUM	2,438.28	7,092.12	ADMIN SERVICES
12/04/25	0524504	Vyve Broadband	CABLE TELEVISION	1,369.82	1,369.82	COLUMBUS
12/04/25	0524505	Amy L Wahlmeier	TRAVEL REIMBURSEMENT	596.60	0.01	HASTINGS
12/04/25	0524506	West Anna Boutique	CLASS INSTRUCTION	400.00	0.00	ELS GRAND ISLAND
12/04/25	0524507	Woodwards Disposal Service Inc	SANITATION SERVICES	2,412.30	2,412.30	HASTINGS
12/04/25	0524508	Melissa A. Wortmann	TRAVEL REIMBURSEMENT	260.40	0.00	COLUMBUS
12/04/25	0524509	Jackie L. Zeckser	TRAVEL REIMBURSEMENT	94.50	0.00	HASTINGS
12/11/25	0524512	All Makes Office Equip Co	HANGING FILE RACKS	83.90	0.00	GRAND ISLAND
12/11/25	0524514	Amazon.Com	PROGRAM SUPPLIES	210.00	0.01	HASTINGS
12/11/25	0524514	Amazon.Com	MAINTENANCE SUPPLIES	54.93	0.01	HASTINGS
12/11/25	0524514	Amazon.Com	HDMI CABLE	19.99	0.01	ADMIN SERVICES
12/11/25	0524514	Amazon.Com	DVD DRIVE BURNER	18.99	0.01	COLUMBUS
12/11/25	0524514	Amazon.Com	PROGRAM SUPPLIES	238.09	0.01	COLUMBUS
12/11/25	0524514	Amazon.Com	STORAGE BINS	113.82	0.01	HASTINGS
12/11/25	0524514	Amazon.Com	PROGRAM SUPPLIES	59.51	0.01	HASTINGS
12/11/25	0524515	Carter Anderson	MUSICIAN	450.00	0.00	COLUMBUS
12/11/25	0524517	Awards Plus	NAME TAGS	40.25	0.00	HASTINGS
12/11/25	0524517	Awards Plus	NAME TAGS	28.75	0.00	COLUMBUS
12/11/25	0524518	B&H Photo Video	VIDEO EQUIPMENT	4,125.30	4,125.30	ADMIN SERVICES
12/11/25	0524519	Baird Holm LLP	LEGAL FEES	1,632.00	1,632.00	ADMIN SERVICES
12/11/25	0524520	Barnes & Noble Education, Inc.	BOOKSTORE HOUSE CHARGES	72.86	0.00	HASTINGS
12/11/25	0524522	Stephanie Berry	TRAVEL REIMBURSEMENT	74.20	0.00	ADMIN SERVICES
12/11/25	0524523	Black Hills Energy	NATURAL GAS	295.99	0.00	KEARNEY
12/11/25	0524523	Black Hills Energy	NATURAL GAS	116.85	0.00	COLUMBUS
12/11/25	0524524	Bosselman Energy Inc.	DIESEL FUEL	1,031.32	4,005.26	HASTINGS

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12/11/25	0524524	Bosselman Energy Inc.	DIESEL FUEL	2,973.94	4,005.26	HASTINGS
12/11/25	0524526	BSN Sports, LLC	ATHLETIC APPAREL	298.92	1,751.12	COLUMBUS
12/11/25	0524526	BSN Sports, LLC	JACKETS	1,452.20	1,751.12	COLUMBUS
12/11/25	0524527	C2 Group	WEB SERVICE	3,800.00	3,800.00	ADMIN SERVICES
12/11/25	0524529	Carnegie Dartlet LLC	ADVERTISING	4,496.22	4,496.22	ADMIN SERVICES
12/11/25	0524532	CCC Foundation	EMPLOYEE DONATIONS	975.00	4,689.13	ADMIN SERVICES
12/11/25	0524532	CCC Foundation	PAYROLL DEDUCTIONS	3,714.13	4,689.13	AREA WIDE
12/11/25	0524533	CCN Financial Services Inc.	SUBSCRIPTION	2,216.18	2,216.18	ADMIN SERVICES
12/11/25	0524534	Central Nebraska Bobcat	BOBCAT BRISTLES	1,929.16	1,929.16	HASTINGS
12/11/25	0524535	Cerris Systems North Central, Inc.	BOILER REPAIR	7,213.00	7,213.00	COLUMBUS
12/11/25	0524536	Chad Combined Health Agencies	PAYROLL DEDUCTIONS-NOV	184.17	0.00	AREA WIDE
12/11/25	0524537	Columbus Area Chamber of Commerce	2025 LEADERSHIP APP	600.00	0.01	COLUMBUS
12/11/25	0524538	Chartwells Dining Services	CATERING	1,299.06	97,548.10	COLUMBUS
12/11/25	0524538	Chartwells Dining Services	CATERING	107.70	97,548.10	COLUMBUS
12/11/25	0524538	Chartwells Dining Services	CATERING	17.40	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	CATERING	710.67	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	CATERING	220.11	97,548.10	COLUMBUS
12/11/25	0524538	Chartwells Dining Services	CATERING	195.40	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	RESIDENCE DINING	93,961.01	97,548.10	ADMIN SERVICES
12/11/25	0524538	Chartwells Dining Services	CATERING	15.00	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	CATERING	91.50	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	CATERING	54.90	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	CATERING	28.00	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	CATERING	462.35	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	CATERING	235.00	97,548.10	HASTINGS
12/11/25	0524538	Chartwells Dining Services	RESIDENT DINING	150.00	97,548.10	AREA WIDE
12/11/25	0524539	City of Grand Island	UTILITIES	17,886.36	17,886.36	GRAND ISLAND
12/11/25	0524540	Cleary Building Corp	BLDG DOWN PYMT	12,914.00	12,914.00	GRAND ISLAND
12/11/25	0524541	Coca Cola Bottling Company	CONCESSIONS	228.47	0.01	COLUMBUS
12/11/25	0524541	Coca Cola Bottling Company	CONCESSIONS	283.86	0.01	ADMIN SERVICES
12/11/25	0524542	Columbus Area United Way	PAYROLL DEDUCTIONS	255.26	0.00	AREA WIDE
12/11/25	0524543	Column Software PBC	MTG NOTICES	83.66	0.00	ADMIN SERVICES
12/11/25	0524544	Constellation NewEnergy Gas Division	NATURAL GAS	708.68	0.01	COLUMBUS
12/11/25	0524545	Corporate Traditions LLC	GIFT CARDS-SERVICE AWARDS	2,800.00	3,750.00	ADMIN SERVICES
12/11/25	0524545	Corporate Traditions LLC	GIFT CARDS	950.00	3,750.00	ADMIN SERVICES
12/11/25	0524546	Council for Opportunity in Education	MEMBERSHIP DUES	3,350.00	3,350.00	ADMIN SERVICES
12/11/25	0524547	Culligan of Columbus	BOTTLED WATER	65.00	0.00	COLUMBUS
12/11/25	0524549	James F Davis	TRAVEL REIMBURSEMENT	283.50	0.00	KEARNEY
12/11/25	0524550	Eakes Office Solutions	LEAP CHAIR	2,982.27	2,982.27	ELS COLUMBUS
12/11/25	0524551	Electronic Contracting Company	SERVICE CALL	11,602.50	11,602.50	ADMIN SERVICES
12/11/25	0524552	Electronic Systems Inc	FIRE ALARM REPAIR	1,352.00	1,352.00	HASTINGS
12/11/25	0524554	Field Paper Company	PRINTING SUPPLIES	647.86	0.01	HASTINGS

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
12/11/25	0524555	First Street Brewing	BEVERAGES	31.70	0.00	HASTINGS
12/11/25	0524557	Fronius USA, LLC	WELDING SYSTEM	89,179.80	89,179.80	GRAND ISLAND
12/11/25	0524558	G & G Overhead Door, LLC	OVERHEAD DOOR REPAIR	125.00	0.00	HASTINGS
12/11/25	0524559	Kenneth L Gompert	TRAVEL REIMBURSEMENT	35.00	0.00	ADMIN SERVICES
12/11/25	0524560	Grainger	SCREWS	33.00	0.00	HASTINGS
12/11/25	0524561	Grand Island Area United Way	PAYROLL DEDUCTIONS	282.18	0.00	AREA WIDE
12/11/25	0524562	Whitney J. Hank	REIMBURSEMENT	160.47	0.00	COLUMBUS
12/11/25	0524563	Hastings Area Chamber of Commerce erece Commerce	MEMBERSHIP DUES	944.70	0.01	HASTINGS
12/11/25	0524564	Hastings Economic Development	MEALS	175.00	0.00	HASTINGS
12/11/25	0524565	Hastings Ford	VEHICLE REPAIR	1,351.91	1,351.91	HASTINGS
12/11/25	0524566	Hastings United Way	PAYROLL DEDUCTIONS	100.00	0.00	AREA WIDE
12/11/25	0524567	Hastings Utilities	CONST GAS	20.87	0.00	HASTINGS
12/11/25	0524568	HD Supply, Inc.	JANITORIAL SUPPLIES	1,056.72	1,056.72	GRAND ISLAND
12/11/25	0524569	Henry Schein Inc	PROGRAM SUPPLIES	322.93	0.00	HASTINGS
12/11/25	0524570	Kerri J. Hoppe	CLASS INSTRUCTOR	400.00	0.01	ELS COLUMBUS
12/11/25	0524570	Kerri J. Hoppe	CLASS INSTRUCTOR	175.00	0.01	ELS COLUMBUS
12/11/25	0524571	Sheila M. Hoppe	CLASS INSTRUCTOR	300.00	0.00	ELS COLUMBUS
12/11/25	0524572	HP Inc.	MONITORS	660.00	0.01	COLUMBUS
12/11/25	0524573	Industrial Health Services Network etwork Inc	DRUG TESTING	299.40	0.00	HASTINGS
12/11/25	0524574	Ingersoll Rand Company	AIR COMPRESSOR REPAIRS	952.80	0.01	HASTINGS
12/11/25	0524575	Inteconnex LLC	CAMERA REPAIR	8,423.18	8,423.18	ADMIN SERVICES
12/11/25	0524576	Intellicom Computer Consulting g Inc	SERVICE CALL	179.00	0.00	ADMIN SERVICES
12/11/25	0524577	Jackson Glass, LLC	REPAIRS	1,524.50	2,342.43	HASTINGS
12/11/25	0524577	Jackson Glass, LLC	DOOR REPAIR	817.93	2,342.43	HASTINGS
12/11/25	0524578	Johnson Hardware Company	REPAIRS	365.00	0.00	HASTINGS
12/11/25	0524579	Jeanne M Johnson dba Art Editions ions	PRESENTER FEES	400.00	0.00	ELS COLUMBUS
12/11/25	0524580	Joy and Glitter Craft Company	PROGRAM SUPPLIES	118.00	0.00	COLUMBUS
12/11/25	0524581	Kearney City Utilities Department ment	UTILITY CHARGES	30.72	0.01	KEARNEY
12/11/25	0524581	Kearney City Utilities Department ment	UTILITY CHARGES	35.20	0.01	KEARNEY
12/11/25	0524581	Kearney City Utilities Department ment	UTILITY CHARGES	167.89	0.01	KEARNEY
12/11/25	0524581	Kearney City Utilities Department ment	UTILITY CHARGES	488.00	0.01	KEARNEY
12/11/25	0524582	Shaun N Klee	CLASS INSTRUCTOR	225.00	0.00	ELS GRAND ISLAND
12/11/25	0524583	Dylan J Krings	TRAVEL REIMBURSEMENT	75.60	0.00	HASTINGS
12/11/25	0524584	Laser Works	SERVICE AWARDS	1,591.00	1,591.00	ADMIN SERVICES
12/11/25	0524585	Lexington City	RENTAL FEES	5,000.00	5,000.00	KEARNEY
12/11/25	0524586	Lincoln Electric Company	SURCHARGES	436.00	0.00	GRAND ISLAND
12/11/25	0524588	Anita M Lorentzen		196.00	0.00	GRAND ISLAND
12/11/25	0524589	Loup Power District	RENTAL FEES	39.25	20,772.28	COLUMBUS

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12/11/25	0524589	Loup Power District	ELECTRICAL SERVICES	20,733.03	20,772.28	COLUMBUS
12/11/25	0524590	Madison National Life Insuranc ce Com	INSURANCE PREMIUM	11,597.28	62,225.25	ADMIN SERVICES
12/11/25	0524590	Madison National Life Insuranc ce Com	INSURANCE PREMIUM	50,627.97	62,225.25	ADMIN SERVICES
12/11/25	0524591	Matheson-Linweld	LAB SUPPLIES	52.00	0.00	GRAND ISLAND
12/11/25	0524592	Matheson-Linweld	LAB SUPPLIES	193.71	0.00	HASTINGS
12/11/25	0524593	McCormack Distributing Co Inc	TUNER KIT	90.98	0.00	GRAND ISLAND
12/11/25	0524594	Mid Plains Construction Co	OTA HVAC	4,989.40	4,989.40	GRAND ISLAND
12/11/25	0524595	Dana K. Miller	TRAVEL REIMBURSEMENT	215.60	0.00	ADMIN SERVICES
12/11/25	0524596	MJ Mechanical LLC	EQUIPMENT MAINTENANCE	1,853.50	1,853.50	HASTINGS
12/11/25	0524597	Nebraska Community College Ins urance Trust	INSURANCE	416.05	0.00	ADMIN SERVICES
12/11/25	0524598	Nebraska Council of School Att orney	MEMBERSHIP FEES	50.00	0.00	HASTINGS
12/11/25	0524599	Nebraska Dept. of Revenue, Com mplian	PAYROLL DEDUCTION	142.33	0.00	AREA WIDE
12/11/25	0524600	Nebraska Public Power District	UTILITY CHARGES	108.70	0.00	KEARNEY
12/11/25	0524601	Nebraska State Treasurer	UNCLAIMED PROPERTY	20,251.13	20,251.13	AREA WIDE
12/11/25	0524602	Jon L. Nixon/ Ixb Group	PRESENTER FEES	575.00	0.01	ELS GRAND ISLAND
12/11/25	0524603	Northeast Community College	REIMBURSEMENT	81,837.24	81,837.24	ADMIN SERVICES
12/11/25	0524604	Northwestern Energy	GAS SERVICES	82.02	0.00	GRAND ISLAND
12/11/25	0524605	NRG Media LLC	ADVERTISING	390.00	0.00	ADMIN SERVICES
12/11/25	0524606	Omaha World Herald	ADVERTISING	9,052.00	9,052.00	ADMIN SERVICES
12/11/25	0524607	Optimizely North America, Inc	SOFTWARE FEES	47,135.17	47,135.17	ADMIN SERVICES
12/11/25	0524608	Ord Area Chamber of Commerce	LABELS/ADVERTISING	89.53	0.00	ELS COLUMBUS
12/11/25	0524610	Trina M. Osuna	TRAVEL REIMBURSEMENT	21.00	0.00	ELS COLUMBUS
12/11/25	0524611	Pastime Lanes	STUDENT BOWLING NIGHT	674.75	0.01	HASTINGS
12/11/25	0524612	Patterson Dental Company Inc	LAB SUPPLIES	45.36	0.00	HASTINGS
12/11/25	0524613	Patterson Dental Company Inc	LAB SUPPLIES	49.20	0.00	HASTINGS
12/11/25	0524614	Patterson Dental Company Inc	LAB SUPPLIES	1,390.15	1,390.15	HASTINGS
12/11/25	0524615	Patterson Dental Company Inc	LAB SUPPLIES	1,473.29	1,473.29	HASTINGS
12/11/25	0524616	John T Penington	MUSICIAN	450.00	0.00	COLUMBUS
12/11/25	0524619	Presto X Company	PEST CONTROL	143.25	0.01	COLUMBUS
12/11/25	0524619	Presto X Company	PEST CONTROL	167.47	0.01	COLUMBUS
12/11/25	0524619	Presto X Company	PEST CONTROL	310.21	0.01	GRAND ISLAND
12/11/25	0524619	Presto X Company	PEST CONTROL	83.00	0.01	KEARNEY
12/11/25	0524620	Raythesoilguy LLC	SPEAKING FEES	6,594.60	6,594.60	ELS IV
12/11/25	0524621	Austin H. Remm		111.75	0.00	ADMIN SERVICES
12/11/25	0524621	Austin H. Remm	TRAVEL REIMBURSEMENT	32.75	0.00	ADMIN SERVICES
12/11/25	0524622	Rensenhouse	TRAINING PASS	7,200.00	7,200.00	COLUMBUS
12/11/25	0524623	Erik Richardson	PRESENTER FEES	450.00	0.00	ELS COLUMBUS
12/11/25	0524624	Riverside Technologies, Inc	IT SERVICES	6,587.00	17,042.00	ADMIN SERVICES
12/11/25	0524624	Riverside Technologies, Inc	IT SERVICES	3,868.00	17,042.00	ADMIN SERVICES
12/11/25	0524624	Riverside Technologies, Inc	IT SERVICES	6,587.00	17,042.00	ADMIN SERVICES
12/11/25	0524625	Rivoli Theatre	STUDENT MOVIE NIGHT	168.00	0.00	HASTINGS

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12/11/25	0524626	Cheryl Ryckman	TRAVEL REIMBURSEMENT	81.90	0.00	COLUMBUS
12/11/25	0524627	Sack Lumber Company	PROJECT MATERIALS	18,775.00	18,775.00	HASTINGS
12/11/25	0524628	Sampson Construction Co., Inc.	HOLDREGE RENOVATION	146,927.00	146,927.00	KEARNEY
12/11/25	0524630	Smart Sense by Digi	IT SERVICES	33.48	0.00	ADMIN SERVICES
12/11/25	0524630	Smart Sense by Digi	IT SERVICES	33.48	0.00	ADMIN SERVICES
12/11/25	0524631	Southeast Community College	REIMBURSEMENT	54,985.62	54,985.62	ADMIN SERVICES
12/11/25	0524632	St. Pj Supply Inc	LAB SUPPLIES	901.51	0.01	HASTINGS
12/11/25	0524633	Staples Advantage	OFFICE SUPPLIES	22.70	0.00	COLUMBUS
12/11/25	0524634	Staples Advantage	OFFICE SUPPLIES	19.38	0.00	COLUMBUS
12/11/25	0524635	Staples Advantage	OFFICE SUPPLIES	7.35	0.00	ELS IV
12/11/25	0524636	Staples Advantage	OFFICE SUPPLIES	129.30	0.00	ELS IV
12/11/25	0524637	Staples Advantage	OFFICE SUPPLIES	11.40	0.00	COLUMBUS
12/11/25	0524638	Staples Advantage	OFFICE SUPPLIES	140.91	0.00	ELS GRAND ISLAND
12/11/25	0524639	Staples Advantage	OFFICE SUPPLIES	53.77	0.00	ELS IV
12/11/25	0524640	Staples Advantage	OFFICE SUPPLIES	146.83	0.00	KEARNEY
12/11/25	0524641	Staples Advantage	OFFICE SUPPLIES	59.31	0.00	ADMIN SERVICES
12/11/25	0524643	Super Saver	CWE REFRESHMENTS	142.06	0.00	COLUMBUS
12/11/25	0524644	Sysco Lincoln	WOODLANDS SUPPLIES	663.00	0.01	HASTINGS
12/11/25	0524645	T-Bone Truck Stop Inc	FACILITIES FUEL	1,604.01	1,604.01	COLUMBUS
12/11/25	0524646	Tri-Square Enterprises	RENTAL FEES	3,440.00	3,440.00	ADMIN SERVICES
12/11/25	0524647	UpToDate, Inc	SUNSCRIPTION FEE	4,328.00	4,328.00	HASTINGS
12/11/25	0524648	Mark A Urwiller	CLASS INSTRUCTOR	25.00	0.00	ELS GRAND ISLAND
12/11/25	0524649	Greater Loup Valley Activities	RENTAL FEES	1,250.00	1,250.00	KEARNEY
12/11/25	0524650	Verizon Wireless	CELLULAR SERVICE	120.03	0.01	ADMIN SERVICES
12/11/25	0524650	Verizon Wireless	DATA PLAN	398.10	0.01	ADMIN SERVICES
12/11/25	0524651	Vision Builders LLC	WALL REPAIRS	2,407.00	2,407.00	KEARNEY
12/11/25	0524652	Voyager Fleet Systems	FUEL CARD PURCHASES	366.56	0.01	COLUMBUS
12/11/25	0524652	Voyager Fleet Systems	FUEL CARD PURCHASES	6.50	0.01	HASTINGS
12/11/25	0524652	Voyager Fleet Systems	FUEL CARD PURCHASES	273.05	0.01	KEARNEY
12/11/25	0524653	Weed Man	SPRINKLER INSTALL	4,968.00	11,224.00	HASTINGS
12/11/25	0524653	Weed Man	SPRINKLER INSTALL	6,256.00	11,224.00	HASTINGS
12/11/25	0524654	Wells Fargo	LAB SUPPLIES	186.81	0.00	COLUMBUS
12/11/25	0524655	Wells Fargo	LODGING	2,182.97	2,182.97	ADMIN SERVICES
12/11/25	0524656	Wells Fargo	HOSPITALITY SUPPLIES	50.83	0.00	HASTINGS
12/11/25	0524657	Wells Fargo	NECK WALLET	1,069.09	1,069.09	ELS COLUMBUS
12/11/25	0524658	Wells Fargo	CLINIC SUPPLIES	809.90	0.01	ELS COLUMBUS
12/11/25	0524659	Wells Fargo	DISHWASHER & INSTALL	19,880.82	19,880.82	HASTINGS
12/11/25	0524660	Wells Fargo	REGISTRATION FEES	100.00	0.00	COLUMBUS
12/11/25	0524661	Wells Fargo	MESSAGING SERVICE	87.80	0.00	ADMIN SERVICES
12/11/25	0524662	Wells Fargo	SOFTWARE	1,650.00	1,650.00	COLUMBUS
12/11/25	0524663	Wells Fargo	LAB SUPPLIES	181.56	0.00	HASTINGS
12/11/25	0524664	Wells Fargo	LODGING	1,870.00	1,870.00	COLUMBUS
12/11/25	0524665	Wells Fargo	LODGING	330.00	0.00	COLUMBUS
12/11/25	0524666	Wells Fargo	LODGING	1,430.94	1,430.94	COLUMBUS
12/11/25	0524667	White Cap, L.P.	BOLTS FOR EQUIPMENT	44.45	0.00	COLUMBUS
12/11/25	0524668	Wilkins Architecture Design Pl	PHELPS REMODEL	3,423.60	109,010.43	HASTINGS

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12/11/25	0524668	lannin Wilkins Architecture Design Pl	NEW BUILDING - GI	8,086.83	109,010.43	ADMIN SERVICES
12/11/25	0524668	lannin Wilkins Architecture Design Pl	GI DORMS	18,750.00	109,010.43	GRAND ISLAND
12/11/25	0524668	lannin Wilkins Architecture Design Pl	PEC REMODEL - COL.	78,750.00	109,010.43	COLUMBUS
12/11/25	0524669	Lisa C. Windedahl	TRAVEL REIMBURSEMENT	89.60	0.00	ADMIN SERVICES
12/11/25	0524670	Jan A Zaura	MUSICIAN	450.00	0.00	COLUMBUS
12/18/25	0524671	402 Loft, LLC	JAN 2025 RENT	2,050.00	2,050.00	KEARNEY
12/18/25	0524673	Allied Universal Security Serv	SECURITY SRV	102,828.53	102,828.53	ADMIN SERVICES
12/18/25	0524674	vices Amazon.Com	PROGRAM SUPPLIES	173.94	5,701.08	GRAND ISLAND
12/18/25	0524674	Amazon.Com	RUBBER STAMP	8.50	5,701.08	ADMIN SERVICES
12/18/25	0524674	Amazon.Com		86.62	5,701.08	ELS IV
12/18/25	0524674	Amazon.Com		65.62	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	FRIDGE/MICROWAVE	201.73	5,701.08	KEARNEY
12/18/25	0524674	Amazon.Com	ASH VACUUM	79.99	5,701.08	GRAND ISLAND
12/18/25	0524674	Amazon.Com	ROLLING CRATE	39.41	5,701.08	ADMIN SERVICES
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	773.80	5,701.08	ADMIN SERVICES
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	302.69	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	1,921.78	5,701.08	ADMIN SERVICES
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	277.59	5,701.08	HASTINGS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	425.11	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	170.37	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	DESK CALENDAR	21.37	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	DESK LIGHT	14.99	5,701.08	ADMIN SERVICES
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	207.18	5,701.08	HASTINGS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	161.85	5,701.08	HASTINGS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	68.84	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	16.98	5,701.08	ADMIN SERVICES
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	55.67	5,701.08	ELS GRAND ISLAND
12/18/25	0524674	Amazon.Com	SALT SPREADER MOTOR	198.40	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	LAMP BULB	39.10	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	PRIVACY SCREEN	44.23	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	DAMPER MOTOR	174.99	5,701.08	KEARNEY
12/18/25	0524674	Amazon.Com	BLADE CLUTCH	19.93	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	20.78	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	STAIN REMOVER	19.95	5,701.08	COLUMBUS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	45.17	5,701.08	HASTINGS
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	33.98	5,701.08	ADMIN SERVICES
12/18/25	0524674	Amazon.Com	PROGRAM SUPPLIES	30.52	5,701.08	ADMIN SERVICES
12/18/25	0524675	Aurora Public Schools	25/FA HS INSTUCTORS	19,800.00	19,800.00	ELS GRAND ISLAND
12/18/25	0524676	Awards Plus	NAME TAGS	28.75	0.00	GRAND ISLAND
12/18/25	0524677	B-D Construction Inc	CONCRETE DRIVE	17,850.00	17,850.00	COLUMBUS
12/18/25	0524679	Brandi J. Boden	TRAVEL REIMBURSEMENT	47.60	0.00	ELS HASTINGS

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12/18/25	0524680	BoSox 7, LLC	JAN 2025 RENT & TAXES	14,412.17	14,412.17	KEARNEY
12/18/25	0524681	Erica J Buescher	RESEARCH	2,184.00	2,184.00	HASTINGS
12/18/25	0524682	CAMAS Publishing LLC	ADVERTISING	200.00	0.00	ELS IV
12/18/25	0524683	Capital Business Systems Inc	PRINTING FEES/REPAIRS	538.55	0.01	ADMIN SERVICES
12/18/25	0524684	CCC Foundation	REBATE	6.51	0.00	AREA WIDE
12/18/25	0524685	Chartwells Dining Services	CATERING	45.75	16,875.05	HASTINGS
12/18/25	0524685	Chartwells Dining Services	CATERING	422.80	16,875.05	COLUMBUS
12/18/25	0524685	Chartwells Dining Services	CATERING	219.60	16,875.05	COLUMBUS
12/18/25	0524685	Chartwells Dining Services	CATERING	70.62	16,875.05	COLUMBUS
12/18/25	0524685	Chartwells Dining Services	CATERING	128.10	16,875.05	COLUMBUS
12/18/25	0524685	Chartwells Dining Services	CATERING	366.00	16,875.05	COLUMBUS
12/18/25	0524685	Chartwells Dining Services	SUBSIDYBILLING	15,622.18	16,875.05	ADMIN SERVICES
12/18/25	0524686	Coalition on Adult Basic Educa ation	2026 CONF REGISTRATION	1,460.00	1,460.00	ADMIN SERVICES
12/18/25	0524687	College Park	JAN 2025 RENT	7,727.56	7,727.56	GRAND ISLAND
12/18/25	0524688	Colliers Landscape & Lawn Care	SNOW REMOVAL	190.00	0.00	KEARNEY
12/18/25	0524689	Duane R. Collins	TRAVEL REIMBURSEMENT	163.80	0.00	GRAND ISLAND
12/18/25	0524690	Columbus Family Resource Cente er Association	JAN 2025 RENT	6,034.32	6,034.32	COLUMBUS
12/18/25	0524691	Columbus Family Resource Cente er Association	DEC 2025 BLDG CLEANING	50.00	0.00	COLUMBUS
12/18/25	0524692	Columbus Innovation Center LLC	JAN 2025 RENT	250.00	0.00	COLUMBUS
12/18/25	0524693	Cozad Area Chamber of Commerce	DUES	150.00	0.00	ELS IV
12/18/25	0524694	Cozad Community Schools	RESOURCE PYMT	1,800.00	1,800.00	ELS IV
12/18/25	0524696	James F Davis	TRAVEL REIMBURSEMENT	120.40	0.00	KEARNEY
12/18/25	0524697	Timber R. Dejager	TRAVEL REIMBURSEMENT	58.10	0.00	ELS COLUMBUS
12/18/25	0524698	Dental Health Products Inc	MAINTENANCE FEES	1,830.45	1,830.45	HASTINGS
12/18/25	0524699	Susan Dudley	TRAVEL REIMBURSEMENT	204.40	0.00	COLUMBUS
12/18/25	0524701	Dynasty Roofing Co	PHYSICAL ED CTR ROOF	71,477.00	71,477.00	COLUMBUS
12/18/25	0524702	Eakes Office Solutions	MACHINE REPAIR	130.00	1,959.49	HASTINGS
12/18/25	0524702	Eakes Office Solutions	OFFICE CHAIRS	1,829.49	1,959.49	COLUMBUS
12/18/25	0524703	Edvance Llc	EDVANCE STUDENTS	7,428.00	7,428.00	AREA WIDE
12/18/25	0524704	Michelle L Evert	STUDENT SERVICES	13.99	0.00	COLUMBUS
12/18/25	0524705	John Ferrone	COMMUNITY ED REFUND	45.00	0.00	AREA WIDE
12/18/25	0524706	Susan M Ferrone	COMMUNITY ED REFUND	45.00	0.00	AREA WIDE
12/18/25	0524707	Mollie A. Frisell	TRAVEL REIMBURSEMENT	43.40	0.00	ELS IV
12/18/25	0524708	Jane A. Fruge	TRAVEL REIMBURSEMENT	120.40	0.00	ADMIN SERVICES
12/18/25	0524710	Graczyk Lawn & Landscape	SNOW REMOVAL	770.00	0.01	KEARNEY
12/18/25	0524711	Grainger	MAINTENANCE SUPPLIES	183.42	0.00	HASTINGS
12/18/25	0524711	Grainger	SCREW HEADS	28.18	0.00	HASTINGS
12/18/25	0524711	Grainger	PROGRAM SUPPLIES	19.62	0.00	HASTINGS
12/18/25	0524711	Grainger	MAINTENANCE SUPPLIES	102.30	0.00	KEARNEY
12/18/25	0524712	Grand Island Area Economic Dev velopment Corp	PARADE REGISTRATION	150.00	0.00	HASTINGS
12/18/25	0524713	Grand Island Entrepreneurial V Ventur	JAN 2025 RENT	5,000.00	5,000.00	GRAND ISLAND

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
12/18/25	0524714	Grand Island Rotary	SPONSORSHIP	500.00	0.01	GRAND ISLAND
12/18/25	0524715	Grand Island Student Accounts	TRAINING	56.10	0.00	GRAND ISLAND
12/18/25	0524716	Hartman Publishing Accounts Pa ayable	TEXTBOOKS	5,743.77	5,743.77	ELS IV
12/18/25	0524717	Hastings Utilities	NATURAL GAS	9,385.49	74,246.16	HASTINGS
12/18/25	0524717	Hastings Utilities	WATER/SEWER	8,142.55	74,246.16	HASTINGS
12/18/25	0524717	Hastings Utilities	ELECTRIC	56,718.12	74,246.16	HASTINGS
12/18/25	0524718	Henry Schein Inc	SERVICE CALLS	361.77	0.00	HASTINGS
12/18/25	0524719	High Plains Roadworx,LLC	PARKING LOTS	112,413.09	112,413.09	COLUMBUS
12/18/25	0524720	HP Inc.	MONITORS	440.00	0.00	ADMIN SERVICES
12/18/25	0524722	IFP Motion Solutions Inc	CART	7,192.71	7,192.71	COLUMBUS
12/18/25	0524723	Jarecki Sharp & Petersen P.C., , L.L.	LEGAL FEES	1,057.50	1,057.50	ADMIN SERVICES
12/18/25	0524724	Johnson Fitness & Wellness	WEIGHT BENCH	1,270.92	1,270.92	COLUMBUS
12/18/25	0524725	Kidwell Inc	OUTLET INSTALL	4,344.00	4,344.00	KEARNEY
12/18/25	0524726	Susan Ann Klusman	TRAVEL REIMBURSEMENT	30.80	0.00	HASTINGS
12/18/25	0524727	Koln Kgin Tv	COMMERCIALS	3,701.22	3,701.22	ADMIN SERVICES
12/18/25	0524728	Sarah L. Kort	TRAVEL REIMBURSEMENT	249.20	0.00	ADMIN SERVICES
12/18/25	0524729	Lexington City	PEST CONTROL	41.88	6,071.14	KEARNEY
12/18/25	0524729	Lexington City	SANITATION SERVICES	131.87	6,071.14	KEARNEY
12/18/25	0524729	Lexington City	CUSTODIAL SERVICES	5,818.23	6,071.14	KEARNEY
12/18/25	0524729	Lexington City	WATER/SEWER	79.16	6,071.14	KEARNEY
12/18/25	0524730	Amanda C Lipker	PRESENTER FEES	1,080.00	1,080.00	ELS COLUMBUS
12/18/25	0524731	Matheson-Linweld	LAB SUPPLIES	1,236.87	1,236.87	COLUMBUS
12/18/25	0524732	Matheson-Linweld	LAB SUPPLIES	94.25	0.00	HASTINGS
12/18/25	0524733	MH Equipment	REPAIR LEAK	493.35	0.00	HASTINGS
12/18/25	0524734	Mid West 3D Solutions LLC	WORKSTATION/BENCH	102,802.00	102,802.00	ADMIN SERVICES
12/18/25	0524735	Midwest Connect LLC	MAIL SERVICES	367.88	2,029.05	ADMIN SERVICES
12/18/25	0524735	Midwest Connect LLC	MAIL SERVICES	6.24	2,029.05	KEARNEY
12/18/25	0524735	Midwest Connect LLC	MAIL SERVICES	791.94	2,029.05	HASTINGS
12/18/25	0524735	Midwest Connect LLC	MAIL SERVICES	862.99	2,029.05	GRAND ISLAND
12/18/25	0524736	MJ Mechanical LLC	REPLACE SINK	1,070.00	3,830.00	HASTINGS
12/18/25	0524736	MJ Mechanical LLC	REPLACE VACUUM	2,760.00	3,830.00	HASTINGS
12/18/25	0524737	Mustang, Inc.	T-SHIRTS	575.00	0.01	ADMIN SERVICES
12/18/25	0524738	NCHERM Group, LLC	CONSULTING SERVICES	50,000.00	50,000.00	ADMIN SERVICES
12/18/25	0524739	Nebraska Chamber of Commerce & & Industry	MEMBERSHIP DUES	1,660.00	1,660.00	ADMIN SERVICES
12/18/25	0524740	Nebraska Community College Ins surance Trust	AUTO DEDUCTIBLE	2,500.00	2,500.00	ADMIN SERVICES
12/18/25	0524741	Nebraska Public Power District	ELECTRICITY	3,522.49	3,522.49	KEARNEY
12/18/25	0524742	Northwestern Energy	NATURAL GAS	2,419.13	2,419.13	GRAND ISLAND
12/18/25	0524743	NRG Media LLC	ADVERTISING	1,060.00	2,810.00	ADMIN SERVICES
12/18/25	0524743	NRG Media LLC	GEOFENCING	1,750.00	2,810.00	ADMIN SERVICES
12/18/25	0524744	Olsson Associates Inc	PARKING LOTS - HSTGS	1,229.04	1,229.04	HASTINGS
12/18/25	0524745	Philips Consumer Lifestyle	LAB SUPPLIES	287.97	0.00	HASTINGS
12/18/25	0524746	Pleasanton Public Schools	EARLY COLLEGE	1,800.00	1,800.00	ELS IV

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12/18/25	0524747	Polka Dot Entertainment, LLC	STUDENT ACTIVITY	387.50	0.00	HASTINGS
12/18/25	0524748	Roxanne K. Powers	TRAVEL REIMBURSEMENT	379.40	0.00	HASTINGS
12/18/25	0524749	Presto X Company	PEST CONTROL	192.89	2,274.64	KEARNEY
12/18/25	0524749	Presto X Company	PEST CONTROL	421.41	2,274.64	COLUMBUS
12/18/25	0524749	Presto X Company	PEST CONTROL	1,156.41	2,274.64	GRAND ISLAND
12/18/25	0524749	Presto X Company	PEST CONTROL	503.93	2,274.64	COLUMBUS
12/18/25	0524750	Productivity Inc	LAB SUPPLIES	9,515.76	12,538.26	COLUMBUS
12/18/25	0524750	Productivity Inc	EQUIPMENT REPAIR	3,022.50	12,538.26	HASTINGS
12/18/25	0524751	Protex Central Inc	ALARM TESTING	530.00	0.01	COLUMBUS
12/18/25	0524752	Ravenna Public Schools Attn: H Hillary Bolling	EARLY COLLEGE	960.00	0.01	ELS IV
12/18/25	0524753	Riverside Portables LLC	RENTAL FEES	340.00	0.00	COLUMBUS
12/18/25	0524754	RMV Construction Company	12,500 GI BUILDING	932,468.59	932,468.59	ADMIN SERVICES
12/18/25	0524755	Komatsu Financial	PROPERTY TAXES	2,777.88	2,777.88	HASTINGS
12/18/25	0524757	Rutt's Heating & Air Condition ning I	CHILLER REPAIR	340.00	0.00	HASTINGS
12/18/25	0524758	Scheele-Kayton Construction, L LLC	PHELPS REMODEL	55,485.00	775,503.90	HASTINGS
12/18/25	0524758	Scheele-Kayton Construction, L LLC	ACTC CENTER - HSTGS	720,018.90	775,503.90	ADMIN SERVICES
12/18/25	0524759	Shirts Are Us, LLC	T-SHIRTS	256.00	0.00	COLUMBUS
12/18/25	0524760	Sinclair Broadcast Group	COMMERCIALS	3,775.00	8,720.00	ADMIN SERVICES
12/18/25	0524760	Sinclair Broadcast Group	COMMERCIALS	4,945.00	8,720.00	ADMIN SERVICES
12/18/25	0524761	Spectrum Reach, LLC	COMMERCIALS	5,207.50	5,207.50	ADMIN SERVICES
12/18/25	0524762	Allison M. Spencer	TRAVEL REIMBURSEMENT	336.00	0.00	COLUMBUS
12/18/25	0524763	Staples Advantage	OFFICE SUPPLIES	309.30	0.00	KEARNEY
12/18/25	0524764	Staples Advantage	OFFICE SUPPLIES	46.36	0.00	KEARNEY
12/18/25	0524765	Staples Advantage	OFFICE SUPPLIES	212.12	0.00	ELS COLUMBUS
12/18/25	0524766	Staples Advantage	OFFICE SUPPLIES	72.06	0.00	ADMIN SERVICES
12/18/25	0524767	Staples Advantage	OFFICE SUPPLIES	78.34	0.00	HASTINGS
12/18/25	0524768	Staples Advantage	OFFICE SUPPLIES	36.74	0.00	GRAND ISLAND
12/18/25	0524769	Staples Advantage	OFFICE SUPPLIES	41.13	0.00	ADMIN SERVICES
12/18/25	0524770	Staples Advantage	OFFICE SUPPLIES	139.29	0.00	ADMIN SERVICES
12/18/25	0524771	Staples Advantage	OFFICE SUPPLIES	82.85	0.00	ADMIN SERVICES
12/18/25	0524772	Staples Advantage	OFFICE SUPPLIES	93.99	0.00	ELS COLUMBUS
12/18/25	0524773	Staples Advantage	OFFICE SUPPLIES	23.82	0.00	ELS COLUMBUS
12/18/25	0524774	Staples Advantage	OFFICE SUPPLIES	182.35	0.00	ELS COLUMBUS
12/18/25	0524776	State of Nebraska	IT SERVICES	573.15	0.01	ADMIN SERVICES
12/18/25	0524777	Ruth A Stewart	TRAVEL REIMBURSEMENT	43.40	0.00	ELS IV
12/18/25	0524778	T&J Safety Services, LLC	CARGILL ARC FLASH	12,000.00	12,000.00	COLUMBUS
12/18/25	0524779	US Foods, Inc.	WOODLANDS SUPPLIES	1,689.45	1,689.45	HASTINGS
12/18/25	0524780	Julie A. Vance	TRAVEL REIMBURSEMENT	39.20	0.00	ELS COLUMBUS
12/18/25	0524781	Vertagear	ESPORTS CHAIR	1,425.00	1,425.00	COLUMBUS
12/18/25	0524784	Theresa Weaver	TRAVEL REIMBURSEMENT	48.30	0.00	ELS IV
12/18/25	0524785	Brett C. Wells	TRAVEL REIMBURSEMENT	107.80	0.00	HASTINGS
12/30/25	ACH411	Union Bank Health Benefit Solu	FSA/HSA CONTRIBUTION	48,194.91	48,194.91	ADMIN SERVICES

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		utions				
12/01/25	ACH6830	Union Bank Health Benefit Solu	FSA/HSA CONTRIBUTION	845.75	0.01	ADMIN SERVICES
		utions				
12/10/25	ACH6831	Wells Fargo Bank	DEPOSITAX - FEDERAL	77,523.99	77,523.99	AREA WIDE
12/11/25	ACH6832	TIAA-CREF	BW CONTRIBUTION	51,248.03	51,248.03	AREA WIDE
12/11/25	ACH6833	Nebraska.Gov	GARNISHMENT	300.75	0.00	AREA WIDE
12/11/25	ACH6834	Nebraska.Gov	GARNISHMENT	224.36	0.00	AREA WIDE
12/11/25	ACH6835	Nebraska.Gov	GARNISHMENT	198.34	0.00	AREA WIDE
12/11/25	ACH6836	Nebraska.Gov	GARNISHMENT	126.19	0.00	AREA WIDE
12/12/25	ACH6837	Nebraska Child Support Payment	GARNISHMENT	959.44	0.01	AREA WIDE
		t Center				
12/12/25	ACH6838	Union Bank Health Benefit Solu	FSA/HSA CONTRIBUTION	11,226.36	11,226.36	ADMIN SERVICES
		utions				
12/15/25	ACH6839	State of Nebraska	TAX WITHHOLDING	106,641.49	106,641.49	AREA WIDE
12/19/25	ACH6840	State of Nebraska	SALES TAX	447.37	0.00	ADMIN SERVICES
12/22/25	ACH6841	Refquest, Llc	ATHLETIC CONTESTS PAYMENT	13,000.00	13,000.00	COLUMBUS
12/22/25	ACH6842	TIAA-CREF	MO CONTRIBUTION	409,302.41	409,302.41	AREA WIDE
12/22/25	ACH6843	Nebraska.Gov	GARNISHMENT	1,181.57	1,181.57	AREA WIDE
12/22/25	ACH6844	Nebraska.Gov	GARNISHMENT	505.89	0.01	AREA WIDE
12/23/25	ACH6845	Nebraska.Gov	GARNISHMENT	410.87	0.00	AREA WIDE
12/23/25	ACH6846	Nebraska.Gov	GARNISHMENT	224.36	0.00	AREA WIDE
12/23/25	ACH6847	Nebraska.Gov	GARNISHMENT	199.35	0.00	AREA WIDE
12/23/25	ACH6848	Nebraska.Gov	GARNISHMENT	154.81	0.00	AREA WIDE
12/23/25	ACH6849	Nebraska Child Support Payment	DEDUCTIONS	1,035.86	1,035.86	AREA WIDE
		t Center				
12/23/25	ACH6850	Wells Fargo Bank	DEPOSITAX - FEDERAL	652,718.79	652,718.79	AREA WIDE
12/23/25	ACH6851	Wells Fargo Card Services Inc	P CARD PAYMENT	156,540.38	156,540.38	AREA WIDE
12/24/25	ACH6852	Union Bank Health Benefit Solu	FSA/HSA CONTRIBUTION	11,170.89	11,170.89	ADMIN SERVICES
		utions				
12/24/25	ACH6854	Nebraska Child Support Payment	DEDUCTIONS	491.43	0.00	AREA WIDE
		t Center				
12/04/25	E0054623	Karl A. Anderson	TRAVEL REIMBURSEMENT	39.20	0.00	COLUMBUS
12/04/25	E0054624	Ana L Armstrong	BLDG CLEANING	700.00	0.01	KEARNEY
12/04/25	E0054625	Jeffery J Bexten	TRAVEL REIMBURSEMENT	98.00	0.00	HASTINGS
12/04/25	E0054627	Stanley W. Blackmore	TRAVEL REIMBURSEMENT	178.50	0.00	GRAND ISLAND
12/04/25	E0054629	Maggie P. Brooks	TRAVEL REIMBURSEMENT	165.20	0.00	ELS COLUMBUS
12/04/25	E0054630	Jeffrey J Buescher	TRAVEL REIMBURSEMENT	77.00	0.00	HASTINGS
12/04/25	E0054632	Marcia F. Donley	TRAVEL REIMBURSEMENT	322.00	0.00	ADMIN SERVICES
12/04/25	E0054633	Jordan Eisenmenger	TRAVEL REIMBURSEMENT	96.60	0.00	ADMIN SERVICES
12/04/25	E0054634	Brenda J Eller	TRAVEL REIMBURSEMENT	112.70	0.00	ADMIN SERVICES
12/04/25	E0054636	Rebecca S Fausett	TRAVEL REIMBURSEMENT	115.50	0.00	ADMIN SERVICES
12/04/25	E0054637	Alison L Feeney	PROGRAM SUPPLIES	107.80	0.00	HASTINGS
12/04/25	E0054639	Michael J. Garretson	TRAVEL REIMBURSEMENT	35.00	0.00	ADMIN SERVICES
12/04/25	E0054640	Bret S Gengenbach	TRAVEL REIMBURSEMENT	224.00	0.00	COLUMBUS
12/04/25	E0054641	Holly A. Goodell	TRAVEL REIMBURSEMENT	180.60	0.00	ADMIN SERVICES
12/04/25	E0054643	Amy R Hammond	TRAVEL REIMBURSEMENT	22.40	0.00	KEARNEY

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12/04/25	E0054645	Brian G Hoffman	TRAVEL REIMBURSEMENT	404.41	0.00	GRAND ISLAND
12/04/25	E0054646	Ross Douglas Huxoll	TRAVEL REIMBURSEMENT	60.20	0.00	ADMIN SERVICES
12/04/25	E0054647	Jason E Jensen	TRAVEL REIMBURSEMENT	101.50	0.00	ADMIN SERVICES
12/04/25	E0054648	Steven R Kelso	TRAVEL REIMBURSEMENT	1,209.60	1,404.90	ELS COLUMBUS
12/04/25	E0054648	Steven R Kelso	TRAVEL REIMBURSEMENT	117.60	1,404.90	ELS COLUMBUS
12/04/25	E0054648	Steven R Kelso	TRAVEL REIMBURSEMENT	77.70	1,404.90	ELS COLUMBUS
12/04/25	E0054649	Bradley J. Lang	TRAVEL REIMBURSEMENT	74.30	0.00	HASTINGS
12/04/25	E0054650	Krynn K Larsen	TRAVEL REIMBURSEMENT	1,436.74	1,436.74	ADMIN SERVICES
12/04/25	E0054652	Jerry J. Muller	TRAVEL REIMBURSEMENT	4,100.30	4,100.30	COLUMBUS
12/04/25	E0054653	Abigail A. Ott	TRAVEL REIMBURSEMENT	3,303.62	3,303.62	ADMIN SERVICES
12/04/25	E0054657	Ricardo Ramirez-Aranda	TRAVEL REIMBURSEMENT	60.20	0.00	GRAND ISLAND
12/04/25	E0054660	Ashley L. Scheil	TRAVEL REIMBURSEMENT	39.20	0.00	GRAND ISLAND
12/04/25	E0054661	Luke G. Schenk	OPERATOR LICENSE	115.00	0.00	HASTINGS
12/04/25	E0054662	Craig A. Shaw	TRAVEL REIMBURSEMENT	470.90	0.00	HASTINGS
12/04/25	E0054663	Lauri L Shultis	TRAVEL REIMBURSEMENT	360.50	0.00	ADMIN SERVICES
12/04/25	E0054664	Shelly L. Steinkruger	TRAVEL REIMBURSEMENT	86.10	0.00	HASTINGS
12/04/25	E0054665	Kyle L Sterner	TRAVEL REIMBURSEMENT	60.20	0.00	GRAND ISLAND
12/04/25	E0054666	Abdirahman J. Suleman Seed	TRAVEL REIMBURSEMENT	385.00	0.00	ADMIN SERVICES
12/04/25	E0054667	Jennifer M Walker	TRAVEL REIMBURSEMENT	60.20	0.00	ADMIN SERVICES
12/04/25	E0054668	Candace L. Walton	TRAVEL REIMBURSEMENT	2,364.73	2,364.73	ADMIN SERVICES
12/04/25	E0054669	Diana L. Watson	TRAVEL REIMBURSEMENT	86.80	0.00	ELS IV
12/04/25	E0054670	Tracy L Watts	TRAVEL REIMBURSEMENT	121.90	0.01	ADMIN SERVICES
12/04/25	E0054670	Tracy L Watts	TRAVEL REIMBURSEMENT	681.60	0.01	ADMIN SERVICES
12/04/25	E0054672	Bryce Zavadil	TRAVEL REIMBURSEMENT	180.60	0.00	ADMIN SERVICES
12/11/25	E0054673	Pamela K Bales	TRAVEL REIMBURSEMENT	1,733.70	1,733.70	ADMIN SERVICES
12/11/25	E0054674	Joseph P Black	IDP REIMBURSEMENT	2,490.74	2,490.74	ADMIN SERVICES
12/11/25	E0054675	Stanley W. Blackmore	TRAVEL REIMBURSEMENT	59.50	0.00	GRAND ISLAND
12/11/25	E0054676	Valerie C. Bren	TRAVEL REIMBURSEMENT	408.80	0.00	COLUMBUS
12/11/25	E0054678	Marni J Danhauer	TRAVEL REIMBURSEMENT	478.30	0.00	ADMIN SERVICES
12/11/25	E0054679	Francesca E. Davis	TRAVEL REIMBURSEMENT	383.41	0.00	ADMIN SERVICES
12/11/25	E0054681	Lora J. Hastreiter	TRAVEL REIMBURSEMENT	151.33	0.00	COLUMBUS
12/11/25	E0054682	Denise M. Kingery	TRAVEL REIMBURSEMENT	289.80	0.00	ADMIN SERVICES
12/11/25	E0054683	Tammy S. Kresser	TRAVEL REIMBURSEMENT	290.50	0.00	GRAND ISLAND
12/11/25	E0054684	Bradley J. Lang	TRAVEL REIMBURSEMENT	79.80	0.00	HASTINGS
12/11/25	E0054685	Donna A. Martin	TRAVEL REIMBURSEMENT	60.20	0.00	ADMIN SERVICES
12/11/25	E0054686	Jeanne M Micek	TRAVEL REIMBURSEMENT	63.00	0.00	ELS COLUMBUS
12/11/25	E0054687	Benjamin Newton	TRAVEL REIMBURSEMENT	197.40	0.00	COLUMBUS
12/11/25	E0054688	Shawn Patsios	TRAVEL REIMBURSEMENT	120.40	0.00	ADMIN SERVICES
12/11/25	E0054689	Ricardo Ramirez-Aranda	TRAVEL REIMBURSEMENT	60.20	0.00	GRAND ISLAND
12/11/25	E0054690	Courtney M Rempe	TRAVEL REIMBURSEMENT	268.10	0.00	HASTINGS
12/11/25	E0054692	Kayla M. Sheffield	TRAVEL REIMBURSEMENT	70.00	0.00	ADMIN SERVICES
12/11/25	E0054693	Carly D Walker	IDP REIMBURSEMENT	2,283.00	2,283.00	ADMIN SERVICES
12/11/25	E0054694	Candace L. Walton	TRAVEL REIMBURSEMENT	519.99	0.01	ADMIN SERVICES
12/18/25	E0054695	Dr. Nathan T. Allen	TRAVEL REIMBURSEMENT	518.70	0.01	ADMIN SERVICES
12/18/25	E0054696	John D Behrens	TRAVEL REIMBURSEMENT	120.40	0.00	GRAND ISLAND
12/18/25	E0054697	Craig A Boroff	TRAVEL REIMBURSEMENT	273.00	0.00	ADMIN SERVICES

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12/18/25	E0054698	Callie Bridges	TRAVEL REIMBURSEMENT	36.40	0.00	ADMIN SERVICES
12/18/25	E0054699	Karol K. Cavanaugh	TRAVEL REIMBURSEMENT	346.50	0.00	ELS IV
12/18/25	E0054700	Angela J Davidson	TRAVEL REIMBURSEMENT	35.00	0.00	ADMIN SERVICES
12/18/25	E0054701	Jason L Davis	TRAVEL REIMBURSEMENT	241.50	0.01	ADMIN SERVICES
12/18/25	E0054701	Jason L Davis	TRAVEL REIMBURSEMENT	413.00	0.01	ADMIN SERVICES
12/18/25	E0054702	Marcia F. Donley	TRAVEL REIMBURSEMENT	80.50	0.00	ADMIN SERVICES
12/18/25	E0054703	Shirley Enquist	TRAVEL REIMBURSEMENT	58.10	0.00	ELS COLUMBUS
12/18/25	E0054704	Alison L Feeney	TRAVEL REIMBURSEMENT	77.00	0.00	HASTINGS
12/18/25	E0054705	Amy R Hammond	TRAVEL REIMBURSEMENT	11.20	0.00	KEARNEY
12/18/25	E0054706	Georgina Lynn Hueske	TRAVEL REIMBURSEMENT	35.00	0.00	HASTINGS
12/18/25	E0054707	Steven R Kelso	TRAVEL REIMBURSEMENT	19.60	0.00	ELS COLUMBUS
12/18/25	E0054708	Angela C. Kolbet	IDP REIMBURSEMENT	1,284.00	1,284.00	ADMIN SERVICES
12/18/25	E0054709	Kyle J. Lingenfelter	TRAVEL REIMBURSEMENT	23.80	0.00	ELS COLUMBUS
12/18/25	E0054710	Amanda Mancini Marshall	TRAVEL REIMBURSEMENT	856.10	0.01	ADMIN SERVICES
12/18/25	E0054711	Pennie M Morgan	TRAVEL REIMBURSEMENT	217.70	0.00	ADMIN SERVICES
12/18/25	E0054712	Ashley L. Scheil	TRAVEL REIMBURSEMENT	22.40	0.00	GRAND ISLAND
12/18/25	E0054713	Michelle L Setlik	TRAVEL REIMBURSEMENT	225.40	0.00	ADMIN SERVICES
12/18/25	E0054714	Brandon M. Stalvey	TRAVEL REIMBURSEMENT	203.00	0.00	GRAND ISLAND
12/18/25	E0054715	Allen D Stenzel	TRAVEL REIMBURSEMENT	154.00	0.00	COLUMBUS
12/18/25	E0054716	Kyle L Sterner	TRAVEL REIMBURSEMENT	120.40	0.00	GRAND ISLAND
12/18/25	E0054716	Kyle L Sterner	REFRESHMENTS	15.19	0.00	ADMIN SERVICES
12/18/25	E0054717	Sara M Stroman	TRAVEL REIMBURSEMENT	171.50	0.00	ELS HASTINGS
12/18/25	E0054718	Margaret R Treffer	TRAVEL REIMBURSEMENT	421.40	0.00	ADMIN SERVICES
12/18/25	E0054719	Candace L. Walton	TRAVEL REIMBURSEMENT	102.20	0.00	ADMIN SERVICES
TOTAL				6,533,948.03		

AP TYPE	COUNT	NET
COLUMBUS AR	42	38,543.01
GRAND ISLAND AR	15	4,316.50
HASTINGS AR	3	627.00
TOTAL		43,486.51

DATE	CHECK NO	CHECK NAME	BOARD COMMENT	NET	CHECK AMOUNT	LOCAITON
12/04/25	0524305	Linda M. Aerni	TRAVEL REIMBURSEMENT	102.20	0.00	ADMIN SERVICES
12/04/25	0524365	Dr Roger P Davis	TRAVEL REIMBURSEMENT	57.40	0.00	ADMIN SERVICES
12/04/25	0524425	Diane R Keller	TRAVEL REIMBURSEMENT	174.50	0.00	ADMIN SERVICES
12/04/25	0524432	Trevor G. Lee	TRAVEL REIMBURSEMENT	39.20	0.00	ADMIN SERVICES
12/04/25	0524470	Rita J. Skiles	TRAVEL REIMBURSEMENT	440.50	0.00	ADMIN SERVICES
12/04/25	0524471	Daniel M Smith	TRAVEL REIMBURSEMENT	96.60	0.00	ADMIN SERVICES
12/04/25	E0054631	Jason J Buss	TRAVEL REIMBURSEMENT	43.40	0.00	ADMIN SERVICES
12/04/25	E0054644	Linda J. Heiden	TRAVEL REIMBURSEMENT	110.60	0.00	ADMIN SERVICES
12/04/25	E0054654	Tom Pirnie	TRAVEL REIMBURSEMENT	64.40	0.00	ADMIN SERVICES
TOTAL				1,128.80		

Central Community College

Financial Report

For fiscal year 2025-26

December 31, 2025

Recommend the Board Acknowledges Receiving the Financial Report.

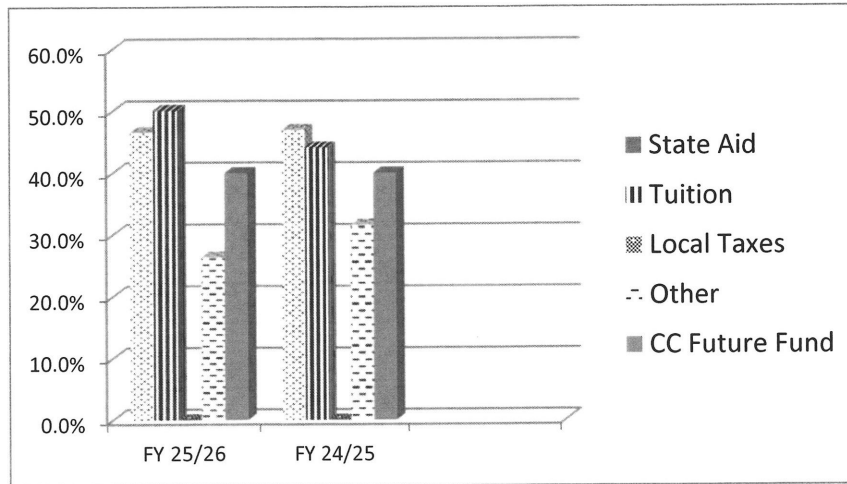
Central Community College
Combined Balance Sheet - All Funds
FY 2025-26

	December 31, 2025	December 31, 2024	Difference
Assets			
Cash and Cash Equivalents	\$ 28,931,005	\$ 35,062,932	\$ (6,131,927)
Investments	10,089,915	9,869,610	220,305
Accounts Receivable	13,701,473	16,733,609	(3,032,136)
Inventories	163,769	170,383	(6,614)
Prepaid Expenses	1,838,191	1,822,395	15,796
Net Fixed Assets	127,330,522	124,652,204	2,678,318
Total Assets	\$ 182,054,875	\$ 188,311,133	\$ (6,256,258)
Liabilities and Fund Balance			
Accounts Payable	\$ 1,878,786	\$ 419,560	\$ 1,459,226
Accrued Expenses	2,076,511	1,693,032	383,479
Deposits	113,148	109,592	3,556
Deferred Revenue	-	4,039	(4,039)
Funds held for others	86,307	79,994	6,313
Revenue Bonds payable	-	-	-
Total Liabilities	\$ 4,154,752	\$ 2,306,217	\$ 1,848,535
Fund Balance - Beginning	\$ 185,465,812	\$ 177,996,158	\$ 7,469,654
Reserve for encumbrances/prior year	33,916	29,976	3,940
Current year increase(decrease)	(7,599,605)	7,978,782	(15,578,387)
Total fund Balance	\$ 177,900,123	\$ 186,004,916	\$ (8,104,793)
Total Liabilities and fund Balance	\$ 182,054,875	\$ 188,311,133	\$ (6,256,258)

Central Community College
Statement of Revenues and Expenditures
Combined - All Funds
FY 2025-26

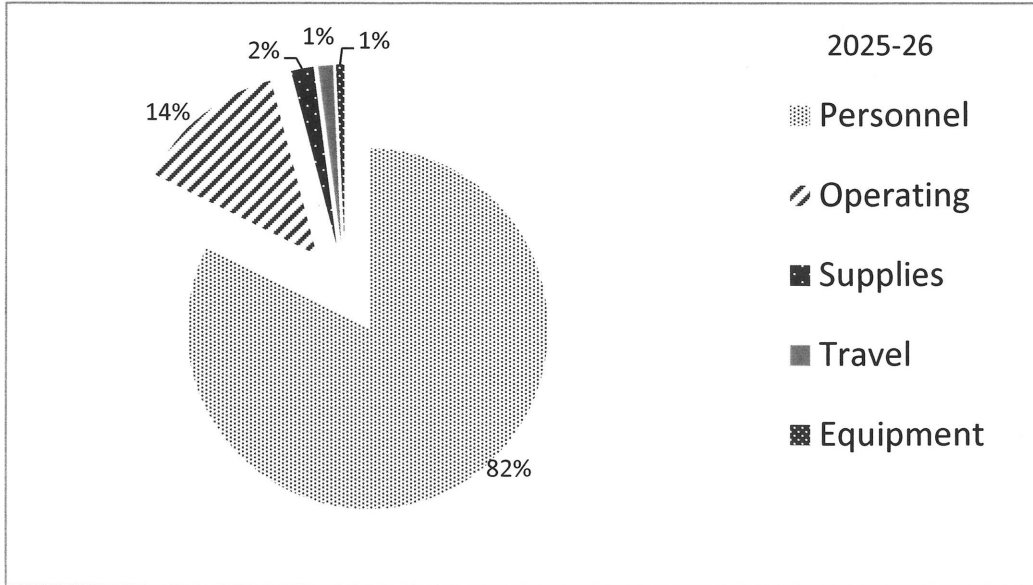
Fund	Budget	December	Projected Year-to-Date	Actual Year-to-Date	%
General Operating					
Revenues	\$74,618,909	\$ 6,376,517	\$ 31,713,036	\$ 31,727,916	42.5%
Expenditures	74,618,909	5,088,665	31,041,466	31,030,133	41.6%
Totals		\$ 1,287,852	\$ 671,570	\$ 697,783	
Capital Improvement					
Revenues	\$15,311,532	\$ 69,074		\$ 4,203,769	
Expenditures	15,311,532	1,108,781		9,858,935	
Totals		\$ (1,039,707)		\$ (5,655,166)	
Accessibility					
Revenues		\$ 31		\$ 193	
Expenditures		5,917		164,378	
Totals		\$ (5,886)		\$ (164,185)	
Auxiliary					
Revenues		\$ 1,287,759		\$ 10,204,542	
Expenditures		1,771,903		17,229,063	
Totals		\$ (484,144)		\$ (7,024,521)	
Restricted					
Revenues		\$ 998,015		\$ 16,863,416	
Expenditures		1,152,748		12,458,093	
Totals		\$ (154,733)		\$ 4,405,323	
Revenue Bond					
Revenues	\$2,569,911	\$ 3,344		\$ 1,290,518	
Expenditures	2,569,911	54,145		1,149,357	
Totals		\$ (50,801)		\$ 141,161	
All Funds					
Revenues		\$ 8,734,740		\$ 64,290,354	
Expenditures		9,182,159		71,889,959	
Totals		\$ (447,419)		\$ (7,599,605)	

**Central Community College
General Fund
Revenue Summary
December 31, 2025**



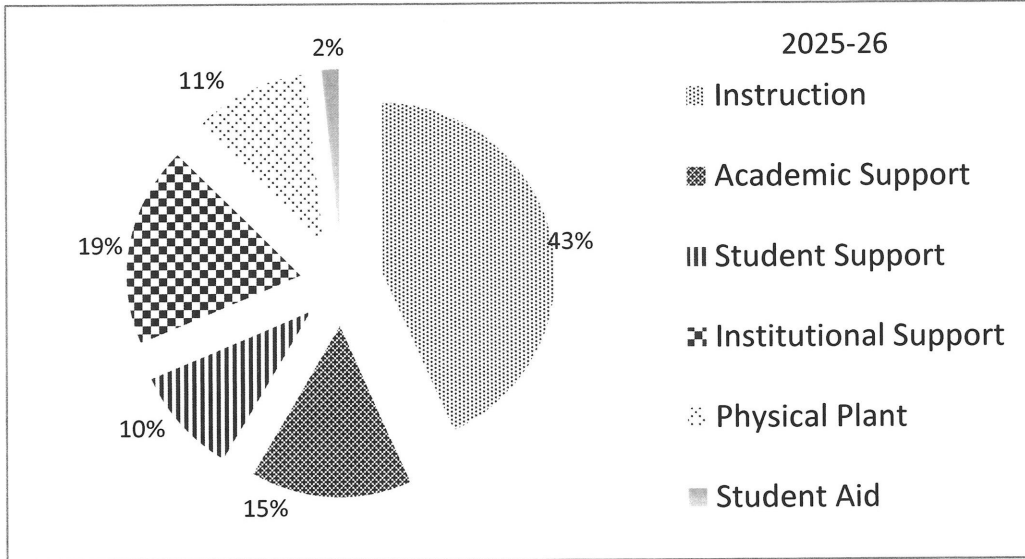
General Operating Fund	December			FY 25/26	FY 24/25
	Budget	Actual	Year-to-Date	%	%
State Aid	\$ 12,692,123	\$ 1,269,212	\$ 5,915,422	46.61%	47.00%
State CC Future Fund	50,866,769	5,086,677	20,346,708	40.00%	40.00%
Tuition	10,660,017	19,127	5,343,224	50.12%	44.07%
Property Taxes	-	1,880	17,203	0.00%	0.00%
Other	400,000	(379)	105,359	26.34%	31.56%
Subtotal	\$ 74,618,909	\$ 6,376,517	\$ 31,727,916	42.52%	46.25%
Total Operating Revenue	\$ 74,618,909	\$ 6,376,517	\$ 31,727,916	42.52%	46.25%

**Central Community College
General Fund
Expenditure Summary by Type
December 31, 2025**



Type	FY 25/26		FY 24/25	
	Year-to-Date Expenditures	% Budget	Year-to-Date Expenditures	% Budget
Personnel	\$ 25,570,247	46.02%	\$ 24,823,031	46.93%
Operating	4,194,332	26.56%	3,393,734	21.96%
Supplies	624,831	38.48%	820,227	49.13%
Travel	406,121	49.02%	335,666	41.08%
Equipment	234,602	28.87%	322,704	41.23%
Totals	\$ 31,030,133	41.58%	\$ 29,695,362	41.46%

**Central Community College
General Fund
Expenditure Summary by Function
December 31, 2025**



Function	FY 25/26		FY 24/25	
	Year-to-Date Expenditures	% Budget	Year-to-Date Expenditures	% Budget
Instructional	\$ 13,413,713	41.55%	\$ 12,745,920	39.87%
Academic Support	4,760,193	41.16%	4,906,282	43.91%
Student Support	3,126,124	49.31%	2,857,015	45.97%
Institutional Support	5,835,792	36.88%	5,603,847	38.79%
Physical Plant	3,377,327	46.65%	3,065,955	46.01%
Student Aid	516,984	37.77%	516,343	44.73%
Totals	\$ 31,030,133	41.58%	\$ 29,695,362	41.46%

**Central Community College
Investments
December 31, 2025**

Fund	Rate	Type	Amount	Maturity
General				
Five Points Bank	2.350%	MM	\$ 3,400,000.00	
Total			\$ 3,400,000.00	
Auxiliary				
Five Points Bank	2.350%	MM	\$ 300,000.00	
Equitable Bank/Grand Island	3.500%	CD	238,618.24	06/03/27
Five Points Bank/Grand Island	2.430%	CD	232,247.17	06/03/27
Bank of the Valley, David City	3.100%	CD	285,226.83	06/11/26
Exchange Bank, Grand Island	2.480%	CD	113,047.57	06/08/26
Clarkson Bank/ Clarkson	1.840%	CD	100,000.00	06/11/26
Bank of the Valley, David City	2.200%	CD	280,845.63	06/11/26
Cornerstone/Aurora	2.290%	CD	115,327.20	04/11/26
Cornerstone/Central City	2.290%	CD	115,327.20	04/11/26
Cornerstone/Columbus	2.290%	CD	115,327.20	04/11/26
Cornerstone/Grand Island	2.290%	CD	115,327.20	04/11/26
Cornerstone/Rising City	2.290%	CD	115,327.20	04/11/26
FirsTier Bank/Elm Creek	2.600%	CD	100,000.00	12/03/27
Total			\$ 2,226,621.44	
Capital Improvement				
Five Points Bank	2.350%	MM	\$ 1,192,023.87	
Nebr Liquid Asset Funds	4.030%	MM	615,140.76	
First National Bank/David City	2.600%	CD	217,488.35	06/17/27
Firstier Bank/Elm Creek	2.500%	CD	150,000.00	06/11/26
Dayspring Bank/Gothenburg	1.600%	CD	113,415.09	11/23/27
Dayspring Bank/Gothenburg	1.700%	CD	116,723.73	11/23/27
Total			\$ 2,404,791.80	
Revenue Bond				
Five Points Bank	2.350%	MM	\$ 1,030,000.00	
Bank of the Valley/Platte Center	2.550%	CD	250,000.00	06/03/27
First Nebraska Bank/Arcadia	2.600%	CD	235,019.77	07/24/27
Clarkson Bank/Clarkson	2.840%	CD	250,000.00	06/11/27
Town & Country Bank/Ravenna	2.380%	CD	293,481.63	11/26/26
TOTAL			\$ 2,058,501.40	
Accessility Fund				
TOTAL			\$0.00	
TOTAL INVESTMENTS			\$ 10,089,914.64	

Central Community College
County Receipts as of December 31, 2025

County	Balance 7/1/25	2025-26 Levy Amount	Total Receivable	Collections December	Received Year-to-Date	% Received FY 25/26	% Received FY 24/25
Adams	\$ 357,454	\$ 1,118,470	\$ 1,475,924	\$ 3,468	\$ 326,196	22.10%	51.99%
Boone	124,131	491,777	615,908	1,045	109,968	17.85%	40.70%
Buffalo	542,570	1,752,470	2,295,040	4,345	526,031	22.92%	53.47%
Butler	166,190	675,273	841,463	1,932	161,391	19.18%	48.12%
Clay	126,111	573,568	699,679	2,021	129,898	18.57%	50.09%
Colfax	163,999	542,618	706,617	1,355	156,603	22.16%	46.10%
Dawson	261,034	950,516	1,211,550	4,842	260,356	21.49%	51.11%
Franklin	68,172	244,012	312,184	1,387	64,223	20.57%	49.06%
Furnas	75,295	282,495	357,790	1,896	65,404	18.28%	43.87%
Gosper	58,764	257,297	316,061	784	55,242	17.48%	47.10%
Greeley	70,409	265,483	335,892	1,406	63,147	18.80%	42.10%
Hall	537,300	1,619,842	2,157,142	6,757	520,139	24.11%	54.95%
Hamilton	228,250	792,817	1,021,067	4,405	223,778	21.92%	50.03%
Harlan	79,002	295,014	374,016	970	67,470	18.04%	43.44%
Howard	104,301	358,248	462,549	2,413	95,148	20.57%	50.63%
Kearney	138,766	534,481	673,247	1,344	126,454	18.78%	47.09%
Merrick	148,427	476,603	625,030	1,756	144,374	23.10%	51.15%
Nance	75,373	276,268	351,641	2,001	69,878	19.87%	52.12%
Nuckolls	77,354	287,520	364,874	571	66,342	18.18%	42.78%
Phelps	156,702	635,535	792,237	2,863	150,071	18.94%	46.43%
Platte	535,037	1,566,727	2,101,764	3,717	442,368	21.05%	47.84%
Polk	131,656	504,142	635,798	1,089	119,064	18.73%	44.28%
Sherman	67,195	262,266	329,461	822	60,906	18.49%	48.26%
Valley	80,635	270,577	351,212	875	74,796	21.30%	49.53%
Webster	80,365	277,512	357,877	4,366	72,245	20.19%	47.84%
Totals	\$ 4,454,492	\$ 15,311,533	\$ 19,766,025	\$ 58,430	\$ 4,151,492	21.00%	49.95%

CENTRAL COMMUNITY COLLEGE

COMBINED BALANCE SHEET - ALL FUNDS
As of 12/31/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
ASSETS		
Cash on hand	5,242.50	5,385.00
Cash in banks	29,540,903.27	35,641,930.50
Investments	9,474,773.88	9,279,107.38
Accounts receivable	13,694,535.53	16,727,196.98
Accrued interest receivable	6,938.22	6,411.80
Inventories	163,769.07	170,382.50
Prepaid Expenses	1,838,191.00	1,822,395.00
Due from other funds	0.00	0.00
Total Current Assets	54,724,353.47	63,652,809.16
Land	17,353,476.22	14,997,711.86
Buildings	63,250,725.81	63,250,725.81
Building improvements	146,020,078.67	137,356,972.98
Construction in progress	4,684,997.59	4,694,026.93
Equipment and furniture	25,706,982.66	25,420,016.81
Depreciation	129,685,739.20	121,067,250.82
Total Fixed Assets	127,330,521.75	124,652,203.57
Total Assets	182,054,875.22	188,305,012.73
LIABILITIES AND FUND BALANCE		
Accounts payable/current	1,877,451.43	69,433.87
Sales tax payable	1,334.67	647.20
Accrued payroll & deductions	251,744.12	521,659.37
Accrued vacation	1,824,767.75	1,693,031.72
Accrued interest payable	0.00	0.00
Deposits	113,147.50	109,592.50
Preregistrations	0.00	5,509.05
Contracts payable	0.00	0.00
Revenue bonds payable	0.00	0.00
Agency funds balance	86,307.42	76,674.55
Deferred Revenue	0.00	1,470.47-
Due to other funds	0.00	0.00
Total Liabilities	4,154,752.89	2,475,077.79
Beginning fund balance	185,465,811.99	177,996,158.19
Reserve for encumbrances/ prior year	33,915.62	29,975.52
Current year increase/decrease	7,599,605.28-	7,803,801.23
Total Fund Balances	177,900,122.33	185,829,934.94
Total Liabilities and Fund Balances	182,054,875.22	188,305,012.73

CENTRAL COMMUNITY COLLEGE

COMBINED STATEMENT OF REVENUE AND EXPENDITURES
As of 12/31/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
State appropriations	5,641,847.10	29,320,672.01	6,115,019.16	30,680,978.30
Local taxes	58,430.11	4,151,491.10	88,125.75	6,696,933.93
Federal funds	1,241,979.52	11,629,890.84	242,250.33	12,323,851.47
Tuition and fees net of remissions	22,866.25	5,897,501.74	17,764.35	5,007,777.02
Dormitory	0.00	672,254.16	0.00	709,191.22
Cafeteria	513.98	765,964.63	0.00	801,127.70
Sale of merchandise	944,994.71	6,135,335.87	932,555.17	5,945,387.93
Other income	778,725.70	4,208,230.65	869,191.95	5,255,734.68
Bond proceeds	0.00	0.00	0.00	0.00
Interest income	16,180.87	76,963.60	16,119.24	87,475.35
Services	4,151.98	51,796.73	4,060.08	46,928.25
Transfers	25,049.85	1,380,252.09	325,286.72	1,872,647.39
Total Revenue	8,734,740.07	64,290,353.42	8,610,372.75	69,428,033.24
EXPENDITURES				
Personal services	4,675,774.63	27,816,587.44	4,580,107.00	27,092,937.75
Operating expenses	3,834,643.07	37,390,375.62	3,223,639.09	29,358,549.50
Supplies and materials	219,646.11	4,176,695.54	354,404.56	2,632,225.29
Travel	59,968.11	375,783.03	67,724.14	361,558.61
Equipment and furniture	392,127.35	2,130,517.07	169,869.90	2,178,960.86
Transfers	0.00	0.00	0.00	0.00
Total expenditures	9,182,159.27	71,889,958.70	8,395,744.69	61,624,232.01
Net Increase/Decrease In Fund Balance	447,419.20-	7,599,605.28-	214,628.06	7,803,801.23

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - BALANCE SHEET
As of 12/31/2025

	FISCAL YEAR	FISCAL YEAR
	2025-2026	2024-2025

ASSETS

Cash on hand	5,142.50	5,285.00
Cash in banks	15,101,655.14	12,860,929.22
Investments	3,400,000.00	3,400,000.00
Accounts receivable/students	7,278,644.30	6,863,960.37
Accounts receivable - outside agencies	325,413.86	5,967,006.81
Travel advances	0.00	0.00
Accrued interest receivable	3,935.20	3,754.18
Prepaid Expenses	1,838,191.00	1,709,940.00
Due from other funds	0.00	0.00
Total Assets	27,952,982.00	30,810,875.58

LIABILITIES AND FUND BALANCE

Accounts payable/current	301,780.49-	528,392.24-
Accrued payroll & deductions	251,744.12	521,659.37
Accrued vacation	1,573,437.23	1,453,378.41
Accrued interest payable	0.00	0.00
Deposits	113,147.50	109,592.50
Preregistrations	0.00	5,509.05
Deferred Revenue	0.00	1,470.47-
Due to other funds	0.00	0.00
Total Liabilities	1,636,548.36	1,560,276.62
Beginning fund balance/ Unencumbered	25,584,735.90	25,866,435.61
Reserve for prior year encumbrances	33,915.62	29,975.52
Current year increase/decrease	697,782.12	3,354,187.83
Total Fund Balance	26,316,433.64	29,250,598.96
Total Liabilities and Fund Balance	27,952,982.00	30,810,875.58

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF REVENUE AND EXPENSE
As of 12/31/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
State appropriations	6,355,889.16	26,262,131.24	6,107,728.54	25,266,435.74
Local taxes	1,880.08	17,202.93	42,050.16	3,262,782.48
Tuition net of remissions	19,127.26	5,343,224.30	17,633.18	4,470,232.03
Other income	379.28-	105,357.07	25,714.46	113,173.33
Transfers	0.00	0.00	0.00	13,082.63
Total Revenue	6,376,517.22	31,727,915.54	6,193,126.34	33,125,706.21
EXPENSES				
Personal services	4,305,669.90	25,570,247.17	4,201,855.70	24,822,790.68
Operating expenses	597,587.80	4,194,331.56	522,536.27	3,424,867.54
Supplies and materials	52,426.78	624,830.96	89,295.45	847,777.78
Travel	83,720.04	406,121.37	56,867.16	357,293.20
Equipment and furniture	49,260.21	234,602.36	45,034.48	318,789.18
Total Expenses	5,088,664.73	31,030,133.42	4,915,589.06	29,771,518.38
Net Increase/Decrease In Fund Balance	1,287,852.49	697,782.12	1,277,537.28	3,354,187.83

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF REVENUE AND EXPENSE
As of 12/31/2025

	CURRENT MONTH	2025-2026 YEAR TO DATE	2025-2026 BUDGET	BUDGET REMAINING	REMAINING BUDGET %
REVENUE					
State appropriations	6,355,889.16	26,262,131.24	0.00	26,262,131.24	*****
Local taxes	1,880.08	17,202.93	0.00	17,202.93	*****
Tuition net of remissions	19,127.26	5,343,224.30	0.00	5,343,224.30	*****
Other income	379.28-	105,357.07	0.00	105,357.07	*****
Transfers	0.00	0.00	0.00	0.00	*****
Total Revenue	6,376,517.22	31,727,915.54	0.00	31,727,915.54	*****
EXPENSES					
Personal services	4,305,669.90	25,570,247.17	56,215,971.52	30,645,724.35-	54.51-
Operating expenses	597,587.80	4,194,331.56	15,386,130.00	11,191,798.44-	72.74-
Supplies and materials	52,426.78	624,830.96	1,623,765.00	998,934.04-	61.52-
Travel	83,720.04	406,121.37	830,494.00	424,372.63-	51.10-
Equipment and furniture	49,260.21	234,602.36	562,549.00	327,946.64-	58.30-
Total Expenses	5,088,664.73	31,030,133.42	74,618,909.52	43,588,776.10-	58.42-
Net Increase/Decrease In Fund Balance	1,287,852.49	697,782.12	74,618,909.52-	75,316,691.64	100.94-

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF EXPENDITURES BY OBJECT AND PCS
As of 12/31/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
EXPENDITURES BY OBJECT				
Personal services	4,305,669.90	25,570,247.17	4,201,855.70	24,822,790.68
Operating expenses	597,587.80	4,194,331.56	522,536.27	3,424,867.54
Supplies and materials	52,426.78	624,830.96	89,295.45	847,777.78
Travel	83,720.04	406,121.37	56,867.16	357,293.20
Equipment and furniture	49,260.21	234,602.36	45,034.48	318,789.18
Total Expenditures by Object	5,088,664.73	31,030,133.42	4,915,589.06	29,771,518.38
EXPENDITURES BY PCS				
Instruction	2,217,066.18	13,413,712.96	2,203,084.35	12,772,803.83
Academic support	766,087.51	4,760,192.70	794,773.27	4,911,948.78
Student support	548,288.95	3,126,124.01	455,428.58	2,868,587.09
Institutional support	958,220.82	5,835,792.33	945,727.28	5,621,320.29
Physical plant support	590,678.55	3,377,327.68	499,457.40	3,080,515.40
Student financial support	8,322.72	516,983.74	17,118.18	516,342.99
Total Expenditures by PCS	5,088,664.73	31,030,133.42	4,915,589.06	29,771,518.38

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF EXPENDITURES BY OBJECT AND PCS
As of 12/31/2025

	CURRENT MONTH	2025-2026 YEAR TO DATE	2025-2026 BUDGET	BUDGET REMAINING	REMAINING BUDGET %
EXPENDITURES BY OBJECT					
Personal services	4,305,669.90	25,570,247.17	56,215,971.52	30,645,724.35-	54.51-
Operating expenses	597,587.80	4,194,331.56	15,386,130.00	11,191,798.44-	72.74-
Supplies and materials	52,426.78	624,830.96	1,623,765.00	998,934.04-	61.52-
Travel	83,720.04	406,121.37	830,494.00	424,372.63-	51.10-
Equipment and furniture	49,260.21	234,602.36	562,549.00	327,946.64-	58.30-
Total Expenditures by Object	5,088,664.73	31,030,133.42	74,618,909.52	43,588,776.10-	58.42-
EXPENDITURES BY PCS					
Instruction	2,217,066.18	13,413,712.96	33,341,577.52	19,927,864.56-	59.77-
Academic support	766,087.51	4,760,192.70	11,906,942.69	7,146,749.99-	60.02-
Student support	548,288.95	3,126,124.01	6,430,794.74	3,304,670.73-	51.39-
Institutional support	958,220.82	5,835,792.33	14,564,904.68	8,729,112.35-	59.93-
Physical plant support	590,678.55	3,377,327.68	7,224,117.89	3,846,790.21-	53.25-
Student financial support	8,322.72	516,983.74	1,150,572.00	633,588.26-	55.07-
Total Expenditures by PCS	5,088,664.73	31,030,133.42	74,618,909.52	43,588,776.10-	58.42-

CENTRAL COMMUNITY COLLEGE

BALANCE SHEET - CAPITAL IMPROVEMENT FUND
As of 12/31/2025

	FISCAL YEAR	FISCAL YEAR
	2025-2026	2024-2025

ASSETS

Cash in banks	8,716,023.00-	7,726,400.97-
Investments	2,404,791.80	2,237,637.66
Accounts receivable	4,489,862.66	3,986,359.00
Accrued interest receivable	481.03	392.99
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
 Total Assets	 1,820,887.51-	 1,502,011.32-

LIABILITIES AND FUND BALANCE

Accounts payable/current	8,372.31	50,310.17-
Accrued payroll	0.00	0.00
Accrued vacation	0.00	0.00
Accrued interest payable	0.00	0.00
Contracts payable	0.00	0.00
Due to other funds	0.00	0.00
 Total Liabilities	 8,372.31	 50,310.17-
Beginning fund balance/ unencumbered	3,825,906.35	1,130,307.14
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	5,655,166.17-	2,582,008.29-
 Total Fund Balance	 1,829,259.82-	 1,451,701.15-
Total Liabilities and Fund Balance	1,820,887.51-	1,502,011.32-

CENTRAL COMMUNITY COLLEGE

CAPITAL IMPROVEMENT FUNDS - STATEMENT OF REVENUE AND EXPENSE
As of 12/31/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
Local taxes	56,518.89	4,134,095.39	45,645.25	3,397,019.24
Interest income	12,555.60	69,673.22	12,343.17	79,881.72
Other income	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00
Total Revenue	69,074.49	4,203,768.61	57,988.42	3,476,900.96
EXPENSES				
Personal services	0.00	0.00	0.00	0.00
Operating expenses	1,018,977.29	9,613,379.06	1,013,370.09	5,982,210.30
Supplies and materials	11,826.97	76,592.86	8,340.83	46,466.62
Travel	0.00	0.00	0.00	0.00
Equipment and furniture	77,977.14	168,962.86	0.00	30,232.33
Total Expenses	1,108,781.40	9,858,934.78	1,021,710.92	6,058,909.25
Total Increase/Decrease In Fund Balance	1,039,706.91-	5,655,166.17-	963,722.50-	2,582,008.29-

CENTRAL COMMUNITY COLLEGE

ACCESSIBILITY FUND BALANCE SHEET
As of 12/31/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
ASSETS		
Cash in banks	15,593,337.89	15,768,385.48
Investments	0.00	0.00
Accounts receivable	677.00	61,223.33
Accrued interest receivable	0.00	0.00
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	15,594,014.89	15,829,608.81
LIABILITIES AND FUND BALANCE		
Accounts payable/current	217,109.17	217,109.17
Due to other funds	0.00	0.00
Total Liabilities	217,109.17	217,109.17
Beginning fund balance/ unencumbered	15,541,091.33	15,643,124.43
Reserve for encumbrances	0.00	0.00
Current year increase/decrease	164,185.61-	30,624.79-
Total Fund Balance	15,376,905.72	15,612,499.64
Total Liabilities and Fund Balance	15,594,014.89	15,829,608.81

CENTRAL COMMUNITY COLLEGE

ACCESSIBILITY FUND - STATEMENT OF REVENUE AND EXPENSE
As of 12/31/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
Local taxes	31.14	192.78	430.34	37,132.21
Interest income	0.00	0.00	0.00	0.00
Other income	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00
Total Revenue	31.14	192.78	430.34	37,132.21
EXPENSES				
Personal services	0.00	0.00	0.00	0.00
Operating expenses	5,916.65	164,378.39	0.00	63,492.86
Supplies and materials	0.00	0.00	0.00	0.00
Travel	0.00	0.00	0.00	0.00
Equipment and furniture	0.00	0.00	0.00	4,264.14
Total Expenses	5,916.65	164,378.39	0.00	67,757.00
Total Increase/Decrease In Fund Balance	5,885.51-	164,185.61-	430.34	30,624.79-

CENTRAL COMMUNITY COLLEGE

AUXILIARY FUND BALANCE SHEET

As of 12/31/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash on hand	0.00	0.00
Cash in banks	10,733,584.16-	10,907,877.05-
Investments	2,226,621.44	2,183,153.90
Accounts receivable	3,347,708.63	3,535,743.44
Inventories	163,769.07	170,382.50
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	4,995,485.02-	5,018,597.21-

LIABILITIES AND FUND BALANCE

Accounts payable/current	2,010,682.68	467,821.00
Sales tax payable	1,321.70	615.58
Accrued vacation	165,882.33	156,315.12
Accrued interest payable	0.00	0.00
Accrued payroll	0.00	0.00
Contracts payable	0.00	0.00
Deferred Revenue	0.00	0.00
Due to other funds	0.00	0.00
Total Liabilities	2,177,886.71	624,751.70
Beginning fund balance/ Unencumbered	148,851.09-	1,103,371.41-
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	7,024,520.64-	4,539,977.50-
Total Fund Balance	7,173,371.73-	5,643,348.91-
Total Liabilities and Fund Balance	4,995,485.02-	5,018,597.21-

CENTRAL COMMUNITY COLLEGE

AUXILIARY FUND - STATEMENT OF REVENUE AND EXPENSE
As of 12/31/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
Dorm operations	0.00	672,254.16	0.00	709,191.22
Service fund	2,682.05	59,135.46	2,415.85-	48,320.12
Tuition and fees	1,056.94	495,141.98	2,547.02	489,224.87
Cafeteria	0.00	764,127.20	0.00	800,295.74
Sales of merchandise	91,243.61	759,468.98	71,295.45	917,557.61
Intra-college sales	933,163.24	5,727,740.05	919,388.30	5,547,672.37
Services	4,151.98	51,796.73	4,060.08	46,928.25
Other income	236,945.57	1,552,160.04	166,334.39	1,755,822.91
Transfers	18,515.38	122,717.62	323,058.61	598,222.35
Total Revenue	1,287,758.77	10,204,542.22	1,484,268.00	10,913,235.44
EXPENSES				
Personal services	237,594.63	1,463,012.23	215,963.20	1,341,448.44
Operating expenses	1,331,447.03	11,216,482.67	1,474,420.27	11,386,567.29
Supplies	54,499.53	2,036,040.70	66,614.24	351,430.16
Reuse and resale	99,704.78	1,281,053.92	168,346.89	1,197,711.89
Travel	24,593.68-	56,193.46-	7,423.41	25,620.07-
Capital outlay	73,250.76	1,288,666.80	17,239.15	1,201,675.23
Scholarships	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00
Total Expenses	1,771,903.05	17,229,062.86	1,950,007.16	15,453,212.94
Net Increase in Fund Balance	484,144.28-	7,024,520.64-	465,739.16-	4,539,977.50-

CENTRAL COMMUNITY COLLEGE

RESTRICTED FUND BALANCE SHEET
As of 12/31/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash on Hand	100.00	100.00
Cash in banks	11,645,229.76	17,857,357.26
Accounts receivable	7,115,955.27-	6,236,530.01-
Prepaid expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	4,529,374.49	11,620,927.25

LIABILITIES AND FUND BALANCE

Accounts payable/current	82,717.77-	79,040.93-
Accrued payroll	0.00	0.00
Accrued vacation	85,448.19	83,338.19
Deferred Revenue	5,460,696.78-	2,650,688.94-
Due to other funds	0.00	0.00
Total Liabilities	5,457,966.36-	2,646,391.68-
Beginning fund balance/ unencumbered	5,582,017.95	3,505,492.46
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	4,405,322.90	10,761,826.47
Total Fund Balance	9,987,340.85	14,267,318.93
Total Liabilities and Fund Balance	4,529,374.49	11,620,927.25

CENTRAL COMMUNITY COLLEGE

RESTRICTED FUND - STATEMENT OF REVENUE AND EXPENSE
As of 12/31/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
State funds	714,042.06-	3,053,234.27	7,290.62	5,416,606.56
Federal funds	1,241,979.52	11,629,890.84	242,250.33	12,323,851.47
Other income	463,542.81	2,173,756.09	619,810.06	2,845,846.23
Transfers	6,534.47	6,534.47	2,228.11	23,342.41
Total Revenue	998,014.74	16,863,415.67	871,579.12	20,609,646.67
EXPENSES				
Personal services	132,510.10	783,328.04	162,288.10	928,698.63
Operating expenses	826,659.98	11,068,224.50	99,551.83	8,107,749.51
Supplies and materials	1,097.07	142,400.06	16,442.60	161,631.60
Travel	841.75	25,855.12	3,433.57	29,885.48
Equipment and furniture	191,639.24	438,285.05	103,451.27	619,854.98
Transfers	0.00	0.00	0.00	0.00
Total Expenses	1,152,748.14	12,458,092.77	385,167.37	9,847,820.20
Net Increase/Decrease In Fund Balance	154,733.40-	4,405,322.90	486,411.75	10,761,826.47

CENTRAL COMMUNITY COLLEGE

REVENUE BOND FUND BALANCE SHEET
As of 12/31/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
ASSETS		
Cash in banks	5,952,346.24	7,123,771.98
Investments	2,058,501.40	2,047,039.33
Accounts receivable	96,559.00-	101,392.00-
Accrued interest receivable	2,521.99	2,264.63
Unamortized bond expense	0.00	0.00
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	7,916,810.63	9,071,683.94
LIABILITIES AND FUND BALANCE		
Accounts payable current	25,258.71	41,775.04
Accrued interest payable	0.00	0.00
Accrued payroll	0.00	0.00
Accrued vacation	0.00	0.00
Due to other funds	0.00	0.00
Revenue bonds payable	0.00	0.00
Total Liabilities	25,258.71	41,775.04
Beginning fund balance/ unencumbered	7,750,389.80	8,189,511.39
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	141,162.12	840,397.51
Total Fund Balance	7,891,551.92	9,029,908.90
Total Liabilities and Fund Balance	7,916,810.63	9,071,683.94

CENTRAL COMMUNITY COLLEGE

REVENUE BOND FUND - STATEMENT OF REVENUE AND EXPENSE
As of 12/31/2025

	THIS MONTH	YEAR TO DATE	THIS MONTH	YEAR TO DATE
	THIS YEAR	2025-2026	LAST YEAR	2024-2025

REVENUE

Interest income	2,829.73	5,690.55	2,980.53	5,993.80
Cafeteria	513.98	1,837.43	0.00	831.96
Bookstore	0.00	31,990.62	0.00	20,585.99
Dorm operations	0.00	0.00	0.00	0.00
Other income	0.00	0.00	0.00	0.00
Student fees	0.00	0.00	0.00	0.00
Bond proceeds	0.00	0.00	0.00	0.00
Transfers	0.00	1,251,000.00	0.00	1,238,000.00
Total Revenue	3,343.71	1,290,518.60	2,980.53	1,265,411.75

EXPENSES

Personal services	0.00	0.00	0.00	0.00
Operating expenses	54,054.32	1,133,579.44	113,760.63	393,662.00
Supplies and materials	90.98	15,777.04	5,364.55	27,207.24
Travel	0.00	0.00	0.00	0.00
Equipment and furniture	0.00	0.00	4,145.00	4,145.00
Transfers	0.00	0.00	0.00	0.00
Total Expenses	54,145.30	1,149,356.48	123,270.18	425,014.24
Net Increase/Decrease In Fund Balance	50,801.59-	141,162.12	120,289.65-	840,397.51

CENTRAL COMMUNITY COLLEGE

AGENCY FUND BALANCE SHEET

As of 12/31/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash in banks	769.83	3,909.92
Due from other funds	0.00	0.00
Total Assets	769.83	3,909.92

LIABILITIES

Accounts payable	0.00	0.00
Due to other funds	0.00	0.00
Balances in activities accounts	86,307.42	76,674.55
Increase/decrease in fund assets	85,537.59-	72,764.63-
Total Liabilities	769.83	3,909.92

CENTRAL COMMUNITY COLLEGE

PLANT FUND BALANCE SHEET
As of 12/31/2025

	FISCAL YEAR	FISCAL YEAR
	2025-2026	2024-2025

ASSETS

Unamortized bond expense	0.00	112,455.00
Land	2,115,576.99	2,115,576.99
Land improvements	15,237,899.23	12,882,134.87
Buildings	63,250,725.81	63,250,725.81
Building improvements	146,020,078.67	137,356,972.98
Construction in progress	4,684,997.59	4,694,026.93
Equipment and furniture	25,706,982.66	25,420,016.81
Depreciation	129,685,739.20-	121,067,250.82-
Due from other funds	0.00	0.00
Total Assets	127,330,521.75	124,764,658.57

LIABILITIES AND FUND BALANCE

Leaseholds payable	0.00	0.00
Land contract payable	0.00	0.00
Accrued interest payable	0.00	0.00
Due to other funds	0.00	0.00
Revenue bonds payable	0.00	0.00
Total Liabilities	0.00	0.00
Fund balance	127,330,521.75	124,764,658.57
Total Liabilities and Fund Balance	127,330,521.75	124,764,658.57

Central Community College

Financial Report

For fiscal year 2025-26

November 30, 2025

Recommend the Board Acknowledges Receiving the Financial Report.

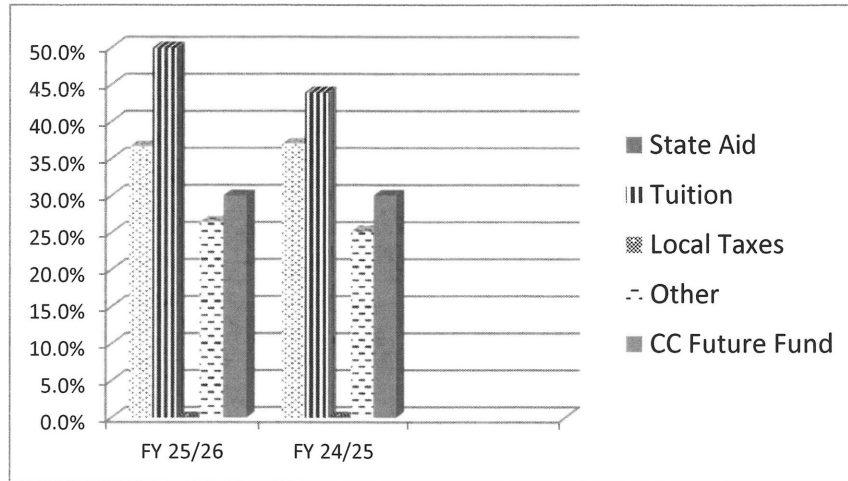
Central Community College
Combined Balance Sheet - All Funds
FY 2025-26

	November 30, 2025	November 30, 2024	Difference
Assets			
Cash and Cash Equivalents	\$ 28,091,982	\$ 34,488,893	\$ (6,396,911)
Investments	10,077,359	9,857,267	220,092
Accounts Receivable	15,025,543	16,864,931	(1,839,388)
Inventories	163,769	170,383	(6,614)
Prepaid Expenses	1,838,191	1,822,395	15,796
Net Fixed Assets	127,330,522	124,652,204	2,678,318
Total Assets	\$ 182,527,366	\$ 187,856,073	\$ (5,328,707)
Liabilities and Fund Balance			
Accounts Payable	\$ 1,970,680	\$ 352,024	\$ 1,618,656
Accrued Expenses	1,824,766	1,693,032	131,734
Deposits	112,848	111,233	1,615
Deferred Revenue	-	4,039	(4,039)
Funds held for others	80,477	80,438	39
Revenue Bonds payable	-	-	-
Total Liabilities	\$ 3,988,771	\$ 2,240,766	\$ 1,748,005
Fund Balance - Beginning	\$ 185,465,812	\$ 177,996,158	\$ 7,469,654
Reserve for encumbrances/prior year	33,916	29,976	3,940
Current year increase(decrease)	(6,961,133)	7,589,173	(14,550,306)
Total fund Balance	\$ 178,538,595	\$ 185,615,307	\$ (7,076,712)
Total Liabilities and fund Balance	\$ 182,527,366	\$ 187,856,073	\$ (5,328,707)

Central Community College
Statement of Revenues and Expenditures
Combined - All Funds
FY 2025-26

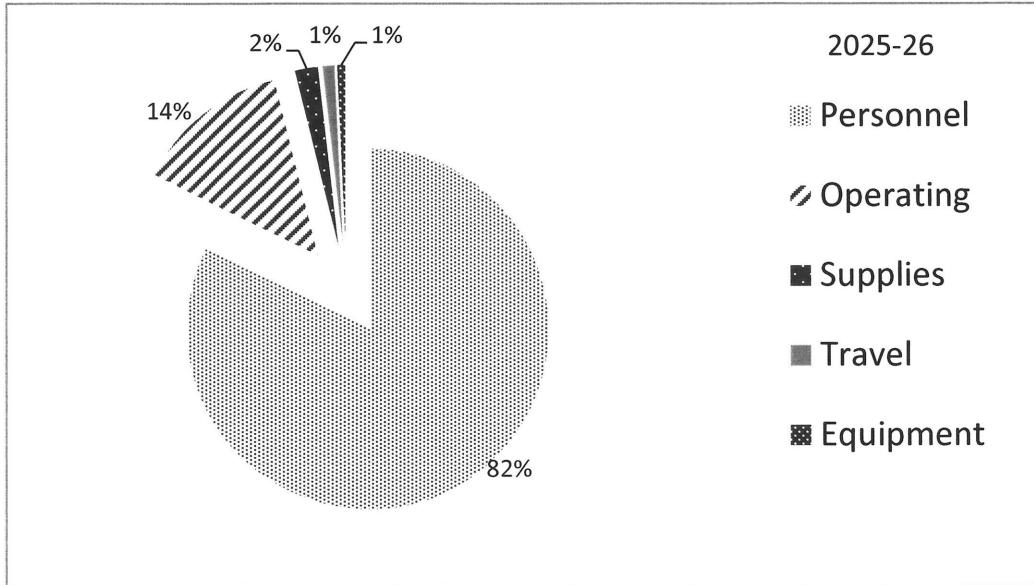
Fund	Budget	November	Projected Year-to-Date	Actual Year-to-Date	%
					Budget
General Operating					
Revenues	\$74,618,909	\$ 6,374,651	\$ 25,370,429	\$ 25,351,398	34.0%
Expenditures	74,618,909	4,989,071	26,116,618	25,802,761	34.6%
Totals		\$ 1,385,580	\$ (746,189)	\$ (451,363)	
Capital Improvement					
Revenues	\$15,311,532	\$ 136,383		\$ 4,134,694	
Expenditures	15,311,532	1,927,766		8,745,243	
Totals		\$ (1,791,383)		\$ (4,610,549)	
Accessibility					
Revenues		\$ 63		\$ 162	
Expenditures		-		158,462	
Totals		\$ 63		\$ (158,300)	
Auxiliary					
Revenues		\$ 1,259,543		\$ 8,907,064	
Expenditures		1,057,868		15,416,997	
Totals		\$ 201,675		\$ (6,509,933)	
Restricted					
Revenues		\$ 956,741		\$ 15,868,716	
Expenditures		691,589		11,297,442	
Totals		\$ 265,152		\$ 4,571,274	
Revenue Bond					
Revenues	\$2,569,911	\$ -		\$ 1,287,175	
Expenditures	2,569,911	72,183		1,089,437	
Totals		\$ (72,183)		\$ 197,738	
All Funds					
Revenues		\$ 8,727,381		\$ 55,549,209	
Expenditures		8,738,477		62,510,342	
Totals		\$ (11,096)		\$ (6,961,133)	

**Central Community College
General Fund
Revenue Summary
November 30, 2025**



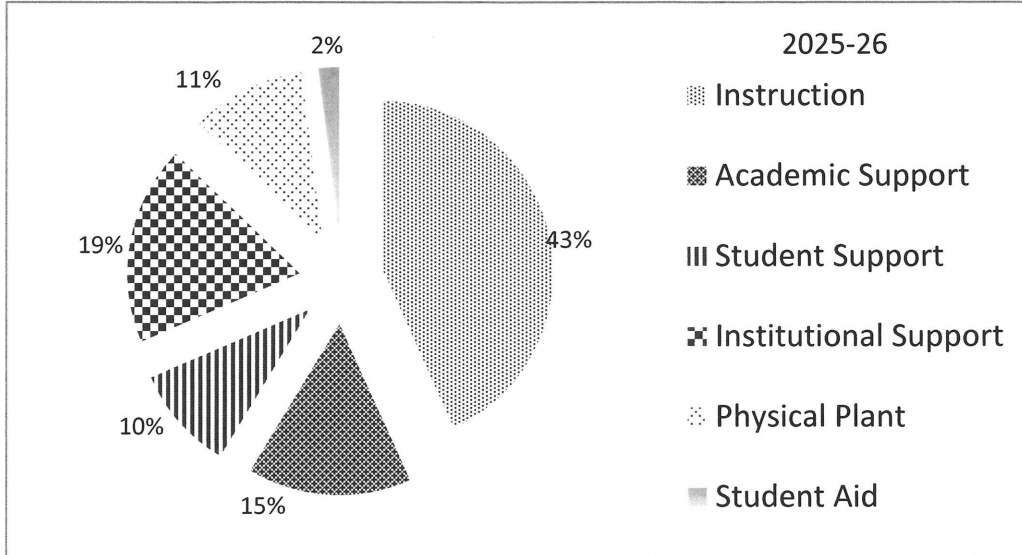
General Operating Fund	Budget	November Actual	Year-to-Date	FY 25/26 %	FY 24/25 %
State Aid	\$ 12,692,123	\$ 1,269,212	\$ 4,646,210	36.61%	37.00%
State CC Future Fund	50,866,769	5,086,677	15,260,031	30.00%	30.00%
Tuition	10,660,017	17,373	5,324,097	49.94%	43.89%
Property Taxes	-	3,429	15,323	0.00%	0.00%
Other	400,000	(2,040)	105,737	26.43%	25.14%
Subtotal	\$ 74,618,909	\$ 6,374,651	\$ 25,351,398	33.97%	37.60%
Total Operating Revenue	\$ 74,618,909	\$ 6,374,651	\$ 25,351,398	33.97%	37.60%

**Central Community College
General Fund
Expenditure Summary by Type
November 30, 2025**



Type	FY 25/26		FY 24/25	
	Year-to-Date Expenditures	% Budget	Year-to-Date Expenditures	% Budget
Personnel	\$ 21,264,577	38.27%	\$ 20,620,935	38.98%
Operating	3,554,667	22.51%	2,900,506	18.77%
Supplies	524,428	32.30%	760,307	45.55%
Travel	273,747	33.04%	300,426	36.76%
Equipment	185,342	22.81%	273,755	34.98%
Totals	\$ 25,802,761	34.58%	\$ 24,855,929	34.70%

**Central Community College
General Fund
Expenditure Summary by Function
November 30, 2025**



Function	FY 25/26		FY 24/25	
	Year-to-Date Expenditures	% Budget	Year-to-Date Expenditures	% Budget
Instructional	\$ 11,149,706	34.54%	\$ 10,569,719	33.06%
Academic Support	3,979,546	34.41%	4,117,176	36.85%
Student Support	2,541,317	40.09%	2,413,158	38.82%
Institutional Support	4,852,675	30.66%	4,675,593	32.36%
Physical Plant	2,770,856	38.27%	2,581,058	38.74%
Student Aid	508,661	37.16%	499,225	43.25%
Totals	\$ 25,802,761	34.58%	\$ 24,855,929	34.70%

**Central Community College
Investments
November 30, 2025**

Fund	Rate	Type	Amount	Maturity
General				
Five Points Bank	2.350%	MM	\$ 3,400,000.00	
Total			\$ 3,400,000.00	
Auxiliary				
Five Points Bank	2.350%	MM	\$ 300,000.00	
Equitable Bank/Grand Island	3.500%	CD	238,618.24	06/03/27
Five Points Bank/Grand Island	2.430%	CD	232,247.17	06/03/27
Bank of the Valley, David City	3.100%	CD	285,226.83	06/11/26
Exchange Bank, Grand Island	2.480%	CD	113,047.57	06/08/26
Clarkson Bank/ Clarkson	1.840%	CD	100,000.00	06/11/26
Bank of the Valley, David City	2.200%	CD	280,845.63	06/11/26
Cornerstone/Aurora	2.290%	CD	115,327.20	04/11/26
Cornerstone/Central City	2.290%	CD	115,327.20	04/11/26
Cornerstone/Columbus	2.290%	CD	115,327.20	04/11/26
Cornerstone/Grand Island	2.290%	CD	115,327.20	04/11/26
Cornerstone/Rising City	2.290%	CD	115,327.20	04/11/26
FirsTier Bank/Elm Creek	2.600%	CD	100,000.00	12/03/27
Total			\$ 2,226,621.44	
Capital Improvement				
Five Points Bank	2.350%	MM	\$ 1,179,468.27	
Nebr Liquid Asset Funds	4.030%	MM	615,140.76	
First National Bank/David City	2.600%	CD	217,488.35	06/17/27
Firstier Bank/Elm Creek	2.500%	CD	150,000.00	06/11/26
Dayspring Bank/Gothenburg	1.600%	CD	113,415.09	11/23/27
Dayspring Bank/Gothenburg	1.700%	CD	116,723.73	11/23/27
Total			\$ 2,392,236.20	
Revenue Bond				
Five Points Bank	2.350%	MM	\$ 1,030,000.00	
Bank of the Valley/Platte Center	2.550%	CD	250,000.00	06/03/27
First Nebaska Bank/Arcadia	2.600%	CD	235,019.77	07/24/27
Clarkson Bank/Clarkson	2.840%	CD	250,000.00	06/11/27
Town & Country Bank/Ravenna	2.380%	CD	293,481.63	11/26/26
TOTAL			\$ 2,058,501.40	
Accessility Fund				
TOTAL			\$0.00	
TOTAL INVESTMENTS			\$ 10,077,359.04	

Central Community College
County Receipts as of November 30, 2025

County	Balance 7/1/25	2025-26 Levy Amount	Total Receivable	Collections November	Received Year-to-Date	% Received FY 25/26	% Received FY 24/25
Adams	\$ 357,454	\$ 1,118,470	\$ 1,475,924	\$ 7,039	\$ 322,728	21.87%	51.63%
Boone	124,131	491,777	615,908	2,213	108,923	17.68%	40.33%
Buffalo	542,570	1,752,470	2,295,040	8,492	521,686	22.73%	52.90%
Butler	166,190	675,273	841,463	3,545	159,459	18.95%	47.30%
Clay	126,111	573,568	699,679	6,679	127,877	18.28%	49.39%
Colfax	163,999	542,618	706,617	3,572	155,248	21.97%	55.78%
Dawson	261,034	950,516	1,211,550	6,000	255,514	21.09%	50.60%
Franklin	68,172	244,012	312,184	7,357	62,836	20.13%	47.86%
Furnas	75,295	282,495	357,790	3,272	63,508	17.75%	43.63%
Gosper	58,764	257,297	316,061	1,297	54,458	17.23%	45.43%
Greeley	70,409	265,483	335,892	1,126	61,741	18.38%	41.59%
Hall	537,300	1,619,842	2,157,142	22,350	513,382	23.80%	54.23%
Hamilton	228,250	792,817	1,021,067	6,016	219,373	21.48%	49.50%
Harlan	79,002	295,014	374,016	2,793	66,500	17.78%	42.15%
Howard	104,301	358,248	462,549	3,723	92,735	20.05%	49.71%
Kearney	138,766	534,481	673,247	2,778	125,110	18.58%	46.47%
Merrick	148,427	476,603	625,030	7,063	142,618	22.82%	50.61%
Nance	75,373	276,268	351,641	3,809	67,877	19.30%	51.12%
Nuckolls	77,354	287,520	364,874	2,145	65,771	18.03%	42.31%
Phelps	156,702	635,535	792,237	4,618	147,208	18.58%	45.44%
Platte	535,037	1,566,727	2,101,764	10,928	438,651	20.87%	47.22%
Polk	131,656	504,142	635,798	4,905	117,975	18.56%	43.70%
Sherman	67,195	262,266	329,461	2,421	60,084	18.24%	47.62%
Valley	80,635	270,577	351,212	967	73,921	21.05%	49.22%
Webster	80,365	277,512	357,877	4,133	67,879	18.97%	46.09%
Totals	\$ 4,454,492	\$ 15,311,533	\$ 19,766,025	\$ 129,241	\$ 4,093,062	20.71%	49.30%

CENTRAL COMMUNITY COLLEGE

COMBINED BALANCE SHEET - ALL FUNDS
As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
ASSETS		
Cash on hand	5,242.50	5,385.00
Cash in banks	28,701,880.26	35,070,691.49
Investments	9,462,218.28	9,266,764.21
Accounts receivable	15,018,605.00	16,858,519.27
Accrued interest receivable	6,938.22	6,411.80
Inventories	163,769.07	170,382.50
Prepaid Expenses	1,838,191.00	1,822,395.00
Due from other funds	0.00	0.00
 Total Current Assets	 55,196,844.33	 63,200,549.27
Land	17,353,476.22	14,997,711.86
Buildings	63,250,725.81	63,250,725.81
Building improvements	146,020,078.67	137,356,972.98
Construction in progress	4,684,997.59	4,694,026.93
Equipment and furniture	25,706,982.66	25,420,016.81
Depreciation	129,685,739.20	121,067,250.82
 Total Fixed Assets	 127,330,521.75	 124,652,203.57
 Total Assets	 182,527,366.08	 187,852,752.84
LIABILITIES AND FUND BALANCE		
Accounts payable/current	1,774,184.29	234,892.13
Sales tax payable	466.58	629.87
Accrued payroll & deductions	196,028.25	116,502.26
Accrued vacation	1,824,767.75	1,693,031.72
Accrued interest payable	0.00	0.00
Deposits	112,847.50	111,232.50
Preregistrations	0.00	5,509.05
Contracts payable	0.00	0.00
Revenue bonds payable	0.00	0.00
Agency funds balance	80,477.34	77,118.90
Deferred Revenue	0.00	1,470.47-
Due to other funds	0.00	0.00
 Total Liabilities	 3,988,771.71	 2,237,445.96
Beginning fund balance	185,465,811.99	177,996,158.19
Reserve for encumbrances/ prior year	33,915.62	29,975.52
Current year increase/decrease	6,961,133.24-	7,589,173.17
 Total Fund Balances	 178,538,594.37	 185,615,306.88
 Total Liabilities and Fund Balances	 182,527,366.08	 187,852,752.84

CENTRAL COMMUNITY COLLEGE

COMBINED STATEMENT OF REVENUE AND EXPENDITURES
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
State appropriations	6,355,889.16	23,678,824.91	6,142,222.54	24,565,959.14
Local taxes	129,240.83	4,093,060.99	9,275,179.74-	6,608,808.18
Federal funds	555,476.53	10,387,911.32	94,679.29	12,081,601.14
Tuition and fees net of remissions	24,380.54	5,874,635.49	537.51	4,990,012.67
Dormitory	0.00	672,254.16	1,620.00	709,191.22
Cafeteria	342.91-	765,450.65	2,247.44-	801,127.70
Sale of merchandise	990,189.13	5,180,706.64	956,025.79	5,012,832.76
Other income	599,339.32	3,432,734.95	217,293.72	4,386,542.73
Bond proceeds	0.00	0.00	0.00	0.00
Interest income	10,634.06	60,782.73	11,442.74	71,356.11
Services	9,046.36	47,644.75	11,495.95	42,868.17
Transfers	53,529.10	1,355,202.24	10,998.97	1,547,360.67
Total Revenue	8,727,382.12	55,549,208.83	1,831,110.67-	60,817,660.49
EXPENDITURES				
Personal services	4,696,532.22	23,140,812.81	4,625,300.39	22,512,830.75
Operating expenses	3,024,553.96	33,490,322.20	1,479,144.87	26,134,910.41
Supplies and materials	399,790.64	3,865,266.17	432,833.27	2,277,820.73
Travel	85,152.06	275,551.17	87,216.77	293,834.47
Equipment and furniture	532,447.74	1,738,389.72	679,784.78	2,009,090.96
Transfers	0.00	0.00	0.00	0.00
Total expenditures	8,738,476.62	62,510,342.07	7,304,280.08	53,228,487.32
Net Increase/Decrease In Fund Balance	11,094.50-	6,961,133.24-	9,135,390.75-	7,589,173.17

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - BALANCE SHEET
As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash on hand	5,142.50	5,285.00
Cash in banks	13,680,812.31	10,959,196.46
Investments	3,400,000.00	3,400,000.00
Accounts receivable/students	7,431,420.98	7,033,216.99
Accounts receivable - outside agencies	422,748.26	6,179,044.38
Travel advances	0.00	0.00
Accrued interest receivable	3,935.20	3,754.18
Prepaid Expenses	1,838,191.00	1,709,940.00
Due from other funds	0.00	0.00
Total Assets	26,782,250.25	29,290,437.01

LIABILITIES AND FUND BALANCE

Accounts payable/current	267,351.70-	367,776.42-
Accrued payroll & deductions	196,028.25	116,502.26
Accrued vacation	1,573,437.23	1,453,378.41
Accrued interest payable	0.00	0.00
Deposits	112,847.50	111,232.50
Preregistrations	0.00	5,509.05
Deferred Revenue	0.00	1,470.47-
Due to other funds	0.00	0.00
Total Liabilities	1,614,961.28	1,317,375.33
Beginning fund balance/ Unencumbered	25,584,735.90	25,866,435.61
Reserve for prior year encumbrances	33,915.62	29,975.52
Current year increase/decrease	451,362.55-	2,076,650.55
Total Fund Balance	25,167,288.97	27,973,061.68
Total Liabilities and Fund Balance	26,782,250.25	29,290,437.01

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF REVENUE AND EXPENSE
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
State appropriations	6,355,889.16	19,906,242.08	6,107,728.54	19,158,707.20
Local taxes	3,428.53	15,322.85	9,270,909.99-	3,220,732.32
Tuition net of remissions	17,373.49	5,324,097.04	5,361.53-	4,452,598.85
Other income	2,040.31-	105,736.35	2,423.32-	87,458.87
Transfers	0.00	0.00	0.00	13,082.63
Total Revenue	6,374,650.87	25,351,398.32	3,170,966.30-	26,932,579.87
EXPENSES				
Personal services	4,319,649.47	21,264,577.27	4,223,214.11	20,620,934.98
Operating expenses	426,530.42	3,554,667.10	374,810.51	2,902,331.27
Supplies and materials	88,863.19	524,427.44	164,093.23	758,482.33
Travel	72,416.42	273,746.91	85,357.71	300,426.04
Equipment and furniture	81,611.24	185,342.15	63,225.39	273,754.70
Total Expenses	4,989,070.74	25,802,760.87	4,910,700.95	24,855,929.32
Net Increase/Decrease In Fund Balance	1,385,580.13	451,362.55-	8,081,667.25-	2,076,650.55

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF REVENUE AND EXPENSE
As of 11/30/2025

	CURRENT MONTH	2025-2026 YEAR TO DATE	2025-2026 BUDGET	BUDGET REMAINING	REMAINING BUDGET %
REVENUE					
State appropriations	6,355,889.16	19,906,242.08	0.00	19,906,242.08	*****
Local taxes	3,428.53	15,322.85	0.00	15,322.85	*****
Tuition net of remissions	17,373.49	5,324,097.04	0.00	5,324,097.04	*****
Other income	2,040.31-	105,736.35	0.00	105,736.35	*****
Transfers	0.00	0.00	0.00	0.00	*****
Total Revenue	6,374,650.87	25,351,398.32	0.00	25,351,398.32	*****
EXPENSES					
Personal services	4,319,649.47	21,264,577.27	56,215,971.52	34,951,394.25-	62.17-
Operating expenses	426,530.42	3,554,667.10	15,388,130.00	11,833,462.90-	76.90-
Supplies and materials	88,863.19	524,427.44	1,623,765.00	1,099,337.56-	67.70-
Travel	72,416.42	273,746.91	828,494.00	554,747.09-	66.96-
Equipment and furniture	81,611.24	185,342.15	562,549.00	377,206.85-	67.05-
Total Expenses	4,989,070.74	25,802,760.87	74,618,909.52	48,816,148.65-	65.42-
Net Increase/Decrease In Fund Balance	1,385,580.13	451,362.55-	74,618,909.52-	74,167,546.97	99.40-

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF EXPENDITURES BY OBJECT AND PCS
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
EXPENDITURES BY OBJECT				
Personal services	4,319,649.47	21,264,577.27	4,223,214.11	20,620,934.98
Operating expenses	426,530.42	3,554,667.10	374,810.51	2,902,331.27
Supplies and materials	88,863.19	524,427.44	164,093.23	758,482.33
Travel	72,416.42	273,746.91	85,357.71	300,426.04
Equipment and furniture	81,611.24	185,342.15	63,225.39	273,754.70
Total Expenditures by Object	4,989,070.74	25,802,760.87	4,910,700.95	24,855,929.32
 EXPENDITURES BY PCS				
Instruction	2,248,364.70	11,149,705.99	2,312,958.62	10,569,719.48
Academic support	767,789.73	3,979,545.92	803,786.46	4,117,175.51
Student support	485,606.76	2,541,316.65	439,394.22	2,413,158.51
Institutional support	979,011.62	4,852,675.33	849,962.62	4,675,593.01
Physical plant support	506,612.12	2,770,855.96	492,290.97	2,581,058.00
Student financial support	1,685.81	508,661.02	12,308.06	499,224.81
Total Expenditures by PCS	4,989,070.74	25,802,760.87	4,910,700.95	24,855,929.32

CENTRAL COMMUNITY COLLEGE

GENERAL FUND - STATEMENT OF EXPENDITURES BY OBJECT AND PCS
As of 11/30/2025

	CURRENT MONTH	2025-2026 YEAR TO DATE	2025-2026 BUDGET	BUDGET REMAINING	REMAINING BUDGET %
EXPENDITURES BY OBJECT					
Personal services	4,319,649.47	21,264,577.27	56,215,971.52	34,951,394.25-	62.17-
Operating expenses	426,530.42	3,554,667.10	15,388,130.00	11,833,462.90-	76.90-
Supplies and materials	88,863.19	524,427.44	1,623,765.00	1,099,337.56-	67.70-
Travel	72,416.42	273,746.91	828,494.00	554,747.09-	66.96-
Equipment and furniture	81,611.24	185,342.15	562,549.00	377,206.85-	67.05-
Total Expenditures by Object	4,989,070.74	25,802,760.87	74,618,909.52	48,816,148.65-	65.42-
EXPENDITURES BY PCS					
Instruction	2,248,364.70	11,149,705.99	33,341,577.52	22,191,871.53-	66.56-
Academic support	767,789.73	3,979,545.92	11,906,942.69	7,927,396.77-	66.58-
Student support	485,606.76	2,541,316.65	6,430,794.74	3,889,478.09-	60.48-
Institutional support	979,011.62	4,852,675.33	14,564,904.68	9,712,229.35-	66.68-
Physical plant support	506,612.12	2,770,855.96	7,224,117.89	4,453,261.93-	61.64-
Student financial support	1,685.81	508,661.02	1,150,572.00	641,910.98-	55.79-
Total Expenditures by PCS	4,989,070.74	25,802,760.87	74,618,909.52	48,816,148.65-	65.42-

CENTRAL COMMUNITY COLLEGE

BALANCE SHEET - CAPITAL IMPROVEMENT FUND
As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash in banks	7,733,516.19-	6,726,014.40-
Investments	2,392,236.20	2,225,294.49
Accounts receivable	4,489,862.66	3,986,359.00
Accrued interest receivable	481.03	392.99
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	850,936.30-	513,967.92-

LIABILITIES AND FUND BALANCE

Accounts payable/current	66,293.65-	25,989.27-
Accrued payroll	0.00	0.00
Accrued vacation	0.00	0.00
Accrued interest payable	0.00	0.00
Contracts payable	0.00	0.00
Due to other funds	0.00	0.00
Total Liabilities	66,293.65-	25,989.27-
Beginning fund balance/ unencumbered	3,825,906.35	1,130,307.14
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	4,610,549.00-	1,618,285.79-
Total Fund Balance	784,642.65-	487,978.65-
Total Liabilities and Fund Balance	850,936.30-	513,967.92-

CENTRAL COMMUNITY COLLEGE

CAPITAL IMPROVEMENT FUNDS - STATEMENT OF REVENUE AND EXPENSE
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
Local taxes	125,749.09	4,077,576.50	101,816.22	3,351,373.99
Interest income	10,634.06	57,117.62	11,442.74	67,538.55
Other income	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00
Total Revenue	136,383.15	4,134,694.12	113,258.96	3,418,912.54
EXPENSES				
Personal services	0.00	0.00	0.00	0.00
Operating expenses	1,906,628.76	8,593,197.96	469,002.98	4,968,840.21
Supplies and materials	12,092.39	61,059.44	12,758.49	38,125.79
Travel	0.00	0.00	0.00	0.00
Equipment and furniture	9,045.00	90,985.72	8,575.00	30,232.33
Total Expenses	1,927,766.15	8,745,243.12	490,336.47	5,037,198.33
Total Increase/Decrease In Fund Balance	1,791,383.00-	4,610,549.00-	377,077.51-	1,618,285.79-

CENTRAL COMMUNITY COLLEGE

ACCESSIBILITY FUND BALANCE SHEET
As of 11/30/2025

	FISCAL YEAR	FISCAL YEAR
	2025-2026	2024-2025

ASSETS

Cash in banks	15,599,223.40	15,766,664.10
Investments	0.00	0.00
Accounts receivable	677.00	62,514.37
Accrued interest receivable	0.00	0.00
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	15,599,900.40	15,829,178.47

LIABILITIES AND FUND BALANCE

Accounts payable/current	217,109.17	217,109.17
Due to other funds	0.00	0.00
Total Liabilities	217,109.17	217,109.17
Beginning fund balance/ unencumbered	15,541,091.33	15,643,124.43
Reserve for encumbrances	0.00	0.00
Current year increase/decrease	158,300.10-	31,055.13-
Total Fund Balance	15,382,791.23	15,612,069.30
Total Liabilities and Fund Balance	15,599,900.40	15,829,178.47

CENTRAL COMMUNITY COLLEGE

ACCESSIBILITY FUND - STATEMENT OF REVENUE AND EXPENSE
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
Local taxes	63.21	161.64	106,085.97-	36,701.87
Interest income	0.00	0.00	0.00	0.00
Other income	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00
Total Revenue	63.21	161.64	106,085.97-	36,701.87
EXPENSES				
Personal services	0.00	0.00	0.00	0.00
Operating expenses	0.00	158,461.74	0.00	63,492.86
Supplies and materials	0.00	0.00	0.00	0.00
Travel	0.00	0.00	0.00	0.00
Equipment and furniture	0.00	0.00	0.00	4,264.14
Total Expenses	0.00	158,461.74	0.00	67,757.00
Total Increase/Decrease In Fund Balance	63.21	158,300.10-	106,085.97-	31,055.13-

CENTRAL COMMUNITY COLLEGE

AUXILIARY FUND BALANCE SHEET
As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash on hand	0.00	0.00
Cash in banks	10,045,348.56-	10,321,434.96-
Investments	2,226,621.44	2,183,153.90
Accounts receivable	3,119,489.22	3,405,633.88
Inventories	163,769.07	170,382.50
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	4,535,468.83-	4,562,264.68-

LIABILITIES AND FUND BALANCE

Accounts payable/current	1,956,972.31	458,424.23
Sales tax payable	461.21	605.72
Accrued vacation	165,882.33	156,315.12
Accrued interest payable	0.00	0.00
Accrued payroll	0.00	0.00
Contracts payable	0.00	0.00
Deferred Revenue	0.00	0.00
Due to other funds	0.00	0.00
Total Liabilities	2,123,315.85	615,345.07
Beginning fund balance/ Unencumbered	148,851.09-	1,103,371.41-
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	6,509,933.59-	4,074,238.34-
Total Fund Balance	6,658,784.68-	5,177,609.75-
Total Liabilities and Fund Balance	4,535,468.83-	4,562,264.68-

CENTRAL COMMUNITY COLLEGE

AUXILIARY FUND - STATEMENT OF REVENUE AND EXPENSE
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
Dorm operations	0.00	672,254.16	1,620.00	709,191.22
Service fund	4,973.68	56,453.41	5,764.51	50,735.97
Tuition and fees	2,033.37	494,085.04	134.53	486,677.85
Cafeteria	342.91-	764,127.20	2,247.44-	800,295.74
Sales of merchandise	28,323.07	668,140.37	51,590.47	846,262.16
Intra-college sales	971,658.54	4,784,942.29	920,988.23	4,628,284.07
Services	9,046.36	47,644.75	11,495.95	42,868.17
Other income	190,322.24	1,315,214.47	113,113.80	1,589,488.52
Transfers	53,529.10	104,202.24	10,998.97	275,163.74
Total Revenue	1,259,543.45	8,907,063.93	1,113,459.02	9,428,967.44
EXPENSES				
Personal services	237,622.47	1,225,417.60	225,675.89	1,125,485.24
Operating expenses	197,412.68	9,869,508.99	517,227.69	9,912,147.02
Supplies	50,096.00	1,954,264.72	69,522.74	284,815.92
Reuse and resale	215,749.70	1,173,868.37	167,850.24	1,029,365.00
Travel	7,918.23	21,478.20-	4,722.93-	33,043.48-
Capital outlay	349,068.75	1,215,416.04	276,115.15	1,184,436.08
Scholarships	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00
Total Expenses	1,057,867.83	15,416,997.52	1,251,668.78	13,503,205.78
Net Increase in Fund Balance	201,675.62	6,509,933.59-	138,209.76-	4,074,238.34-

CENTRAL COMMUNITY COLLEGE

RESTRICTED FUND BALANCE SHEET
As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash on Hand	100.00	100.00
Cash in banks	10,498,975.70	17,491,286.90
Accounts receivable	5,809,950.90-	6,357,546.29-
Prepaid expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	4,689,124.80	11,133,840.61

LIABILITIES AND FUND BALANCE

Accounts payable/current	88,918.25-	79,715.82-
Accrued payroll	0.00	0.00
Accrued vacation	85,448.19	83,338.19
Deferred Revenue	5,460,696.78-	2,650,688.94-
Due to other funds	0.00	0.00
Total Liabilities	5,464,166.84-	2,647,066.57-
Beginning fund balance/ unencumbered	5,582,017.95	3,505,492.46
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	4,571,273.69	10,275,414.72
Total Fund Balance	10,153,291.64	13,780,907.18
Total Liabilities and Fund Balance	4,689,124.80	11,133,840.61

CENTRAL COMMUNITY COLLEGE

RESTRICTED FUND - STATEMENT OF REVENUE AND EXPENSE
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
State funds	0.00	3,767,276.33	34,494.00	5,409,315.94
Federal funds	555,476.53	10,387,911.32	94,679.29	12,081,601.14
Other income	401,264.91	1,713,528.28	69,471.38	2,226,036.17
Transfers	0.00	0.00	0.00	21,114.30
Total Revenue	956,741.44	15,868,715.93	198,644.67	19,738,067.55
EXPENSES				
Personal services	139,260.28	650,817.94	176,410.39	766,410.53
Operating expenses	424,547.92	10,238,560.61	110,117.19	8,008,197.68
Supplies and materials	30,241.04	138,135.42	13,227.33	145,189.00
Travel	4,817.41	23,282.46	6,581.99	26,451.91
Equipment and furniture	92,722.75	246,645.81	331,869.24	516,403.71
Transfers	0.00	0.00	0.00	0.00
Total Expenses	691,589.40	11,297,442.24	638,206.14	9,462,652.83
Net Increase/Decrease In Fund Balance	265,152.04	4,571,273.69	439,561.47-	10,275,414.72

CENTRAL COMMUNITY COLLEGE

REVENUE BOND FUND BALANCE SHEET
As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
ASSETS		
Cash in banks	6,003,147.83	7,234,654.83
Investments	2,058,501.40	2,047,039.33
Accounts receivable	96,559.00-	101,392.00-
Accrued interest receivable	2,521.99	2,264.63
Unamortized bond expense	0.00	0.00
Prepaid Expenses	0.00	0.00
Due from other funds	0.00	0.00
Total Assets	7,967,612.22	9,182,566.79
LIABILITIES AND FUND BALANCE		
Accounts payable current	19,484.11	32,368.24
Accrued interest payable	0.00	0.00
Accrued payroll	0.00	0.00
Accrued vacation	0.00	0.00
Due to other funds	0.00	0.00
Revenue bonds payable	0.00	0.00
Total Liabilities	19,484.11	32,368.24
Beginning fund balance/ unencumbered	7,750,389.80	8,189,511.39
Reserve for encumbrances/ prior year	0.00	0.00
Current year increase/decrease	197,738.31	960,687.16
Total Fund Balance	7,948,128.11	9,150,198.55
Total Liabilities and Fund Balance	7,967,612.22	9,182,566.79

CENTRAL COMMUNITY COLLEGE

REVENUE BOND FUND - STATEMENT OF REVENUE AND EXPENSE
As of 11/30/2025

	THIS MONTH THIS YEAR	YEAR TO DATE 2025-2026	THIS MONTH LAST YEAR	YEAR TO DATE 2024-2025
REVENUE				
Interest income	0.00	2,860.82	0.00	3,013.27
Cafeteria	0.00	1,323.45	0.00	831.96
Bookstore	0.00	31,990.62	20,578.95	20,585.99
Dorm operations	0.00	0.00	0.00	0.00
Other income	0.00	0.00	0.00	0.00
Student fees	0.00	0.00	0.00	0.00
Bond proceeds	0.00	0.00	0.00	0.00
Transfers	0.00	1,251,000.00	0.00	1,238,000.00
Total Revenue	0.00	1,287,174.89	20,578.95	1,262,431.22
EXPENSES				
Personal services	0.00	0.00	0.00	0.00
Operating expenses	69,434.18	1,075,925.80	7,986.50	279,901.37
Supplies and materials	2,748.32	13,510.78	5,381.24	21,842.69
Travel	0.00	0.00	0.00	0.00
Equipment and furniture	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00
Total Expenses	72,182.50	1,089,436.58	13,367.74	301,744.06
Net Increase/Decrease In Fund Balance	72,182.50-	197,738.31	7,211.21	960,687.16

CENTRAL COMMUNITY COLLEGE

AGENCY FUND BALANCE SHEET

As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Cash in banks	964.16	2,822.62-
Due from other funds	0.00	0.00
Total Assets	964.16	2,822.62-

LIABILITIES

Accounts payable	2,655.48	0.00
Due to other funds	0.00	0.00
Balances in activities accounts	80,477.34	77,118.90
Increase/decrease in fund assets	82,168.66-	79,941.52-
Total Liabilities	964.16	2,822.62-

CENTRAL COMMUNITY COLLEGE

PLANT FUND BALANCE SHEET
As of 11/30/2025

	FISCAL YEAR 2025-2026	FISCAL YEAR 2024-2025
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ASSETS

Unamortized bond expense	0.00	112,455.00
Land	2,115,576.99	2,115,576.99
Land improvements	15,237,899.23	12,882,134.87
Buildings	63,250,725.81	63,250,725.81
Building improvements	146,020,078.67	137,356,972.98
Construction in progress	4,684,997.59	4,694,026.93
Equipment and furniture	25,706,982.66	25,420,016.81
Depreciation	129,685,739.20	121,067,250.82
Due from other funds	0.00	0.00
Total Assets	127,330,521.75	124,764,658.57

LIABILITIES AND FUND BALANCE

Leaseholds payable	0.00	0.00
Land contract payable	0.00	0.00
Accrued interest payable	0.00	0.00
Due to other funds	0.00	0.00
Revenue bonds payable	0.00	0.00
Total Liabilities	0.00	0.00
Fund balance	127,330,521.75	124,764,658.57
Total Liabilities and Fund Balance	127,330,521.75	124,764,658.57

RESUME

Name: Jerry Muller

Position: Mechatronics Faculty

Starting Date: January 1, 2026

Education: Southeast Community College
Electromechanical Technology

Work Experience September 2021-Present
Central Community College
Mechatronics Adjunct Instructor/Industrial Trainer Coordinator

September 2017-September 2021
Central Community College
Mechatronics Industrial Trainer Coordinator

February 2009-September 2017
Cargill
Electromechanical/Electronics Engineering Technician

RECOMMENDATION: The College President recommends that Jerry Muller be offered the position of Mechatronics Faculty on Columbus Campus, effective January 1, 2026.

RESUME

Name: Mirisa Hernandez

Position: Nursing Faculty

Starting Date: January 1, 2026

Education: Bryan College of Health Sciences
Bachelor of Sciences in Nursing

Bryan College of Health Sciences
Masters of Sciences in Nursing

Work Experience August 2023-Present
Bryan College of Health Sciences
Assistant Professor

June 2017-June 2024
Bryan Medical Center
Women and Children's Float RN

August 2020-May 2022
Union College
Clinical Adjunct

RECOMMENDATION: The College President recommends that Mirisa Hernandez be offered the position of Nursing Faculty in Kearney, effective January 1, 2026.

RESUME

Name: Jack Annen

Position: Mechatronics Faculty

Starting Date: January 20, 2026

Education: Wyoming Technical Institute
AAS Automotive Repair

Work Experience March 2023-September 2025
Eaton
Maintenance Supervisor

January 2019-April 2023
Sapp Bros
Propane Technician

RECOMMENDATION: The College President recommends that Jack Annen be offered the position of Mechatronics Faculty in Kearney, effective January 20, 2026.

Honorary Award Degree Policy

Central Community College will establish a procedure that allows granting of honorary awards degrees. The CCC Board of Governors will have final approval of all honorary degrees which may be awarded, and allows the College President to establish a procedure for approval of honorary diplomas.

Honorary Award

The Honorary Associate Degree will be awarded to an individual who has provided exemplary service and support throughout many years to CCC. A candidate for the Honorary Associate Degree will be an individual who has documented evidence showing outstanding service to support CCC or an individual who has made significant contributions to the development of the college and/or programs. The CCC Board of Governors will have final approval of all honorary degrees which may be awarded at a regularly scheduled graduation ceremony.

The Honorary Diploma will be awarded to an individual who has demonstrated sustained commitment, advocacy or investment to advance a specific program or its students. This honor recognizes long-standing programmatic impact rather than collegewide outcomes. The CCC President will have final approval of all honorary diplomas which will be awarded at a time scheduled between college representatives and recipient.

The College President will accept nominations for the Honorary Award from full- and part-time employees and members of the CCC Board of Governors. Nominations should be submitted through the division of impact and recommended by the College Cabinet. A successful recipient for the Honorary Award may be considered for approval by the CCC President or Board of Governors, as indicated above.

Honorary Awards are not counted for purpose of state or federal reimbursements or audits. The Honorary Awards are not officially recognized on Central Community College's transcripts because academic requirements for earning an honorary award are not required to be evaluated for equivalencies. Recipients of the Honorary Award may list the award on their resume, digital or print recognitions. The College will maintain a record of all honorary awards granted.

Central Community College

Civil Rights

Policies & Procedures

Updated: December 2025

Central Community College affirms its commitment to promote the goals of fairness and equity in all aspects of the educational enterprise. All policies below are subject to resolution using Central Community College's Equal Opportunity, Harassment, and Nondiscrimination Policy and Procedure. The Policy and Procedure is applicable regardless of the status of the Parties involved, who may be members or non-members of the campus community, students, student organizations, faculty, administrators, and/or staff. The College reserves the right to act on incidents occurring on-campus or off-campus, when the off-campus conduct could have an on-campus impact or impact on the educational mission of the College.

**EQUAL OPPORTUNITY, HARASSMENT, AND NONDISCRIMINATION
FOR ALL FACULTY, STUDENTS, EMPLOYEES, AND THIRD PARTIES**

POLICY & PROCEDURES:

Equal Opportunity, Harassment, and Nondiscrimination Procedure

1) Definitions

- **Advisor.** Any person chosen by a party, or appointed by the institution, who may accompany the party to all meetings related to the resolution process, advise the party on that process, and to conduct cross-examination for the party at the hearing, if any.
- **Appeal Decision-maker.** The person or panel who accepts or rejects a submitted appeal request, determines whether any of the appeal grounds are met, and directs corrective action(s), accordingly.
- **Complainant.** An individual who is alleged to have been subjected to conduct that could constitute discrimination, harassment, retaliation, or Other Prohibited Conduct under the Policy.
- **Confidential Resource.** An employee who is not a Mandated Reporter of notice of discrimination, harassment, , and/or retaliation (irrespective of Clary Act Campus Security Authority status).
- **Day.** A business day when Central Community College is in normal operation.
- **Decision-maker.** The person or panel who reviews evidence, determines relevance, and makes the Final Determination of whether this Policy has been violated and/or assigns sanctions.
- **Directly Related Evidence.** Evidence connected to the complaint, but which is neither inculpatory (tending to prove a violation) nor exculpatory (tending to disprove a violation) and cannot be relied upon by the Decision-maker. Compare to [Relevant Evidence](#), below.
- **Education program or activity.** Locations, events, or circumstances where Central Community College exercises substantial control over both the Respondent and the context in which the discrimination, harassment, or retaliation occurs and also includes any building owned/controlled and is officially recognized by Central Community College.
- **Employee.** A person employed by Central Community College either full- or part-time, including student employees when acting within the scope of their employment.
- **Final Determination.** A conclusion that by a preponderance of the evidence that the alleged conduct occurred and whether it did or did not violate Policy.
- **Finding.** A conclusion by the preponderance of the evidence that the conduct did or did not violate Policy.
- **Formal Complaint.** A document submitted or signed by a Complainant or signed by the Title IX Coordinator alleging a Respondent engaged in discrimination, harassment, retaliation, and/or Prohibited Conduct under this Policy and requesting that Central Community College investigate the allegation(s).
- **Formal Grievance Process.** “Process A,” a method of formal resolution designated by Central Community College to address conduct that falls within the policies included below, and which complies with the requirements of 34 CFR Part 106.45.
- **Informal Resolution.** A complaint resolution agreed to by the Parties and approved by the Title IX Coordinator that occurs prior to a Final Determination being reached.
- **Investigator.** The person(s) authorized by Central Community College with gathering facts about an alleged violation of this Policy, assess relevance and credibility, synthesize the evidence, and

compile this information into an investigation report and file of Directly Related Evidence.

- **Mandated Reporter.** An employee of Central Community College who is obligated by Policy to share knowledge, Notice, and/or reports of discrimination, harassment, retaliation, and/or Other Prohibited Conduct with the Title IX Coordinator.
- **Notice.** When an employee, student, or third-party informs the Title IX Coordinator or other Official with Authority of the alleged occurrence of discriminatory, harassing, retaliatory conduct, and/or Other Prohibited Conduct.
- **Official with Authority (OWA).** An employee of Central Community College with the responsibility to implement corrective measures for discrimination, harassment, retaliation, and/or Other Prohibited Conduct on behalf of Central Community College.
- **Parties.** The Complainant(s) and Respondent(s), collectively.
- **Process A.** The Formal Grievance Process detailed below and defined above.
- **Process B.** The administrative resolution process detailed on page 69 that only applies when Process A does not, as determined by the Title IX Coordinator.
- **Protected Characteristic.** Any characteristic for which a person is afforded protection against discrimination and harassment by law or Central Community College Policy.
- **Relevant Evidence.** Evidence that may aid a Decision-maker in determining whether the alleged discrimination, harassment, retaliation, or Other Prohibited Conduct occurred, or in determining the credibility of the Parties or witnesses.
- **Remedies.** Typically, post resolution actions directed to the Complainant and/or the community as mechanisms to address safety, prevent recurrence, and restore access to Central Community College's educational program and activities.
- **Respondent.** A person who is alleged to have engaged in conduct that could constitute discrimination based on a protected characteristic, harassment, or retaliation for engaging in a protected activity under this Policy, or Other Prohibited Conduct.
- **Resolution.** The result of an informal Resolution, Formal Grievance Process, or Administrative Resolution Process
- **Sanction.** A consequence imposed by Central Community College on a Respondent who is found to have violated college policy.
- **Student.** Any individual who has accepted an offer of admission, or who is registered or enrolled for credit or non-credit bearing coursework, and who maintains an ongoing educational relationship with Central Community College.
- **Title IX Coordinator.** At least one official designated by Central Community College to ensure compliance with Title IX and Central Community College's Title IX program. References to the Coordinator throughout this policy and procedure may also encompass a designee of the coordinator for specific tasks.
- **Title IX Team.** refers to the Title IX Coordinator, any deputy coordinators, and any member of the Formal Grievance Process Pool.

Purpose

Central Community College is committed to providing an educational and employment environment that is free from discrimination, based on protected characteristics, harassment, and retaliation for engaging in a protected activity. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, Central Community College has developed internal policies and procedures that provide a prompt, fair, and impartial resolution of allegations of protected characteristic discrimination, harassment, or retaliation. Central Community College values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the grievance process during what is often a difficult time for all those involved.

Scope

This Policy applies to all faculty, employees, students, and other individuals participating in or attempting to participate in Central Community College's program or activities, including education and employment.

This Policy prohibits all forms of discrimination on the basis of the protected characteristic(s) and may be applied to all incidents, to pattern, and/or to the institutional culture/climate, all of which may be addressed in accordance with this Policy.

Title IX Coordinator

Central Community College recognizes that allegations under this policy may include multiple forms of discrimination and harassment as well as violations of other Central Community College policies; may involve various combinations of students, employees, and other members of Central Community College community; and may require the simultaneous attention of multiple Central Community College departments. Accordingly, all Central Community College departments will share information, combine efforts, and otherwise collaborate, to the maximum extent permitted by law and consistent with other applicable Central Community College policies, to provide uniform, consistent, efficient, and effective responses to alleged discrimination, harassment, or retaliation.

An administrator, as selected by the College President, serves as the Title IX Coordinator and ADA/504 Coordinator and oversees implementation of Central Community College's Equal Opportunity plan, disability compliance, and this Policy. They are responsible for providing comprehensive nondiscrimination education and training; coordinating Central Community College's timely, thorough, and fair response, investigation, and resolution of all alleged prohibited conduct under this Policy; and monitoring the effectiveness of this Policy and related procedures to ensure an education and employment environment free from discrimination, harassment, and retaliation.

Independence and Conflict-of-Interest

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and these procedures. The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against Complainants and/or Respondents, generally.

To raise any concern involving bias or conflict of interest by the Title IX Coordinator, contact Central Community College President Dr. Matthew Gotschall at mgotschall@cccneb.edu or 308-398-7300 or

designee. Concerns of bias or a potential conflict of interest by any other Title IX Team member should be raised with the Title IX Coordinator.

Reports of misconduct or discrimination committed by the Title IX Coordinator should be reported to Central Community College President Dr. Matthew Gotschall at mgotschall@cccneb.edu or 308-398-7300 or designee. Reports of misconduct or discrimination committed by any other Title IX Pool member should be reported to the Title IX Coordinator.

Administrative Contact Information

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Dr. Elizabeth Klitz
Vice President of Student Success and Enrollment Management
& Title IX Coordinator
Location: 4500 63rd Street Columbus, NE 68601
Phone: 402-562-1284
Email: titleixcoordinator@cccneb.edu
Web: https://cm.maxient.com/reportingform.php?CentralCCNeb&layout_id=40

Deputy Title IX Coordinators

Pennie Morgan, Senior Director of Human Resources
Title IX Deputy Coordinator
308-398-7325
penniemorgan@cccneb.edu

Mary Young, Athletic Director
Title IX Deputy Coordinator for Athletics
402-562-1234
myoung@cccneb.edu

Title IX Team Members

Brenda Preister
Title IX Investigator, Advisor
Hearing Panel/Decision Maker

Erika Wolfe
Title IX Investigator, Advisor
Hearing Panel/Decision Maker

Susan Dudley
Title IX Investigator, Advisor
Hearing Panel/Decision Maker

Brandon Stalvey
Title IX Investigator, Advisor
Hearing Panel/Decision Maker

Luz Colon-Rodriguez
Title IX Educator

Barry Horner
Advisor
Hearing Panel/Decision Maker

Samantha Hill
Advisor
Hearing Panel/Decision Maker

Kory Cetak
Advisor
Hearing Panel/Decision Maker

Angela Davidson
Title IX Investigator, Advisor
Hearing Panel/Decision Maker

Ricardo Ramirez
Advisor
Hearing Panel/Decision Maker

Central Community College has determined that the following administrators are Officials with Authority to address and correct harassment, discrimination, and/or retaliation. In addition to the Title IX Team members listed above, these Officials with Authority listed below may also accept notice or complaints on behalf of Central Community College.

Christopher Waddle
Hastings Campus President
cwaddle@cccneb.edu
402-461-2400

Dr. Kathy Fuchser
Columbus Campus President
kathyfuchser@cccneb.edu
402-562-1211

Candace Walton
Vice President for Innovation and Instruction
candacewalton@cccneb.edu
308-398-7305

Joel King
Vice President of Administrative Services
joelking@cccneb.edu
308-398-7315

Central Community College has also classified all employees as Mandated Reporters who must report any knowledge they have that a member of the community that is experiencing harassment, discrimination, and/or retaliation. The section below on Mandated Reporting details which employees have this responsibility and their duties, accordingly.

External Contact Information

Concerns about Central Community College's application of this Policy and compliance with certain federal civil rights laws may be addressed to:

Office for Civil Rights (OCR)
U.S. Department of
Education 400 Maryland
Avenue, SW Washington
D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov

Web: <http://www.ed.gov/ocr>

Equal Employment Opportunity Commission (EEOC)

Contact: <http://www.eeoc.gov/contact/>

Nebraska EEOC Contact Information:

State-Level Equal Opportunity Officer

Nebraska Department of
Labor 550 S. 16th Street
P.O. Box 94600
Lincoln, NE 68509-4600

Phone: 402-471-8358

TDD/TTY: 800-833-7352

Email: NDOL.EOComplaints@Nebraska.gov

Notice/Complaints of Discrimination, Harassment, and/or Retaliation

A Report provides notice to Central Community College of an allegation or concern about discrimination, harassment, retaliation, and/or Other Prohibited Conduct and provides an opportunity for the Title IX Coordinator to provide information, resources, and supportive measures. A Complaint provides notice to Central Community College that the Complainant would like to initiate an investigation or other appropriate resolution procedures. A Complainant or individual may initially make a report and may decide at a later time to make a Formal Complaint. Reports or Formal Complaints of discrimination, harassment, retaliation, and/or Other Prohibited Conduct may be made using any of the following options:

1) File a complaint or Formal Complaint with, or give verbal notice to, the Title IX Coordinator [or deputy/deputies/Officials with Authority]. Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator or any other official listed. Individuals making reports should make it clear to the person they are reporting to that they are sharing concerns or information with the intention of making a report.

[2] Report online, using the reporting form at https://cm.maxient.com/reportingform.php?CentralCCNeb&layout_id=40. Anonymous reports are accepted but can give rise to a need to try to determine the Parties' identities. Anonymous reports typically limit Central Community College's ability to investigate, respond, and provide remedies, depending upon what information is shared. Measures intended to protect the community or redress or mitigate harm may be enacted. It also may not be possible to provide supportive measures to Complainants who are the subject of anonymous reports..

Reporting carries no obligation to file a Formal Complaint, and in most situations, Central Community College is able to respect a Complainant's request to not initiate a grievance process. However, there may be circumstances, such as pattern behavior, allegations of severe misconduct, or a compelling threat to health and/or safety, where Central Community College may need to initiate a grievance process. If a Complainant does not wish to file a Formal Complaint, Central Community College will maintain the privacy of information to the extent possible. The Complainant should not fear a loss of confidentiality by

submitting a report that allows Central Community College to discuss and/or provide supportive measures, in most circumstances.

As used in this Policy, the term “Formal Complaint” means a document or electronic submission (such as an email or online report) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the complaint or signed by the Title IX Coordinator alleging a policy violation by a Respondent and requesting that Central Community College investigate the allegation(s).

If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the Complainant to ensure that it is filed correctly and that a formal complaint is desired.

Supportive Measures

Central Community College will offer and implement appropriate and reasonable supportive measures to the Parties upon Notice of alleged discrimination, harassment, , and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Parties to restore or preserve access to Central Community College’s education program or activity, including measures designed to protect the safety of all Parties or Central Community College’s educational environment, and/or discrimination, harassment, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the Parties upon receiving Notice or a Formal Complaint. If at the time that supportive measures are offered, a Formal Complaint has not been filed, Central Community College will inform the Complainant, in writing, that they may file a Formal Complaint with Central Community College either at that time or in the future. The Title IX Coordinator or designee will work with the Complainant to ensure that their wishes are considered with respect to the supportive measures that are planned and implemented.

Central Community College will maintain the privacy of the supportive measures if privacy does not impair Central Community College’s ability to provide the supportive measures. Central Community College will act to ensure as minimal an academic impact on the Parties as possible. Central Community College will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program (EAP)
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Implementing contact limitations (no contact orders) between the Parties

- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Timely Warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.

Emergency Removal

Central Community College can act to remove a Respondent accused of Sexual Harassment from its education program or activities, entirely or partially, on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. This risk analysis is performed by the Title IX Coordinator and may be done in conjunction with the Behavioral Intervention Team (CARE Team) using its standard objective violence risk assessment procedures. Employees are subject to existing procedures for interim actions and leaves.

Central Community College will implement the least restrictive emergency actions possible considering the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to removing a student from a residence hall, temporarily re-assigning an employee, restricting a student's or [employee's] access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

Privacy

Central Community College makes every effort to preserve the Parties' privacy¹. Central Community College will not share the identity of any individual who has made a report or complaint of discrimination, harassment, or retaliation; any Complainant; any individual who has been reported to be the perpetrator of discrimination, harassment or retaliation; any Respondent; or any witness, except as permitted by, or to fulfill the purposes of, applicable laws and regulations (e.g., Title IX), the Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, or as required by law; including any investigation, or resolution proceeding arising under these policies and procedures.

¹ For the purpose of this procedure, privacy and confidentiality have distinct meanings. **Privacy** means that information related to a complaint will be shared with a limited number of Central Community College employees who "need to know" to assist in the assessment, investigation, and resolution of the report. All employees who are involved in Central Community College's response to notice under this procedure receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law. The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act ("FERPA"), as outlined in Central Community College's FERPA policy. The privacy of employee records will be protected in accordance with Human Resources policies. **Confidentiality** exists in the context of laws that protect certain relationships, including those who provide services related to medical and clinical care, mental health providers, counselors, and ordained clergy. The law creates a privilege between certain health care providers, mental health care providers, attorneys, clergy, spouses, and others, with their patients, clients, parishioners, and spouses. Central Community College has designated individuals who can have privileged communications as Confidential Resources. For more information about Confidential Resources, see page 26. When information is shared by a Complainant with a Confidential Resource, the Confidential Resource cannot reveal the information to any third party except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18, elders, or individuals with disabilities. Non-identifiable information may be shared by Confidential Resources for statistical tracking purposes as required by the federal Clergy Act. Other information may be shared as required by law.

Jurisdiction of Central Community College

This policy applies to the education program and activities of Central Community College, to conduct that takes place on the campus or on property owned or controlled by Central Community College, at Central Community College-sponsored events.

This policy may also apply to the effects of off-campus misconduct that limits or deny a person's access to Central Community College's educational program. Central Community College may also extend jurisdiction to off-campus and/or to online conduct when the conduct affects a substantial Central Community College interest.

Regardless of where the conduct occurred, Central Community College will address notice/complaints to determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity. A substantial Central Community College interest includes:

- a. Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law;
- b. Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any student or other individual;
- c. Any situation that significantly impinges upon the rights, property, or achievements of oneself or others or significantly breaches the peace and/or causes social disorder; and/or
- d. Any situation that is detrimental to the educational interests or mission of Central Community College.

For disciplinary action to be issued under this Policy, the Respondent must be a Central Community College faculty member, student, or employee at the time of the Formal Complaint. If the Respondent is unknown or is not a member of Central Community College community, the Title IX Coordinator will offer to assist the Complainant in identifying appropriate campus and local resources and support options and will implement appropriate supportive measures and/or remedial actions (e.g., trespassing a person from campus). Central Community College can also assist in contacting local or campus law enforcement if the individual would like to file a police report about criminal conduct.

All vendors serving Central Community College through third-party contracts are subject to the policies and procedures of their employers or to these policies and procedures to which their employer has agreed to be bound by their contracts.

When a party is participating in a dual enrollment or early college program, Central Community College will coordinate with the party's home institution to determine jurisdiction and coordinate providing supportive measures and responding to the complaint under the appropriate policy and procedures based on the allegations and identities of the Parties.

When the Respondent is enrolled in or employed by another institution, the Title IX Coordinator can assist the Complainant in contacting the appropriate individual at that institution, as it may be possible to allege violations through that institution's policies.

Time Limits on Reporting

There is no time limitation on providing notice/complaints to the Title IX Coordinator. However, if the Respondent is no longer subject to Central Community College's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible.

Acting on Notice/Formal Complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of Policy) is at the Title IX Coordinator's discretion; they may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate.

When notice/complaint is affected by significant time delay, Central Community College will typically apply the policy in place at the time of the alleged misconduct and the procedures in place at the time of notice/complaint.

Online Harassment and Misconduct

The policies of Central Community College are written and interpreted broadly to include online and cyber manifestations of any of the behaviors prohibited below, when those behaviors occur in or have an effect on Central Community College's education program and activities or use Central Community College networks, technology, or equipment.

While Central Community College may not control websites, social media, and other venues in which harassing communications are made, when such communications are reported to Central Community College, it will engage in a variety of means to address and mitigate the effects.

Members of the community are encouraged to be good digital citizens and to refrain from online misconduct, such as feeding anonymous gossip sites, sharing inappropriate content via Snaps or other social media, unwelcome sexting, revenge porn, breaches of privacy, or otherwise using the ease of transmission and/or anonymity of the Internet or other technology to harm another member of Central Community College community.

Nothing in this Policy is intended to infringe upon or limit a person's rights to free speech. Any online posting or other electronic communication by students, including technology-facilitated bullying, stalking, harassment, etc., occurring completely outside of Central Community College's control (e.g., not on Central Community College networks, websites, or between Central Community College email accounts) will only be subject to this Policy when such online conduct can be shown to cause (or will likely cause) a substantial in-program disruption or infringement on/harm to the rights of others. Otherwise, such communications are considered speech protected by the First Amendment. Supportive measures for Complainants will be provided.

Off-campus harassing speech by employees, whether online or in person, may be regulated by Central Community College only when such speech is made in an employee's official or work-related capacity.

Notice of Nondiscrimination:

Central Community College seeks to comply with all federal, state, and local laws and regulations prohibiting discrimination in public post-secondary institutions.

Central Community College does not discriminate against any employee, applicant for employment, or student:

- Race,
- Religion,
- Personal appearance,
- Height
- Color,
- Sex,
- Pregnancy or related conditions,
- Political belief or affiliation,
- Source of income,
- Place of business,
- Residence,
- Religion,
- Creed,
- Ethnicity and ethnic characteristics,
- National origin (including shared ancestry),
- Citizenship status,
- Disability (physical or mental or),
- Age (40 years and over in the employment context),
- Marital status,
- Family responsibilities,
- Sexual orientation,
- Gender identity,
- Gender expression,
- Genetic information (including family medical history)
- Veteran or military status (including disabled veteran, recently separated veteran, active-duty wartime or campaign badge veteran, and Armed Forces Service Medal veteran),
- Domestic violence victim status,
- or any other protected category under applicable federal, state, or local law, including protections for those opposing discrimination or participating in any grievance process on campus, with the Equal Employment Opportunity Commission, or other human rights agency.

This policy covers nondiscrimination in both employment and access to educational opportunities.

Therefore, any member of Central Community College community whose acts deny, deprive, or limit the educational or employment access, benefits, and/or opportunities of any member of Central Community College community, guest, or visitor on the basis of that person's actual or perceived membership in the protected classes listed above is in violation of Central Community College policy on nondiscrimination.

Central Community College will promptly and effectively address any such discrimination of which it has Knowledge/Notice using the resolution process in the appropriate grievance process described below (Process A or Process B).

Disability Discrimination and Accommodation Procedure

Central Community College is committed to full compliance with the Americans With Disabilities

Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws and regulations pertaining to individuals with disabilities.

Under the ADA and its amendments, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity.

The ADA also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by Central Community College, regardless of whether they currently have a disability. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

Disability Discrimination and Accommodation Procedure:

Central Community College's ADA/504 Coordinator is responsible for overseeing efforts to comply with the American Disabilities Act of 1990 (ADA), as amended and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal, state and local laws and regulations pertaining to individuals with disabilities. The ADA/504 Coordinator's responsibilities include responding to grievances and conducting investigations of any allegation of noncompliance or discrimination based on disability.

Grievances related to disability status and/or accommodations will be addressed using the procedures below.

A. Students with Disabilities

Central Community College is committed to providing qualified students with disabilities reasonable accommodations and support needed to ensure equal access to the academic programs, facilities, and activities of Central Community College.

All accommodations are made on an individualized basis. A student requesting any accommodation should first contact the Director of Disability Services, who coordinates services for students with disabilities.

The Director of Disability Services reviews documentation provided by the student and, in consultation with the student, determines which accommodations are appropriate for the student's particular needs and academic program(s). If the accommodation plan or any accommodation denials do not meet the satisfaction of the student, the student may appeal the decision via letter or email to the ADA/504 Coordinator for review and consideration of additional accommodations.

B. Employees with Disabilities

Pursuant to the ADA, Central Community College will provide reasonable accommodation(s) to all qualified employees with known disabilities when their disability affects the performance of their essential job functions, except when doing so would be unduly disruptive or would result in undue hardship to Central Community College.

An employee with a disability is responsible for submitting a request for accommodation to the ADA/504 Coordinator or designee and providing necessary documentation. The ADA/504 Coordinator or designee will work with the employee's supervisor to identify which essential functions of the position are affected by the employee's disability and what reasonable accommodations could enable the employee to perform those duties. If the employee is unsatisfied with the accommodation plan that is developed, they may appeal the decision to the ADA/504 Coordinator via letter or email. The appeal must include reason for the needed changes as well as documentation of the process completed prior to the appeal.

A. Prohibited Conduct

Students, and employees are entitled to an educational and employment environment that is free of discrimination, harassment, and retaliation. Central Community College's harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive, subject matters protected by academic freedom.

The sections below describe the specific forms of legally prohibited discrimination, harassment, and retaliation that are also prohibited under Central Community College policy. When speech or conduct is protected by academic freedom and/or the First Amendment, it will not be considered a violation of Central Community College policy, though supportive measures will be offered to those impacted.

All offense definitions encompass actual and/or attempted offenses.

Any of the following offenses can be charged as or combined as pattern offenses, in which case the Notice of Investigation and Allegation (NOIA) will clearly indicate that both individual incidents and a pattern of conduct are being investigated. A pattern may exist and be charged when there is a potential substantial similarity to incidents where the proof of one could make it more likely that the other(s) occurred, and vice versa. Patterns may exist based on target selection, similarity of offense, or other factors. Where a pattern is found, it can be the basis to enhance sanctions, accordingly.

Violation of any other Central Community College policies may constitute discrimination or harassment when motivated by actual or perceived protected characteristic(s), and the result is a limitation or denial of employment or educational access, benefits, or opportunities.

a. Discrimination

Discrimination is different treatment with respect to a person's employment or participation in an education program or activity based, in whole or in part, upon the person's actual or perceived protected characteristic. Discrimination also includes allegations of a failure to provide reasonable accommodations as required by law or policy, such as for disability, religion, or creed.

Discrimination can take two primary forms:

1) Disparate Treatment Discrimination:

- Any intentional differential treatment of a person or persons that is based on a person's actual or perceived protected characteristic and that:
 - Excludes a person from participation in;
 - Denies the person benefits of; or
 - Otherwise adversely affects a term or condition of a person's participation in

a by Central Community College program or activity.

2) Disparate Impact Discrimination:

- Disparate impact occurs when policies or practices that appear to be neutral unintentionally result in a disproportionate impact on a protected group or person that:
 - Excludes a person from participation in;
 - Denies the person benefits of; or
 - Otherwise adversely affects a term or condition of a person's participation in a by Central Community College program or activity.

b. Discriminatory Harassment

- unwelcome conduct on the basis of actual or perceived protected characteristic(s), that
- based on the totality of the circumstances,
- is subjectively and objectively offensive, and
- is so severe or pervasive,
- that it limits or denies a person's ability to participate in or benefit from Central Community College's education program or activity

Central Community College does not tolerate discriminatory harassment of any employee, student, visitor, or guest. Central Community College will act to remedy all forms of harassment when reported, whether or not the harassment rises to the level of creating a "hostile environment."

A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.²This discriminatory effect results from harassing verbal, written, graphic, or physical conduct that is severe and pervasive and objectively offensive.

c. Sexual Harassment

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the state of Nebraska regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

Central Community College has adopted the following definitions of sexual harassment in order to address the unique environment of an academic community. Two definitions are required by federal law. While they overlap, they are not identical, and they each apply as noted.

- 1) **Title VII Sexual Harassment** applies to situations where an employee is subjected to workplace sexual harassment [or where a situation involves a residential Complainant in Central Community College-provided housing].
 - Unwelcome verbal, written, graphic, and/or physical conduct;
 - that is severe or pervasive and objectively offensive;

² This definition of hostile environment is based on Federal Register / Vol. 59, No. 47 / Thursday, March 10, 1994: [Department of Education Office for Civil Rights, Racial Incidents and Harassment Against Students At Educational Central Community Colleges Investigative Guidance.](#)

- on the basis of sex/gender, that
- unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.

2) **Title IX Sexual Harassment**, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking. This definition applies to all Formal Complaints that fall within Title IX jurisdiction as determined by the Title IX Coordinator. Sexual Harassment includes:

Conduct on the basis of sex that satisfies one or more of the following:

a. Quid Pro Quo:

- i. an employee of Central Community College,
- ii. conditions the provision of an aid, benefit, or service of Central Community College,
- iii. on an individual's participation in unwelcome sexual conduct; and/or

b. Sexual Harassment:

- i. unwelcome conduct,
- ii. determined by a reasonable person,
- iii. to be so severe, and
- iv. pervasive, and
- v. objectively offensive,
- vi. that it effectively denies a person equal access to Central Community College's educational activity

education program or activity.³

c. Sexual assault, defined as:

a) Rape:

- Penetration by the Respondent, no matter how slight,
- of the vagina or anus of the Complainant,
- with any body part or object, or
- oral penetration of the Complainant by a sex organ of the Respondent,
- without the consent of the Complainant.

b) Fondling:

- The touching of the private body parts of the Complainant (buttocks, groin, breasts) by the Respondent,
- for the purpose of sexual gratification,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental incapacity.

c) Incest:

- Sexual intercourse,
- between persons who are related to each other,
- within the degrees wherein marriage is prohibited by Nebraska law.

d) Statutory Rape:

- Sexual intercourse,
- with a person who is under the statutory age of consent of 16 years old, per Nebraska law.

d. Dating Violence:

- i. violence,
- ii. on the basis of sex,
- iii. committed by a person,
- iv. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.

1. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—

- a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- b. Dating violence does not include acts covered under the definition of domestic violence.

e. Domestic Violence*:

- i. violence,

³ Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is below the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

- ii. on the basis of sex,
- iii. committed by a current or former spouse or intimate partner of the Complainant,
- iv. by a person with whom the Complainant shares a child in common, or
- v. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- vi. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Nebraska.

*To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

f. Stalking,:

- i. engaging in a course of conduct,
- ii. on the basis of sex,
- iii. directed at a specific person, that
 1. would cause a reasonable person to fear for the person's safety, or
 2. the safety of others; or
 3. Suffer substantial emotional distress.

For the purposes of this definition—

- Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

B. Other Prohibited Conduct

1) **Sexual Exploitation:**

- any person taking non-consensual or abusive sexual advantage of another, that does not constitute Sexual Harassment as defined above,
- for their own benefit or for the benefit of anyone other than the person being exploited

Examples of Sexual Exploitation include, but are not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
- Electronically distributing (e.g., Airdropping, Snapchattng) nude or sexual photos or videos of another person without their consent
- Invasion of sexual privacy (e.g., doxxing)
- Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression
- Taking pictures, video, or audio recording of another person in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity; or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity; or

disseminating sexual pictures without the photographed person's consent), including the making or posting of non-consensual pornography

- Prostituting another person
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing)
- Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
- Knowingly soliciting a minor for sexual activity
- Engaging in sex trafficking
- Knowingly creating, possessing, or disseminating child sexual abuse images or recordings
- Creating or disseminating synthetic media, including images, videos, or audio representations of individuals doing or saying sexually related things that never happened, or placing identifiable real people in fictitious pornographic or nude situations without their consent (i.e., Deepfakes)

2) **Bullying**

- repeated and/or severe aggressive behavior
- that is likely to intimidate or intentionally hurt, control, or physically or mentally diminish the Complainant,
- that is not speech or conduct that is otherwise protected by the First Amendment.

3) **Endangerment**

- threatening or causing physical harm;
- extreme verbal, emotional, or psychological abuse; or
- other conduct which threatens or endangers the health or safety of any person or damages their property.

4) **Hazing**

- Any act or action
- Which does or is likely to endanger the mental or physical health or safety of any person
- As it relates to a person's initiation, admission into, or affiliation with any Central Community College group or organization.

5) **Retaliation**

- Central Community College or any member of Central Community College's community,
- taking or attempting to take materially adverse action,
- by intimidating, threatening, coercing, harassing, or discriminating against any individual,
- for the purpose of interfering with any right or privilege secured by law or policy, or
- because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy and procedure.

The exercise of rights protected under the First Amendment does not constitute retaliation. It is also not retaliation for Central Community College to pursue Policy violations against those who make materially false statements in bad faith in the course of a resolution under this Policy. However, the determination of responsibility, by itself, is not sufficient to conclude that any party has made a materially false statement in bad faith.

6) Failure to Comply/Process Interference

- Intentional failure to comply with the reasonable directives of the Title IX Coordinator in the performance of their official duties, including with the terms of a no contact order
- Intentional failure to comply with emergency removal or interim suspension terms
- Intentional failure to comply with sanctions
- Intentional failure to adhere to the terms of an Informal Resolution agreement
- Intentional failure to comply with mandated reporting duties as defined in this Policy
- Intentional interference with the Resolution Process, including, but not limited to:
 - Destroying or concealing of evidence
 - Seeking or encouraging false testimony or providing false testimony or evidence
 - Intimidating or bribing a witness or party

Consensual Relationship Policy:

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as faculty and student, supervisor, and employee). These relationships may be less consensual than perceived by the individual whose position confers power. The relationship also may be viewed in different ways by each of the Parties, particularly in retrospect. Furthermore, circumstances may change, and conduct that was previously welcome may become unwelcome. Even when both Parties have consented at the outset to a romantic or sexual involvement, this past consent may not remove grounds for a later charge of a violation of applicable sections of this policy. Central Community College does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of Central Community College. For the personal protection of members of this community, relationships in which power differentials are inherent (faculty-student, staff-student, administrator- student) are generally discouraged.

Consensual romantic or sexual relationships in which one party maintains a direct supervisory or evaluative role over the other party are unethical. Therefore, persons with direct supervisory or evaluative responsibilities who are involved in such relationships must bring those relationships to the timely attention of their supervisor and will likely result in the necessity to remove the employee from the supervisory or evaluative responsibilities or shift a party out of being supervised or evaluated by someone with whom they have established a consensual relationship. While no relationships are prohibited by this policy, failure to self-report such relationships to a supervisor as required can result in disciplinary action for an employee.

This type of relationship includes Resident Advisors (RAs) and students over whom the RA has direct responsibility. While no relationships are prohibited by this policy, failure to timely self-report such relationships to a supervisor as required can result in disciplinary action for an employee. The Title IX Coordinator will determine whether to refer violations of this provision to Human Resources for

resolution, or to pursue resolution under Title IX, based on the circumstances of the allegation.

C. Sanction Ranges

The following sanction ranges apply for Prohibited Conduct under this Policy. Sanctions can be assigned outside of the specified ranges based on aggravating or mitigating circumstances, or the Respondent's cumulative conduct record.

- Discrimination: warning through expulsion or termination.
- Discriminatory Harassment: warning through expulsion or termination.
- Title VII Sexual Harassment: warning through expulsion or termination.
- Quid Pro Quo Harassment: warning through expulsion or termination.
- Hostile Environment Harassment: warning through expulsion or termination.
- Rape: suspension through expulsion or termination.
- Fondling: warning through suspension (termination for employees).
- Incest: warning through probation.
- Statutory Rape: warning through suspension (termination for employees).
- Stalking: probation through expulsion or termination.
- Dating/Domestic Violence: probation through expulsion or termination.
- Sexual Exploitation: warning through expulsion or termination.
- Bullying: warning through expulsion or termination.
- Endangerment: warning through expulsion or termination.
- Retaliation: warning through expulsion or termination.
- Failure to Comply/Process Interference: warning through expulsion or termination.

D. Consent, Force, and Incapacitation

As used in this Policy, the following definitions and understandings apply:

1) Consent⁴ is:

- knowing, and
- voluntary, and
- clear permission
- by word or action
- to engage in sexual activity⁵.

Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Consent is evaluated from the perspective of what a reasonable person would conclude are mutually understandable words or actions. Reasonable reciprocation can be implied consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonably immediate time.

Silence or the absence of resistance alone should not be interpreted as consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

⁴ The State definition of consent is:

(a)(i) The victim was compelled to submit due to the use of force or threat of force or coercion, or (ii) the victim expressed a lack of consent through words, or (iii) the victim expressed a lack of consent through conduct, or (iv) the consent, if any was actually given, was the result of the actor's deception as to the identity of the actor or the nature or purpose of the act on the part of the actor;

(b) The victim need only resist, either verbally or physically, so as to make the victim's refusal to consent genuine and real and so as to reasonably make known to the actor the victim's refusal to consent; and

(b) (c) A victim need not resist verbally or physically where it would be useless or futile to do so. Neb. Rev. Stat. §28-318(8). which is applicable to criminal prosecutions for sex offenses in Nebraska but may differ from the definition used on campus to address policy violations.

⁵ Consent in relationships must also be considered in context. When Parties consent to BDSM (bondage, discipline, sadism, masochism) or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying "no" may be part of the kink and thus consensual.

Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of a condom) or limitations on the scope of their consent, those conditions and limitations must be respected. If a sexual partner shares the clear expectation for the use of a condom, or to avoid internal ejaculation, and those expectations are not honored, the failure to use a condom, removing a condom, or internal ejaculation can be considered acts of sexual assault.

Proof of consent or non-consent is not a burden placed on any party involved in a complaint. Instead, the burden remains on Central Community College to determine whether its Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

Going beyond the boundaries of consent is prohibited. Thus, unless a sexual partner has consented to slapping, hitting, hair pulling, strangulation, or other physical roughness during otherwise consensual sex, those acts may constitute dating violence or sexual assault.

2) Force:

Force is the use of physical violence and/or physical imposition to gain sexual access. Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced.

Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., “Have sex with me or I’ll hit you,” which elicits the response, “Okay, don’t hit me. I’ll do what you want.”).

Coercion is unreasonable pressure for sexual activity. Coercive conduct, if sufficiently severe, can render a person’s consent ineffective, because it is not voluntary. When someone makes clear that they do not want to engage in sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive. Coercion is evaluated based on the frequency, intensity, isolation, and duration of the pressure involved.

3) Incapacitation:

Incapacitation is a state where a person is incapable of giving consent. An incapacitated person cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, and how” of their sexual interaction). A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drug consumption.

This Policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating substances.

Incapacitation is determined through consideration of all relevant indicators of a person’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

If the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated, the Respondent is not in violation of this Policy. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

3) **Mandated Reporting**

All Central Community College employees (including student-employees) other than those deemed Confidential Employees, are Mandated Reporters and are expected to promptly report all known details of actual or suspected discrimination, harassment, retaliation, and/or Other Prohibited Conduct to appropriate officials immediately, though there are some limited exceptions. Supportive measures may be offered as the result of such disclosures without formal Central Community College action.

Complainants may want to carefully consider whether they share personally identifiable details with Mandated Reporters, as those details must be shared with the Title IX Coordinator.

If a Complainant expects formal action in response to their allegations, reporting to any Mandated Reporter can connect them with resources to report crimes and/or Policy violations, and these employees will immediately pass Notice to the Title IX Coordinator (and/or police, if desired by the Complainant), who will take action when an incident is reported to them.

The following sections describe the reporting options at Central Community College for a Complainant or third-party (including parents/guardians when appropriate):

a. Confidential Resources

To enable Complainants to access support and resources without filing a Formal Complaint, Central Community College has designated specific employees as Confidential Resources. Those designated by Central Community College as Confidential Resources are not required to report actual or suspected discrimination, harassment, or retaliation in a way that identifies the Parties. They will, however, provide the Complainant with the Title IX Coordinator's contact information and offer options and resources without any obligation to inform an outside agency or Central Community College official unless a Complainant has requested the information be shared.

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with the following:

- On-campus licensed professional counselors
- Off-campus (non-employees):
 - Licensed professional counselors and other medical providers
 - Local rape crisis counselors
 - Domestic violence resources
 - Local or state assistance agencies
 - Clergy/Chaplains
 - Attorneys

Campus counselors and/or the Employee Assistance Program are available to help free of charge and may be consulted on an emergency basis during normal business hours.

Central Community College employees who are confidential will timely submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client, patient, or parishioner.

Failure of a Mandated Reporter, as described above in this section, to report an incident of discrimination,

harassment, retaliation, or Other Prohibited Conduct of which they become aware is a violation of Central Community College Policy and can be subject to disciplinary action for failure to comply/failure to report. This also includes situations when a harasser is a Mandated Reporter. Such individuals are obligated to report their own misconduct, and failure to do so is a chargeable offense under this Policy.

A Mandated Reporter who is themselves a target of discrimination, harassment, or other misconduct under this Policy is not required to report their own experience, though they are, of course, encouraged to do so.

In addition, Complainants may speak with individuals unaffiliated with Central Community College without concern that Policy will require them to disclose information to the institution without permission:

- Licensed professional counselors and other medical providers
- Local rape crisis counselors
- Domestic violence resources
- Local or state assistance agencies
- Clergy/Chaplains
- Attorneys

b. Anonymous Notice

Mandated Reporters are required to fully disclose all information, including the Complainant's identity, when making a report to the Title IX Coordinator.

Anonymous notice will be investigated by Central Community College to the extent possible, both to assess the underlying allegation(s) and to determine if supportive measures or remedies can be provided.

However, anonymous notice typically limits Central Community College's ability to investigate, respond, and provide remedies, depending on what information is shared.

4) Federal Timely Warning Obligations

Parties reporting sexual assault, domestic violence, dating violence, and/or stalking should be aware that under the Clery Act, Central Community College must issue timely warnings for incidents reported to them that pose a serious or continuing threat of bodily harm or danger to members of the campus community.

Central Community College will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

5) False Allegations and Evidence

Deliberately false and/or malicious accusations under this policy, as opposed to allegations which, even if erroneous, are made in good faith, are a serious offense and will be subject to appropriate disciplinary action.

Additionally, witnesses and Parties who knowingly provide false evidence, tamper with or destroy

evidence after being directed to preserve such evidence, or deliberately mislead an official conducting an investigation, hearing, or Informal Resolution can be subject to discipline under appropriate Central Community College policy.

6) Amnesty for Complainants and Witnesses

Central Community College community encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complainants or witnesses are hesitant to report alleged misconduct to Central Community College officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

It is in the best interests of Central Community College community that Complainants choose to report misconduct to Central Community College officials, that witnesses come forward to share what they know, and that all Parties be forthcoming during the process.

To encourage reporting and participation in the process, Central Community College offers Parties and witnesses amnesty from minor procedure violations – such as underage alcohol consumption or the use of illicit drugs – related to the incident. Granting amnesty is a discretionary decision made by Central Community College, and amnesty does not apply to more serious allegations, such as physical abuse of another or illicit drug distribution.

A. Students:

Sometimes, students are hesitant to assist others for fear that they may get in trouble themselves. Central Community College maintains a policy of amnesty for students who offer help to others in need. While policy violations cannot be overlooked, Central Community College may provide purely educational options with no official disciplinary finding, rather than punitive sanctions, to those who offer their assistance to others in need.

B. Employees:

Sometimes, employees are hesitant to report discrimination, harassment, retaliation, or Other Prohibited Conduct they have experienced for fear that they may get in trouble themselves.

Central Community College may, at its discretion, offer employee Complainants amnesty from such policy violations (typically more minor procedure violations) related to the incident.

7) Federal Statistical Reporting Obligations

Certain campus officials – those deemed Campus Security Authorities (CSA's) – have a duty to report the following for federal statistical reporting purposes (Clery Act):

- a) All “primary crimes,” which include homicide, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, and arson;
- b) Hate crimes, which include any bias motivated primary crime as well as any bias motivated larceny or theft, simple assault, intimidation, or destruction/damage/vandalism of property;
- c) Violence Against Women Act (VAWA-based crimes), which include sexual assault, domestic

violence, dating violence, and stalking⁶

- d) Arrests and referrals for disciplinary action for weapons-related law violations, liquor-related law violations, and drug abuse-related law violations.

All personally identifiable information is kept private, but statistical information regarding the type of incident and its general location (on or off campus or in the surrounding area, but no addresses are given) must be passed along to the College Security Director or the campus Associate Dean of Students for publication in the Annual Security Report and daily campus crime log.

Campus Security Authorities include student services staff, G4S security officers, coaches, athletic director, residence life staff, student activities staff, human resources staff, advisors to student organizations, and any other official with significant responsibility for student and campus activities designated by Central Community College.

8) Preservation of Evidence

The preservation of evidence is critical to potential criminal prosecution and to obtaining restraining/protective orders and is particularly time sensitive. Central Community College will inform the Complainant of the importance of preserving evidence by taking actions such as the following:

Sexual Assault

- Seek forensic medical assistance at the nearest hospital, ideally within 120 hours of the incident (sooner is better).
- Avoid urinating, showering, bathing, washing hands or face, or douching, if possible, but evidence may still be collected even if you do.
- If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
- If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence) or secure evidence container (if provided by law enforcement).
- Seeking medical treatment can be essential even if it is not for the purpose of collecting forensic evidence.

Stalking/Dating Violence/Domestic Violence/Sex-Based Harassment

- Evidence in the form of text and voice messages will be lost in most cases if the Complainant changes their phone number.
 - Make a secondary recording of any voice messages and/or save the audio files to a cloud server.
 - Take screenshots and/or a video recording of any text messages or other electronic messages (e.g., Instagram, Snapchat, Facebook).
- Save copies of e-mail and social media correspondence, including notifications related to account access alerts.
- Take time-stamped photographs of any physical evidence including notes, gifts, etc. in place when possible.
- Save copies of any messages, to include those showing any request for no further contact.
- Obtain copies of call logs showing the specific phone number being used rather than a saved contact name if possible.

During the initial meeting between the Complainant and the Title IX Coordinator the importance of taking these actions will be discussed, if timely.

⁶ 42 U.S.C. sections 13701 through 14040.

PROCESS FOR ALLEGED VIOLATIONS OF THE POLICY ON EQUAL OPPORTUNITY, HARASSMENT, AND NONDISCRIMINATION

PROCESS “A”

1) Overview

Central Community College will act on any formal or informal notice/complaint of violation of the policy on Equal Opportunity, Harassment, and Nondiscrimination (“the Policy”) that the Title IX Coordinator⁹ or any other Official with Authority receives by applying the procedures below, known as “Process A.”

The procedures below **only** apply to qualifying allegations of sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined above) involving students, employees, or faculty members.

If other allegations are reported, such as protected characteristic discrimination or harassment as defined above, please see page 69 for a description of the procedures applicable to the resolution of such offenses, known as “Process B.”

2) Collateral Misconduct

Collateral misconduct is defined to include potential violations of other Central Community College policies not incorporated into the Equal Opportunity, Harassment, and Nondiscrimination Policy that occur in conjunction with alleged violations of the Policy, or that arise through the course of the investigation, for which it makes sense to provide one resolution for all allegations. Thus, the collateral allegations may be charged along with potential violations of the Policy, to be resolved jointly under these Procedures. In such circumstances, the Title IX Coordinator may consult with Central Community College officials who typically oversee such conduct (e.g., human resources, student conduct, academic affairs) to solicit their input as needed on what charges should be filed, but the exercise of collateral charges under these procedures is within the discretion of Title IX Coordinator. All other allegations of misconduct unrelated to incidents covered by the Policy will typically be addressed separately through procedures described in the student, faculty, and staff handbooks.

3) Notice/Complaint

Upon receipt of Notice or a Formal Complaint of an alleged policy violation, the Title IX Coordinator will initiate a prompt initial assessment to determine Central Community College’s next steps. The Title IX Coordinator will contact the Complainant to offer supportive measures, provide information regarding resolution options, and determine how they wish to process.

4) Initial Assessment

Title IX Coordinator¹⁰ conducts an initial assessment, which is typically one (1) to five (5) days of receiving Notice or a Formal Complaint. The initial assessment typically includes:

- Assessing whether the reported conduct may reasonably constitute a Policy violation.
 - If the conduct may not reasonably constitute a Policy violation, the matter will be evaluated consistent with the dismissal provisions in these procedures. It may then be referred to another process, if applicable.
- Determining whether Central Community College has jurisdiction over the reported conduct, as defined in the Policy.
- If the conduct is not within Central Community College's jurisdiction, the matter is typically dismissed from this process, consistent with the dismissal provision in these procedures. If applicable, the conduct will be referred to the appropriate Central Community College office for resolution.
- Offering and coordinating supportive measures for the Complainant.
- Offering and coordinating supportive measures for the Respondent, as applicable.
- Determining whether the Complainant wishes to file a Formal Complaint.
- Notifying the Complainant, or the person who reported the allegation(s), of the available resolution options, including a supportive and remedial response, and Informal Resolution option, or the Formal Grievance Process described below
- Notifying the Respondent of the available resolution options, including supportive and remedial response, and Informal Resolution option, or the Formal Grievance Process described below, if a Formal Complaint is made.

Helping a Complainant to Understand Resolution Options

If the Complainant indicates they wish to file a Formal Complaint, the Title IX Coordinator will help to facilitate the Formal Complaint, which will include working with the Complainant to determine whether the Complainant wishes to pursue one of three resolution options:

- A supportive and remedial response, and/or
- Informal Resolution, or
- The Formal Grievance Process described below.

The Title IX Coordinator will seek to abide by the wishes of the Complainant but may have to take an alternative approach depending on their analysis of the situation.

If the Complainant elects for the Formal Grievance Process below, and the Title IX Coordinator has determined the Policy applies and that Central Community College has jurisdiction, they will route the matter to the appropriate Title IX Team member, will provide the Parties with a Notice of Investigation and Allegation(s), and will initiate an investigation consistent with these Procedures.

If any party indicates (either verbally or in writing) that they want to pursue an Informal Resolution option, the Title IX Coordinator will assess whether the matter is suitable for Informal Resolution and, if the other party(ies) consent to pursuing Informal Resolution, will refer the matter accordingly.⁷

⁷ Per the 2020 Title IX regulations, recipients are prohibited from Informal Resolution of a complaint by a student against an employee.

If the Complainant indicates (either verbally or in writing) that they do not want any action taken, no Resolution Process will be initiated (unless deemed necessary by the Title IX Coordinator), though the Complainant can elect to initiate one later, if desired.

Title IX Coordinator Authority to Initiate a Complaint

If the Complainant does not wish to file a Formal Complaint, the Title IX Coordinator, who has ultimate discretion as to whether a Formal Complaint is signed, will offer supportive measures and determine whether to sign a Formal Complaint themselves. To make this determination, the Title IX Coordinator will evaluate that request to determine if there is a serious and immediate threat to someone's safety or if Central Community College cannot ensure equal access without signing a Formal Complaint. The Title IX Coordinator will consider the following non-exhaustive factors to determine whether to file a Formal Complaint:

- The Complainant's request not to initiate a Formal Complaint.
- The Complainant's reasonable safety concerns regarding signing a Formal Complaint.
- The risk that additional acts of discrimination would occur if a Formal Complaint is not filed.
- The severity of the alleged discrimination, including whether the discrimination, if established, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence.
- The age and relationship of the Parties, including whether the Respondent is a Central Community College employee.
- The scope of the alleged discrimination, including information suggesting a pattern, ongoing discrimination, or discrimination alleged to have impacted multiple individuals.
- The availability of evidence to assist a Decision-maker in determining whether discrimination occurred.
- Whether Central Community College could end the alleged discrimination and prevent its recurrence without initiating its resolution process.

If deemed necessary, the Title IX Coordinator may consult with appropriate Central Community College employees, and/or conduct a violence risk assessment⁸ to aid their determination whether to sign a Formal Complaint.

When the Title IX Coordinator signs a Formal Complaint, they do not become the Complainant. The Complainant is the person who experienced the alleged conduct that could constitute a violation of this Policy.

If alleged misconduct does not fall within the scope of the Title IX regulations, the Title IX Coordinator determines that the regulations do not apply and will "dismiss" that aspect of the complaint, if any, assesses which policies may apply, and will refer the matter accordingly. Please note that dismissing a complaint under the 2020 Title IX regulations is solely a procedural requirement under Title IX, which does not limit Central Community College's authority to address a complaint with an appropriate process and remedies.

¹⁰ The College President or Title IX Coordinator will designate another person to oversee the process below should an allegation be made about the TIX Coordinator, or the TIX Coordinator be otherwise unavailable or unable to fulfill their duties/role at the time the report is received.

⁸ See detailed information regarding Violence Risk Assessment in [Appendix G](#).

5. Dismissal (Mandatory and Discretionary)⁹

Central Community College must dismiss a Formal Complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:

- 1) The conduct alleged in the formal complaint would not constitute sexual harassment as defined in the policy hereinabove, even if proved; and/or
- 2) The conduct did not occur in an educational program or activity controlled by Central Community College and/or Central Community College does not have control of the Respondent; and/or
- 3) The conduct did not occur against a person in the United States; and/or
- 4) The complainant is not participating in or attempting to participate in Central Community College's Education Program or Activity at the time of filing the Formal Complaint and, based on the available information, the Title IX Coordinator has determined that they do not need to sign a Formal Complaint on behalf of Central Community College.

Central Community College may dismiss a formal complaint or any allegations therein at any time during the investigation or hearing:

- 1) A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; or
- 2) The Respondent is no longer enrolled in or employed by Central Community College; or
- 3) Specific circumstances prevent Central Community College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

A Complainant who decides to withdraw a complaint may later request to reinstate it or refile it.

Upon any dismissal, Central Community College will promptly and simultaneously send the Parties written notice of the dismissal and the rationale for doing so.

This dismissal decision is appealable by any party. The decision not to dismiss is also appealable by any party claiming that a dismissal is required or appropriate.

5) Appeal of Dismissal

The Parties may appeal a decision to dismiss their Formal Complaint. All dismissal appeal requests must be filed within three (3) business days of the notification of the dismissal decision.

The Title IX Coordinator will notify the Parties of any appeal of the dismissal decision.

Throughout the dismissal appeal process, Central Community College will:

- Implement dismissal appeal procedures equally for the Parties.
- Assign a trained Dismissal Appeal Officer who did not take part in an investigation of the allegations or dismissal of the Complaint.

⁹ These dismissal requirements are mandated by the 2020 Title IX Regulations, 34 CFR Part 106.45.

- Provide the Parties a reasonable and equal opportunity to make a statement in support of, or challenging, the dismissal.
- Notify the Parties of the result of the appeal and the rationale for the result.

The grounds for dismissal appeals are limited to:

- 1) A procedural irregularity affected the outcome of the matter.
- 2) New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter.
- 3) The Title IX Coordinator, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

The appeal should specify at least one of the grounds above and provide any reasons or supporting evidence for why the ground is met. Upon receipt of a written dismissal appeal request from one or more Parties, the Title IX Coordinator will share the petition with all other Parties and provide three (3) business days for other Parties and the Title IX Coordinator to respond to the request. At the conclusion of the response period, the Title IX Coordinator will forward the appeal, as well as any response provided by the other Parties and/or the Title IX Coordinator to the Dismissal Appeal Officer for consideration.

If the Request for Appeal does not provide information that meets the grounds in this Policy, the Dismissal Appeal Officer will deny the request, and the Parties, their Advisors, and the Title IX Coordinator will be notified in writing of the denial and the rationale.

If any of the asserted grounds in the appeal satisfy the grounds described in this Policy, then the Dismissal Appeal Officer will notify all Parties and their Advisors, and the Title IX Coordinator, of their decision and rationale in writing. The effect will be to reinstate the Complaint.

In most circumstances, appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Dismissal Appeal Officer has seven (7) business days to review and decide on the appeal, though extensions can be granted at the Title IX Coordinator's discretion, and the Parties will be notified of any extension.

Appeal decisions are deferential to the original determination, making changes only if there is a compelling justification to do so.

The Dismissal Appeal Officer may consult with the Title IX Coordinator and/or legal counsel on questions of procedure or rationale for clarification, if needed. The Title IX Coordinator will maintain documentation of all such consultation.

6) Counter-Complaints

Central Community College is obligated to ensure that the grievance process is not abused for retaliatory purposes. Although Central Community College permits the filing of counter-complaints, the Title IX Coordinator will use an initial assessment, described above, to assess whether the allegations in the counterclaim are made in good faith. When counter-complaints are not made in good faith, they will not be permitted. They will be considered potentially retaliatory and may constitute a Policy violation.

Counter-complaints determined to have been reported in good faith, will be processed using the Formal Grievance Process below. At the Title IX Coordinator's discretion, investigation of such claims may take place after resolution of the underlying initial Formal Complaint.

7) Advisors in the Formal Grievance Process

The Parties may each have an Advisor of their choice present with them for all meetings and interviews within the resolution process if they so choose.

Choosing an Advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the Decision-maker.

1) Who Can Serve as an Advisor

The Parties may each have an Advisor (friend, mentor, family member, attorney, or any other individual a party chooses) present with them for all meetings, interviews, and hearings within the grievance process, including intake. The Parties may select whomever they wish to serve as their Advisor as long as the Advisor is eligible and available.¹⁰ Parties have the right to choose not to have an Advisor in the initial stages of the Resolution Process, prior to the hearing.

The Title IX Coordinator will offer to assign a trained Advisor for any party if the party chooses. If the Parties choose an Advisor from Central Community College pool, Central Community College will have trained the Advisor and familiarized them with Central Community College's grievance process.

Central Community College cannot guarantee equal Advisory rights, meaning that if one party selects an Advisor who is an attorney, but the other party does not, or cannot afford an attorney, Central Community College is not obligated to provide an attorney to advise that party.

If the parties choose an Advisor from outside the pool of those identified by Central Community College, the Advisor may not have been trained by the College and may not be familiar with Central Community College policies and procedures.

A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. Parties are expected to provide the Title IX Coordinator with timely notification if they change Advisors. If a party changes Advisors, consent to share information with the previous Advisor is assumed to be terminated, and a release for the new Advisor must be submitted.

Central Community College may permit Parties to have more than one Advisor, or an Advisor and a support person, upon special request to the Title IX Coordinator. The decision to grant this request is at the Title IX Coordinator's sole discretion and will be granted equitably to all Parties.

Parties also have the right to choose not to have an Advisor in the initial stages of the resolution process, prior to a hearing.

¹⁰ "Available" means the party cannot insist on an Advisor who simply doesn't have inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being a Title IX administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions.

2) Advisors in Hearings/Central Community College-Appointed Advisor

Under the Title IX Regulations, a form of indirect questioning is required during the hearing but must be conducted by the Parties' Advisors. The Parties are not permitted to directly cross-examine each other or any witnesses. If a party does not have an Advisor for a hearing, Central Community College will appoint a trained Advisor for the limited purpose of conducting any questioning of the Parties and witnesses.

3) Advisor's Role in the Formal Grievance Process

Advisors should help the Parties to prepare for each meeting or hearing and are expected to advise ethically, with integrity, and in good faith. Advisors may not provide testimony or speak on behalf of their advisee unless given specific permission to do so.

The Parties are expected to respond to questions on their own behalf throughout the Resolution Process. Although the Advisor generally may not speak on behalf of their advisee, with the exception of conducting cross-examination during a hearing, the Advisor may consult with their advisee, either privately as needed, or by conferring or passing notes during any Resolution Process meeting or interview. For longer or more involved discussions, the Parties and their Advisors should ask for breaks to allow for private consultation.

4) Advisor Policy Violations

Any Advisor who oversteps their role as defined by this Policy, who shares information or evidence in a manner inconsistent with the Policy, or who refuses to comply with Central Community College's established rules of decorum will be warned. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor role, the meeting/interview/hearing will be ended, or other appropriate measures implemented, including Central Community College requiring the party to use a different Advisor or providing a different Central Community College-appointed Advisor. Subsequently, the Title IX Coordinator will determine how to address the Advisor's non-compliance and future role.

5) Records Shared with Advisors

Advisors are entitled to the same opportunity as their advisee to receive copies of the draft and final investigation reports, as well as the directly related evidence file.

Advisors are expected to maintain the confidentiality of the records Central Community College shares with them. Central Community College may restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by Central Community College's confidentiality expectations.

If a party requests that all communication be made through their attorney Advisor, Central Community College will not comply with that request.

6) Privacy of Records Shared with Advisor

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by

Central Community College. Central Community College may seek to restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by Central Community College's privacy expectations.

7) Advisor Expectations

Central Community College generally expects an Advisor to adjust their schedule to allow them to attend College meetings/interviews/hearings when planned but Central Community College may change scheduled meetings/interviews/hearings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

Central Community College may also make reasonable provisions to allow an Advisor who cannot attend in person to attend a meeting/interview/hearing by telephone, video conferencing, or other similar technologies as may be convenient and available.

All Advisors are subject to the same Central Community College policies and procedures, whether they are attorneys or not, and whether they are selected by a party or appointed by Central Community College. Advisors are expected to advise without disrupting proceedings.

8) Resolution Options Overview

The Formal Grievance Process is Central Community College's primary resolution approach unless all Parties and the College agree to an informal Resolution. The process considers the Parties' preference but is ultimately determined at the Title IX Coordinator's discretion.

Resolution proceedings are private. All persons present at any time during the resolution process are expected to maintain the privacy of the proceedings in accordance with Central Community College policy. While there is an expectation of privacy around what Investigators share with Parties during interviews, the Parties have discretion to share their own knowledge and evidence with others if they so choose, except for information the Parties agree not to disclose as part of an Informal Resolution. Central Community College encourages Parties to discuss any sharing of information with their Advisors before doing so.

a. Informal Resolution

To initiate Informal Resolution, a Complainant or Respondent may make such a request to the Title IX Coordinator at any time prior to a Final Determination, or the Title IX Coordinator may offer the option to the Parties. Central Community College will obtain voluntary, written confirmation that all Parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the Parties to participate in Informal Resolution.

Three Approaches to Informal Resolution are detailed in this section:

- 1) Supportive Resolution.** When the Title IX Coordinator can resolve the matter informally by providing supportive measures (only) designed to remedy the situation.
- 2) Accepted Responsibility.** When the Respondent accepts responsibility for violating Policy and accepts the recommended sanction(s), and the Complainant(s) and Central Community College are agreeable to the resolution terms.

- 3) Alternative Resolution.** When the Parties agree to resolve the matter through an alternative resolution mechanism (which could include, but is not limited to, mediation, shuttle negotiation, restorative practices, facilitated dialogue, etc.), as described below.

It is not necessary to pursue Informal Resolution first in order to pursue the Formal Grievance Process. Any party participating in Informal Resolution can withdraw from the Informal Resolution Process at any time and initiate or resume the Formal Grievance Process.

The Parties may agree, as a condition of engaging in Informal Resolution, on what statements made or evidence shared during the Informal Resolution process will not be considered in the Formal Grievance Process, should Informal Resolution not be successful, unless agreed to by all Parties.

If an investigation is already underway, the Title IX Coordinator has discretion to determine if an investigation will be paused, if it will be limited, or if it will continue during the Informal Resolution process.

Prior to implementing Informal Resolution, Central Community College will provide the Parties with written notice of the reported misconduct and any sanctions or measures that may result from participating in such a process, including information regarding any records that will be maintained or shared by Central Community College.

Informal Resolution Approaches

1) Supportive Resolution

The Title IX Coordinator will meet with the Complainant to determine reasonable supportive measures that are designed to restore or preserve the Complainant's access to Central Community College's education program and activity. Such measures can be modified as the Complainant's needs evolve over time or circumstances change. The Title IX Coordinator may also provide reasonable supportive measures for the Respondent as deemed appropriate. This option is available when the Complainant does not want to engage in the other resolution options, and the Title IX Coordinator does not sign a Formal Complaint.

2) Accepted Responsibility

The Respondent may accept responsibility for any or all of the alleged Policy violations at any point during the Formal Grievance Process. If the Respondent indicates an intent to accept responsibility for **all** alleged Policy violations, the ongoing process will be paused, and the Title IX Coordinator will determine whether Informal Resolution is an option.

If Informal Resolution is available, the Title IX Coordinator will determine whether all Parties and Central Community College are able to agree on responsibility, restrictions, sanctions, restorative measures, and/or remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of Central Community College Policy, implements agreed-upon restrictions and remedies, and determines the appropriate responses in coordination with other appropriate Title IX Coordinator(s), as necessary.

This resolution is not subject to appeal once all Parties indicate their written agreement to all resolution terms. When the Parties cannot agree on all terms of resolution, the Formal Grievance Process will either begin or resume.¹¹

When a resolution is reached, the appropriate sanction(s) or responsive actions are promptly implemented to effectively stop the discrimination or harassment, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

3) **Alternative Resolution**

The institution offers a variety of alternative resolution mechanisms to best meet the specific needs of the Parties and the nature of the allegations. Alternative resolution may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the Respondent(s); indirect action by the Title IX Coordinator or other appropriate Central Community College officials; and other forms of resolution that can be tailored to the needs of the Parties. Some alternative resolution mechanisms will result in an agreed-upon outcome, while others are resolved through dialogue. All Parties must consent to the use of an alternative resolution approach, and the Parties may, but are not required to, have direct or indirect contact during an alternative resolution process.

The Title IX Coordinator may consider the following factors to assess whether alternative resolution is appropriate, or which form of alternative resolution may be most successful for the Parties:

- The Parties' amenability to alternative resolution
- Likelihood of potential resolution, considering any power dynamics between the Parties
- The nature and severity of the alleged misconduct
- The Parties' motivation to participate
- Civility of the Parties
- Results of a violence risk assessment/ongoing risk analysis
- Respondent's disciplinary history
- Whether an emergency removal or other interim action is needed
- Skill of the alternative resolution facilitator with this type of Complaint
- Complaint complexity
- Emotional investment/capability of the Parties
- Rationality of the Parties
- Goals of the Parties
- Adequate resources to invest in alternative resolution (e.g., time, staff)

The Title IX Coordinator has the authority to determine whether alternative resolution is available or successful, to facilitate a resolution that is acceptable to all Parties, and/or to accept the Parties' proposed resolution, usually through their Advisors, often including terms of confidentiality, release, and non-disparagement.

¹¹ The Parties may not want discussions that take place within Informal Resolution to be admissible in a later Resolution Process, but essential facts must and do transfer from the informal process to subsequent resolution proceedings. Disclosing something in an informal setting to shield it from formal admissibility is a cynical strategy, so administrators should take care in determining the terms of any assurances of the confidentiality of the Informal Resolution.

Parties do not have the authority to stipulate restrictions or obligations for individuals or groups that are not involved in the alternative resolution process. The Title IX Coordinator will determine whether additional individual or community remedies are necessary to meet the institution's compliance obligations in addition to the alternative resolution.

The Title IX Coordinator maintains records of any resolution that is reached and will provide notification to the Parties of what information is maintained. Failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions (e.g., dissolution of the agreement and resumption of the Formal Grievance Process, referral to the conduct process for failure to comply, application of the enforcement terms of the agreement). The results of Complaints resolved by alternative resolution are not appealable.

If an Informal Resolution option is not available or selected, Central Community College will initiate or continue an investigation and subsequent Formal Grievance Process to determine whether the Policy has been violated.

b. Formal Grievance Process (Begins at Section 10 below)

9) Grievance Process Pool

The Formal Grievance Process relies on a pool of individuals ("the Pool") to carry out the process.

a. Pool Member Roles

Members of the Pool are trained annually, and can serve in in the following roles, at the direction of the Title IX Coordinator:

- Appropriate intake of and initial guidance pertaining to Formal Complaints
- Perform or assist with initial assessment
- Advisor to the Parties
- Informal Resolution Facilitator
- Investigator
- Hearing Facilitator
- Decision-maker
- Appeal of Dismissal Decision-maker
- Appeal Decision-maker

b. Pool Member Appointment

The Title IX Coordinator, in consultation with senior administrators as necessary, appoints the Pool, which acts with independence and impartiality. While members of the Pool are typically trained in a variety of skill sets and can rotate amongst the different roles listed above in different Formal Complaints, Central Community College can also designate permanent roles for individuals in the Pool.

c. Pool Member Training

Pool members receive annual training related to their respective roles and assigned duties. This training may include, but is not limited to:

- The scope of the College’s Equal Opportunity, Harassment, and Nondiscrimination Policy and procedures
- Central Community College’s Formal Grievance Process
- How to conduct investigations and hearings that protect the safety of Complainants and Respondents, and promote accountability
- Implicit bias and confirmation bias
- Disparate treatment
- Disparate impact
- Reporting, confidentiality, and privacy requirements
- Applicable laws, regulations, and federal regulatory guidance
- How to implement appropriate and situation-specific remedies
- How to investigate in a thorough, reliable, and impartial manner
- How to uphold fairness, equity, and due process
- How to weigh evidence
- How to conduct questioning
- How to assess credibility
- Impartiality and objectivity
- How to render findings and generate clear, concise, evidence-based rationales
- The definitions of all prohibited conduct
- How to apply definitions used by Central Community College with respect to consent (or the absence or negation of consent) consistently, impartially, and in accordance with policy
- How to conduct an investigation and grievance process including hearings, appeals, and Informal Resolution Processes
- How to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias against Respondents and/or for Complainants, and on the basis of sex, race, religion, and other protected characteristics
- Any technology to be used at a live hearing
- Issues of relevance of questions and evidence
- Issues of relevance to create an investigation report that fairly summarizes relevant evidence
- How to determine appropriate sanctions in reference to all forms of discrimination, harassment, , retaliation, and/or Other Prohibited Conduct violations
- Recordkeeping

Specific training is also provided for Appeal Decision-makers, intake personnel, Advisors (who are College employees), and Chairs. All Pool members are required to attend these trainings annually. The materials used to train all members of the Pool do not rely on sex stereotypes and are publicly posted here: <https://www.cccneb.edu/what-is-title-ix>

10) **Notice of Investigation and Allegations (NOIA)**

The Title IX Coordinator will provide the Parties written notice of the Investigation and Allegations (the “NOIA”) upon commencement of the Formal Grievance Process. Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various allegations. For climate/culture investigations that do not have an

identifiable Respondent, the NOIA will be sent to the department/office/program head for the area/program being investigated.

The NOIA will include:

- A meaningful summary of all of allegations,
- The identity of the involved Parties (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies/offenses implicated,
- A description of, link to, or copy of the applicable procedures,
- A statement of the potential sanctions/responsive actions that could result,
- A statement that Central Community College presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
- The name(s) of the Investigator(s), along with a process to notify the Title IX Coordinator of any conflict of interest that the Investigator(s) may have in advance of the interview process
-
- A statement that determinations of responsibility are made at the conclusion of the process and that the Parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period,
- A statement about Central Community College's policy on retaliation,
- Information about process confidentiality,
- Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor,
- A statement informing the Parties that Central Community College's policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Information about how a party may request disability accommodations or other support assistance during the Resolution Process,
- A link to Central Community College's VAWA Brochure,
- An instruction to preserve any evidence that is directly related to the allegations.

Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the Parties' local or permanent address(es) as indicated in official College records, or emailed to the Parties' Central Community College-issued email or designated accounts. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

11) **Resolution Timeline**

Central Community College will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business daytime period, including any appeal, which the Title IX Coordinator can extend as necessary for appropriate cause. The Parties will receive regular updates on the progress of the Resolution Process, as well as notification and a rationale for any extensions or delays, and an estimate of how much additional time will be needed to complete the process.

12) **Investigator Appointments**

Once an investigation is initiated, the Title IX Coordinator appoints an Investigator(s) to conduct it. These Investigators may be members of the Pool, or any other properly trained Investigator, whether

internal or external to Central Community College's community.

13) **Ensuring Impartiality**

Any individual materially involved in the administration of the Resolution Process, including the Title IX Coordinator, Investigators, and Decision-makers, may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific Complainant or Respondent.

The Title IX Coordinator will vet the assigned Investigators, Decision-makers, and Appeal Decision-makers for impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. At any time during the Resolution Process, the Parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another Pool member, or other trained individual, will be assigned and the impact of the bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX Coordinator, concerns should be raised with the College President.

The Formal Grievance Process involves an objective evaluation of all relevant evidence obtained, including evidence which supports that the Respondent engaged in a Policy violation, and evidence which supports that the Respondent did not engage in a Policy violation. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness. All Parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence, and to receive a written investigation report that accurately summarizes this evidence.

14) **Investigation Timeline**

Investigations are completed expeditiously, normally within sixty (60) days, though some investigations may take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

15) **Investigation Process Delays and Interactions with Law Enforcement**

Central Community College may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include but are not limited to a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of Parties and/or witnesses, and/or accommodations for disabilities or health conditions.

Central Community College will promptly resume Resolution Process as soon as feasible. During such a delay, Central Community College will implement and maintain supportive measures for the Parties as deemed appropriate.

Central Community College action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

Central Community College will make a good faith effort to complete the Resolution Process as promptly as circumstances permit and will regularly communicate with the Parties to update them on the progress and timing of the process.

16) Investigative Process Steps

All investigations are thorough, reliable, impartial, prompt, and fair. They involve interviewing all relevant Parties and witnesses; obtaining relevant evidence, and identifying sources of expert information, as necessary.

After an interview, all Parties and witnesses will be asked to verify the accuracy of the recording, transcript, or summary of their interview. They may submit changes, edits, or clarifications. If the Parties or witnesses do not respond within the time period designated for verification, objections to the accuracy of the recording, transcript, or summary will be deemed to have been waived, and no changes will be permitted.

Central Community College may consolidate Complaints against more than one Respondent, or by more than one Complainant against one or more Respondents, when the allegations arise from the same facts or circumstances or implicate a pattern, collusion, and/or other shared or similar actions.

The Investigators typically take the following steps, if not already completed and not necessarily in this order:

- Determine the identity and contact information of the Complainant.
- Identify all offenses implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated.
- Assist the Title IX Coordinator, if needed, with conducting a prompt initial assessment to determine if the allegations indicate a potential Policy violation.
- Work with the Title IX Coordinator, as necessary, to prepare the initial NOIA. The NOIA may be amended with any additional or dismissed allegations.
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for the Parties and witnesses.
- When participation of a party is expected, provide that party with written notification of the date, time, and location of the meeting, as well as the expected participants and purpose.
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible.
- Interview the Complainant and the Respondent and conduct any necessary follow-up interviews with each.
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary.
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes (or transcript or recording) of the relevant evidence/testimony from their respective interviews and meetings within 7 business days of the meeting.
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses, and Document which questions were asked, with a rationale for any changes or omissions in the Investigation Report.
- When possible, promptly complete the investigation without unreasonable deviation from the intended timeline.
- Provide the Parties regular status updates throughout the investigation.
- Prior to the conclusion of the investigation, provide the Parties and their respective Advisors with a list of witnesses whose information will be used to render a finding.

- Write a Draft Investigation Report that gathers, assesses, and synthesizes the evidence accurately summarizes the investigation and party and witness interviews, and provides all relevant evidence.
- Provide the Parties and their respective Advisors an electronic or hard copy of the Draft Investigation Report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which Central Community College does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The Parties may elect to waive the full ten days.
- Incorporate any new, relevant evidence and information obtained through the Parties' review of the Draft Investigation Report and any follow-up meetings into the Final Investigation Report.
- Respond in writing (typically within the Final Investigation Report) to the relevant elements of the Parties' responses to the Draft Investigation Report and incorporate relevant elements of the Parties' written responses, additional relevant evidence, and any necessary revisions into the Final Investigation Report.
- The Investigators will incorporate relevant elements of the parties' written responses into
- The Investigators shares the report with the Title IX Coordinator and/or legal counsel for their review and feedback.
- The Investigator will then provide the Title IX Coordinator with the Final Investigation Report and investigation file.

17) Role and Participation of Witnesses in the Investigation

Witnesses who are employees of Central Community College are strongly encouraged to cooperate with and participate in the investigation and resolution process. Student witnesses and witnesses from outside Central Community College community are encouraged to cooperate with Central Community College investigations and to share what they know about a Formal Complaint.

Interviews may be conducted in person, via online video platforms (e.g., Zoom, Microsoft Teams, FaceTime, WebEx), or, in limited circumstances, by telephone. Central Community College will take appropriate steps to ensure the security/privacy of remote interviews.

Parties and witnesses may also provide written statements in lieu of interviews or choose to respond to written questions, if deemed appropriate by the Investigator(s), though not preferred.

18) Recording of Interviews

It is standard practice for Investigators to create a record of all interviews pertaining to the Resolution Process, by recording, transcript, or written summary. The Parties may review copies of their own interviews upon request. No unauthorized audio or video recording of any kind is permitted during investigation meetings.

All interviews are recorded, and all involved persons should be made aware of the audio and/or video recording. The recording and/or transcript of those meetings will be provided to the Parties for their review, after which the Parties may pose additional questions to each other. Those subsequent meetings or interviews are also recorded and/or transcribed and shared with the Parties.

19) **Evidentiary Considerations in the Investigation**

The Investigator(s) and the Decision-maker(s) will only consider evidence that is deemed relevant or directly related.

Relevant Evidence is that which may aid in determining whether the allegation occurred, or whether the behavior constitutes a violation of Policy.

Neither the investigation does not consider: 1) questions or evidence about the Complainant's sexual predisposition; or (2) questions or evidence about the Complainant's prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct, or if the questions or evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Within the boundaries stated above, the investigation and the hearing can consider character evidence, if offered, but that evidence is unlikely to be relevant unless it is fact evidence or relates to a pattern of conduct.

20) **Referral for Hearing**

Provided that the Formal Complaint is not resolved through Informal Resolution, once the final investigation report is shared with the Parties, the Title IX Coordinator will refer the matter for a hearing.

The hearing cannot be less than ten (10) business days from the conclusion of the investigation –when the final investigation report is transmitted to the Parties and the Decision-maker—unless all Parties and the Decision-maker agree to an expedited timeline.

The Title IX Coordinator will select appropriate Decision-makers from the Pool depending on whether the Respondent is an employee or a student.

21) **Hearing Panel/ Decision-maker Composition**

The Decision-maker will not have had any previous involvement with the Formal Complaint. The Title IX Coordinator may elect to have an alternate from the Pool sit in throughout the resolution process in the event that a substitute is needed for any reason.

Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as Decision-makers. Those who are serving as Advisors for any party may not serve as Decision-makers in that matter.

The Title IX Coordinator may not serve as a Decision-maker in the matter but may serve as an administrative facilitator of the hearing if their previous role in the matter does not create a conflict of interest. Otherwise, a designee may fulfill this role. The hearing will convene at a time determined by the Title IX Coordinator or designee.

22) **Additional Evidentiary Considerations in the Hearing**

Previous disciplinary action of any kind involving the Respondent may not be considered unless there is an allegation of a pattern of misconduct. Such information may also be considered in determining an appropriate sanction upon a determination of responsibility. Barring a pattern allegation, this information is only considered at the sanction stage of the process and is not shared until then.

Each party may submit an impact and/or mitigation statement to the Title IX Coordinator that the Decision-maker will review during any sanction determination.

- Upon receipt of an impact and/or mitigation statement, the Title IX Coordinator will review the impact/mitigation statement to determine whether any immediate needs exist.
- The Title IX Coordinator will only provide the impact statements to the Decision-maker if the Decision-maker determines that the Policy has been violated. When the Title IX Coordinator shares the impact statements with the Decision-maker, they will also be shared with the Parties.

23)Hearing Notice

The Title IX Coordinator will send the Parties a Notice of Hearing no less than ten (10) days prior to the hearing. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The notice includes:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing.
- Description of any technology that will be used to facilitate the hearing.
- Relevant information regarding hearing logistics, pre-hearing meetings, the Final Investigation Report, the Parties and witnesses participating in the hearing, the identity of the Decision-maker, details related to questioning, the role of Advisors, impact/mitigation statements, and how to request disability accommodations or other assistance.
- A list of all those who will attend the hearing, along with an invitation to object to any Decision-maker on the basis of demonstrated bias. This must be raised with the Title IX Coordinator at least two (2) business days prior to the hearing.
- Information on how the hearing will be recorded and how the Parties can access the recording after the hearing.
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence. For compelling reasons, the Decision-maker may reschedule the hearing.
- Notification that the Parties may have the assistance of an Advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX Coordinator if they do not have an Advisor, and the College will appoint one. Each party must have an Advisor present. There are no exceptions.
- A copy of all the materials provided to the Decision-maker about the Formal Complaint unless they have already been provided¹².
- An invitation to each party to submit an impact statement pre-hearing that the Decision-

¹² The final investigation report may be shared using electronic means that preclude downloading, forwarding, or otherwise sharing.

makers will review during any sanction determination.

- An invitation to contact the Title IX Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.
- Informing Parties that they cannot bring mobile phones/devices into the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term, including during the summer, as needed, to meet the resolution timeline followed by Central Community to ensure a prompt resolution. Employees, including Parties and witnesses, who do not have 12-month contracts are still expected to participate in Resolution Processes that occur during months between contracts.

In these cases, if the Respondent is a graduating student, a hold may be placed on graduation and/or official transcripts until the matter is fully resolved (including any appeal). A student facing charges under this policy is not in good standing to graduate.

24) Hearing Venue Options and Recording

The hearing may occur in person or via video technology. The Decision-maker and Parties must be able to simultaneously see and hear a party or witness while that person is speaking. Both options are considered fair and equitable. Alternative arrangements may also be made at the Title IX Coordinator's discretion.

- The Parties may make a request to the Title IX Coordinator that the hearing be held in person or via video technology, but they must do so at least three (3) business days prior to the hearing. The Title IX Coordinator retains discretion to determine whether the hearing will occur in person or via video technology.
- All hearings will be recorded, and Parties may request a copy of the recording from the Title IX Coordinator following the live hearing.

No unauthorized recordings are permitted.

25) Pre-Hearing Preparation

After any necessary consultation with the Parties, the Decision -maker will provide the names of persons who will be participating in the hearing, all pertinent documentary evidence, and the final investigation report to the Parties at least ten (10) days prior to the hearing.

Any witness scheduled to participate in the hearing must have been first interviewed by the Investigators or have proffered a written statement or answered written questions unless all Parties and the Decision-maker assent to the witness's participation in the hearing. The same holds for any evidence that is first offered at the hearing. If the Parties and Decision-maker do not assent to the admission of evidence newly offered at the hearing, the Decision-maker will delay the hearing and instruct that the investigation needs to be re- opened to consider that evidence.

The Parties will be given Decision-maker's name(s) at least five (5) business days in advance of the hearing. All objections to any Decision-maker must be raised in writing, detailing the rationale for the objection, and must be submitted to the Title IX Coordinator as soon as possible and no later than one

day prior to the hearing. Decision-makers will only be removed if the Title IX Coordinator concludes that their bias or conflict of interest precludes an impartial hearing of the complaint.

The Title IX Coordinator will give the Decision-maker a list of the names of all Parties, witnesses, and Advisors at least five (5) business days in advance of the hearing. Any Decision-maker who cannot make an objective determination must recuse themselves from the proceedings when notified of the identity of the Parties, witnesses, and Advisors in advance of the hearing. If a Decision-maker is unsure of whether a bias or conflict of interest exists, they must raise the concern to the Title IX Coordinator as soon as possible.

During the ten (10) business day period prior to the hearing, the Parties have the opportunity for continued review and comment on the final investigation report and available evidence. That review and comment can be shared with the Decision-maker at the pre-hearing meeting or at the hearing and will be exchanged between each party by the Decision-maker.

26) Pre-Hearing Meetings

The Decision-maker will offer a pre-hearing meeting with the Parties and their Advisors to invite them to submit the questions or topics they wish to ask or discuss at the hearing. This allows the Decision-maker to consider their relevance ahead of time to avoid any improper evidentiary introduction in the hearing or provide recommendations for more appropriate phrasing.

However, this advance review opportunity does not preclude the Advisors from asking a question for the first time at the hearing or from asking for a reconsideration on a Decision-maker's pre-hearing decision based on any new information or testimony offered at the hearing. The Decision-maker will document and share their rationale for any evidence or question exclusion or inclusion, if any, at this pre-hearing meeting with each party.

The Decision-maker will work with the Parties to finalize a witness list for the hearing, and the Title IX Coordinator will notify any witnesses of the hearing's logistics. The Decision-maker, **only** with the agreement of all Parties, may decide in advance of the hearing that certain witnesses do not need to be present if their testimony can be adequately summarized by the Investigator(s) in the Final Investigation Report or during the hearing, and their presence is not essential to assess their credibility.

At each pre-hearing meeting with a party and their Advisor, the Chair will consider arguments that

The pre-hearing meeting will be recorded. The pre-hearing meetings will typically be conducted as separate meetings with each party/Advisor, and can be done remotely, or as a written communication exchange. The Decision-maker will work with the Parties to establish the format and timing of the meetings and will circulate a summary of any rulings made to ensure all Parties and Advisors are aware.

27) Hearing Procedures

At the hearing, the Decision-maker has the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that have occurred in concert with the discrimination, harassment, and/or retaliation, even though those collateral allegations may not specifically fall within the policy on Equal Opportunity, Harassment, and Nondiscrimination.

The Decision-maker will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

The Decision-maker will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the Decision-makers and the Parties and will then be excused.

28) Joint Hearings

In Formal Complaints involving more than one Respondent and/or involving more than one Complainant accusing the same person of substantially similar conduct, the default procedure will be to hear the allegations jointly.

However, the Title IX Coordinator may permit the investigation and/or hearings pertinent to each Respondent or Complaint to be conducted separately if there is a compelling reason to do so. In joint hearings, separate determinations of responsibility will be made for each Respondent and/or for each Complaint with respect to each alleged Policy violation.

29) Introductions and Hearing Procedure Explanation

The Decision-maker will explain the hearing procedures and introduce the participants. The Decision-maker will answer any procedural questions prior to and as they arise throughout the hearing.

30) Investigator Presents the Final Investigation Report

The Investigator(s) will present a summary of the Final Investigation Report, including a review of the facts that are contested and those that are not. The Investigator may be questioned first by the Decision-maker and then by the Parties through their Advisors. The Investigator may attend the duration of the hearing or be excused after their testimony at the Decision-maker's discretion.

31) Testimony and Questioning

The Parties and witnesses may provide relevant information in turn, beginning with the Complainant's opening statement and response to questions, followed by the Respondent's opening statement and response to questions. Witnesses will respond to questions in the order determined by the Decision-maker. The Decision-maker will facilitate questioning of the Parties and witnesses first by the Decision-maker and then by the Parties through their Advisors.

All questions are subject to the Decision-maker's relevance determination. The Advisor will pose the proposed question orally, electronically, or in writing (orally is the default, but other means of submission may be permitted). The proceeding will pause to allow the Decision-maker to consider the question (and state it if it has not already been stated aloud, and the Decision-maker will determine whether the question will be permitted, disallowed, or rephrased. The Decision-maker will explain any decision to exclude a question as not relevant, or to reframe it for relevance.

The Decision-maker will limit or disallow questions on the basis that they are irrelevant, unduly repetitious, or abusive and they have the final say on all questions and relevance determinations. The Decision-maker may consult with legal counsel on any questions of admissibility.

If the Parties raise an issue of bias or conflict of interest of an Investigator or Decision-maker at the hearing, the Decision-maker may elect to address those issues, consult with legal counsel, and/or refer them to the Title IX Coordinator, and/or preserve them for appeal. If bias is not in issue at the hearing, the Decision-maker should not permit irrelevant questions that probe for bias.

32) Refusal to Submit to Cross-Examination and Inferences

Any party or witness may choose not to offer evidence and/or answer questions at the hearing, either because they do not attend the hearing or they attend but refuse to participate in questioning. The Decision-maker can only rely upon the available, relevant evidence in making the ultimate determination of responsibility. The Decision-maker may not draw any inference solely from a party's or witness's absence from the hearing or refusal to answer any or all questions.

An Advisor may not be called as a witness at a hearing to testify to what their advisee has told them during their role as an Advisor unless the party being advised consents to that information being shared.

33) Hearing Recordings

Hearings (but not deliberations) are recorded by Central Community College for purposes of review in the event of an appeal. The parties may not record the proceedings and no other unauthorized recordings are permitted.

The Decision-makers, the Parties, their Advisors, and other appropriate administrators of Central Community College will be permitted to review the recording or review a transcript of the recording upon request to the Title IX Coordinator. No unauthorized disclosure, including sharing, copying, or distribution of the recording or transcript, is permitted.

34) Deliberation, Decision-making, and Standard of Evidence

The Decision-maker will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. A simple majority vote is required to determine the finding. The determination is made by applying the preponderance of the evidence standard of proof. The Decision-maker may invite the hearing facilitator to attend the deliberation, but the hearing facilitator does not weigh in on the substance of the allegations.

When there is a finding of responsibility on one or more of the allegations, the Decision-maker may then consider the previously submitted party impact statements in determining appropriate sanctions.

The Title IX Coordinator will ensure that each of the Parties has an opportunity to review any impact statement submitted by the other party(ies). The Decision-makers may – at their discretion – consider the statements, but they are not binding.

The Decision-maker will review the statements and any pertinent conduct history provided by the Vice President of Human Resources or Vice President of Student Success and Enrollment Management (or designee) will determine the appropriate sanction(s) in consultation with other appropriate administrators, as required.

The Decision-maker will then prepare a written deliberation statement and deliver it to the Title IX Coordinator, detailing the determination, rationale, the evidence used in support of its determination,

the evidence disregarded, credibility assessments, and any sanctions and rationales explaining the sanctions and will deliver the statement to the Title IX Coordinator.

This statement must be submitted to the Title IX Coordinator within three (3) business days of the end of deliberations, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the Parties.

35) **Notice of Outcome**

Using the deliberation statement, the Title IX Coordinator will work with the Decision-maker to prepare a Notice of Outcome letter. The Title IX Coordinator will then share the letter, including the Final Determination, rationale, and any applicable sanction(s) with the Parties and their Advisors within 7 business days of receiving the Decision-makers' deliberation statement.

The Notice of Outcome will then be shared with the Parties simultaneously. Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the Parties' local or permanent address as indicated in official Central Community College records, or emailed to the Parties' Central Community College-issued email or otherwise approved account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The Notice of Outcome will identify the specific alleged policy(ies) violations, including the relevant policy section, and will contain a description of the procedural steps taken by Central Community College from the receipt of the misconduct report to the determination, including any and all notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to obtain evidence, and hearings held.

The Notice of Outcome will specify the finding on each alleged policy violation; the findings of fact that support the determination; conclusions regarding the application of the relevant policy to the facts at issue; a statement of, and rationale for, the result of each allegation to the extent Central Community College is permitted to share such information under state or federal law; any sanctions issued which Central Community College is permitted to share according to federal or state law; and any remedies provided to the Complainant designed to ensure access to Central Community College's educational or employment program or activity.

The Notice of Outcome will also include information on when the results are considered by Central Community College to be final, will note any changes to the outcome and/or sanctions that occur prior to finalization, and the relevant procedures and bases for any available appeal options.

36) **Statement of the Parties Rights (See Appendix B)**

37) **Sanctions**

Factors the Decision-maker may consider when determining sanctions and responsive actions include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of

- discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the Parties
- The Respondent's acceptance of responsibility
- Any other information deemed relevant by the Decision-maker

The sanctions will be implemented as soon as is feasible once a determination is final, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken, or sanctions imposed by external authorities.

a. Student Sanctions [Example]

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination¹³:

- *Warning*: A formal statement that the conduct was unacceptable and a warning that further violation of any Central Community College policy, procedure, or directive will result in more severe sanctions/responsive actions.
- *Required Counseling*: A mandate to meet with and engage in either Central Community College-sponsored or external counseling to better comprehend the misconduct and its effects.
- *Probation*: A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- *Suspension*: Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at Central Community College. [insert transcript notation here if applicable].
- *Expulsion*: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend Central Community College-sponsored events. This sanction will be noted permanently as a Conduct Expulsion on the student's official transcript, [subject to any applicable expungement policies.]
- *Withholding Diploma*: Central Community College may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has an allegation pending or as a sanction if the student is found responsible for an alleged violation.
- *Revocation of Degree*: Central Community College reserves the right to revoke a degree previously awarded from Central Community College for fraud, misrepresentation, and/or other violation of Central Community College policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.

¹³ Subject to Central Community College's Employee and Student Code of Conduct/Policies.

- *Organizational Sanctions*: Deactivation, loss of recognition, loss of some or all privileges (including Central Community College registration) for a specified period of time.
- *Other Actions*: In addition to or in place of the above sanctions, Central Community College may assign any other sanctions as deemed appropriate.

b. Employee Sanctions

Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation include:

- *Warning – Verbal or Written*
- *Opportunity for Improvement Plan*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Loss of Annual Pay Increase*
- *Loss of Oversight or Supervisory Responsibility*
- *Demotion*
- *Suspension with pay*
- *Suspension without pay*
- *Termination*
- *Other Actions*: In addition to or in place of the above sanctions, the College may assign any other sanctions as deemed appropriate.

38) Withdrawal or Resignation While Charges Pending

Students: If a student has an allegation pending for violation of the policy on Equal Opportunity, Harassment, and Nondiscrimination, Central Community College may place a hold on a student's ability to graduate and/or to receive an official transcript/diploma.

Should a Respondent decide to not participate in the resolution process, the process proceeds absent their participation to a reasonable resolution. If a student Respondent withdraw from Central Community College, the resolution process ends, as the College no longer has disciplinary jurisdiction over the withdrawn student.

However, Central Community College will continue to provide reasonable supportive or remedial measures to the Complainant and continue to address and remedy any systemic issues, variables that may have contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation. The student who withdraws or leaves while the process is pending may not return to Central Community College. Such exclusion applies to all campuses of Central Community College. A hold will be placed on their ability to be readmitted. They may also be barred from Central Community College property and/or events.

If the student Respondent only withdraws or takes a leave for a specified period of time (e.g., one semester or term), the resolution process may continue remotely and that student is not permitted to return to Central Community College unless and until all sanctions have been satisfied.

During the resolution process, Central Community College may put a hold on a responding student's transcript or place a notation on a responding student's transcript that a disciplinary matter is pending.

Employees: Should an employee Respondent decide not to participate in the Resolution Process, the process proceeds absent their participation to a reasonable resolution. If an employee Respondent leaves their employment with Central Community College with unresolved allegations pending, the Resolution Process typically ends with dismissal, as Central Community College no longer has disciplinary jurisdiction over the former employee. However, Central Community College may continue the Resolution Process when, at the discretion of the Title IX Coordinator, doing so may be necessary to address safety and/or remedy any ongoing effects of the alleged harassment, discrimination, and/or retaliation.

Regardless of whether the complaint is dismissed or pursued to completion of the Resolution Process, Central Community College will still provide reasonable supportive or remedial measures to the Complainant and continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s), and any ongoing effects of the alleged discrimination, harassment, and/or retaliation

When an employee resigned and the Complaint is dismissed, the employee may not return to Central Community College or any campus of Central Community College in any capacity. The Office of Admission and Human Resources will be notified, accordingly. A note will be placed in the employee's file that they resigned with allegations pending and are not eligible for academic admission or rehire with Central Community College or any campus of Central Community College. , The records retained by the Title IX Coordinator and Human Resources Department will reflect that status.

39)Appeal of the Determinations

The Title IX Coordinator will designate an Appeal Decision-maker – either a three-member panel or an individual chosen from the Pool, or other trained internal or external individuals, to hear the appeal. The Appeal Decision-maker will not have been previously involved in the Resolution Process for the Formal Complaint. If a panel is used, a voting chair will be designated by the Title IX Coordinator.

a. Appeal Grounds

Appeals are limited to the following grounds:

- (A) A procedural irregularity that affected the outcome of the matter;
- (B) There is new evidence that was not reasonably available at the time the determination regarding responsibility was made that could affect the outcome of the matter; and
- (C) The Title IX Coordinator, Investigators, or Decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

b. Request for Appeal

Any party may submit a written request for appeal (“Request for Appeal”) to the Title IX Coordinator within five (5) business days of the delivery of the Notice of Outcome.

The Request for Appeal will be forwarded to the Appeal Decision-maker for consideration to determine if the request meets the grounds for appeal (a Review for Standing). This is

not a review of the merits of the appeal, but solely a determination as to whether the request could reasonably be construed to meet the grounds and is timely filed.

If the Request for Appeal does not provide information that meets the grounds in this Policy, the request will be denied by the Appeal Decision-maker, and the Parties and their Advisors will be simultaneously notified in writing of the denial and the rationale.

All other Parties and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigator(s) and/or the Decision-maker will be provided a copy of the Request for Appeal with the approved grounds and then be given five (5) business days to submit a response to the portion of the appeal that was approved and involves them. The Appeal Decision-maker will forward all responses, if any, to all Parties for review and comment.

The non-appealing party (if any) may also choose to appeal at this time. If so, that Request for Appeal will be reviewed by the Appeal Decision-maker to determine if it meets the grounds in this Policy and will either be approved or denied. If approved, it will be forwarded to the party who initially requested an appeal, the Title IX Coordinator, and the Investigator(s) and/or original Decision-maker, as necessary, who will submit their responses, if any, within five (5) business days. Any such responses will be circulated for review and comment by all Parties. If denied, the Parties and their Advisors will be notified accordingly, in writing.

No party may submit any new Requests for Appeal after this time period. The Appeal Decision-maker will collect any additional information needed and all documentation regarding the approved appeal grounds, and the subsequent responses will be shared with the Appeal Decision-maker, who will promptly render a decision.

c. Appeal Determination Process

In most cases, appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Appeal Decision-maker will deliberate as soon as is practicable and discuss the merits of the appeal.

Appeal decisions are to be deferential to the original determination, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so. All decisions are made by majority vote and apply the preponderance of the evidence standard of evidence.

An appeal is not an opportunity for the Appeal Decision-maker to substitute their judgment for that of the original Decision-maker merely because they disagree with the finding and/or sanction(s).

The Appeal Decision-maker may consult with the Title IX Coordinator and/or legal counsel on questions of procedure or rationale, for clarification, if needed. The Title IX Coordinator will maintain documentation of all such consultation.

d. Appeal Outcome

An appeal may be granted or denied. Appeals that are granted should normally be remanded (or partially remanded) to the original Investigator(s) and/or Decision-maker with corrective

instructions for reconsideration. In rare circumstances where an error cannot be cured by the original Investigator(s) and/or Decision-maker or the Title IX Coordinator (as in cases of bias), the Appeal Decision-maker may order a new investigation and/or a new determination with new Pool members serving in the Investigator and Decision-maker roles.

A Notice of Appeal Outcome letter (“Appeal Outcome”) will be sent to all Parties simultaneously, or without significant time delay between notifications. The Appeal Outcome will specify the finding on each appeal ground, any specific instructions for remand or reconsideration, all sanction(s) that may result which Central Community College is permitted to share according to federal or state law, and the rationale supporting the essential findings to the extent Central Community College is permitted to share under federal or state law.

Written notification may be delivered by one or more of the following methods: in person, mailed to the Parties’ local or permanent address as indicated in official institutional records, or emailed to the Parties’ Central Community College -issued email or otherwise approved account. Once mailed, emailed, and/or received in person, the Appeal Outcome will be presumptively delivered.

Once an appeal is decided, the outcome is final and constitutes the Final Determination; further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new determination). When appeals result in no change to the finding or sanction, that decision is final. When an appeal results in a new finding or sanction, that finding or sanction can be appealed one final time on the grounds listed above and in accordance with these procedures.

If a remand results in a new determination that is different from the appealed determination, that new determination can be appealed, once, on any of the available appeal grounds.

e. Sanction Status During the Appeal

Any sanctions imposed as a result of the determination are stayed (i.e., not implemented) during the appeal process, and supportive measures may be maintained or reinstated until the appeal determination is made.

If any of the sanctions are to be implemented immediately post-determination, but pre-appeal, then the emergency removal and interim suspension procedures (detailed above) for a show cause meeting on the justification for doing so must be permitted within two (2) days of implementation.

Central Community College may still place holds on official transcripts, diplomas, graduations, and course registration pending the outcome of an appeal when the original sanctions included separation.

40) Long-Term Remedies/Other Actions

Following the conclusion of the resolution process, and in addition to any sanctions implemented or Informal Resolution Terms, the Title IX Coordinator may implement additional long-term remedies or actions with respect to the Parties and/or the campus community that are intended to stop the discrimination, harassment, and/or retaliation, remedy the effects, and prevent recurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Course and registration adjustments, such as retroactive withdrawals
- Education to the individual and/or the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys
- Policy modification and/or training
- Provision of transportation assistance
- Implementation of long-term contact limitations between the parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator, certain long-term support or measures may also be provided to the Parties even if no Policy violation is found.

When no Policy violation is found, the Title IX Coordinator will address any remedies owed by Central Community College to the Respondent to ensure no effective denial of educational access.

Central Community College will maintain confidentiality of any long-term remedies/actions/measures, provided confidentiality does not impair the College's ability to provide these services.

41) **Failure to Comply with Sanctions and/or Interim and Long-term Remedies and/or Responsive Actions**

All Respondents are expected to comply with the assigned sanctions, responsive actions, corrective actions, and/or Informal Resolution terms within the timeframe specified by the final Decision-maker, including the Appeal Decision-maker or the Informal Resolution agreement.

Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination from Central Community College and may be noted on a student's official transcript.

Supervisors are expected to enforce completion of sanctions/responsive actions for their employees.

A suspension imposed for non-compliance with sanctions will only be lifted when compliance is achieved to the Title IX Coordinator's satisfaction.

42) **Recordkeeping**

For a period of at least seven (7) years following the conclusion of the Resolution Process, Central Community College will maintain records of:

1. Each discrimination, harassment, and retaliation resolution process, including any Final Determination regarding responsibility or appeal, and any audio or audiovisual recording or transcript required under federal regulation.

2. Any disciplinary sanctions imposed on the Respondent.
3. Any supportive measures provided to the Parties and any remedies provided to the Complainant or the community designed to restore or preserve equal access to Central Community College's education program or activity.
4. Any appeal and the result therefrom;
5. Any Informal Resolution and the result therefrom;
6. All materials used to train Title IX Coordinators, Investigators, Decision-makers, Appeal Decision-makers, Informal Resolution Facilitators, and any person who is responsible for implementing Central Community College's Informal Resolution process. Central Community College will make these training materials publicly available on Central Community College's website.
7. Any other actions taken in response to a report or Formal Complaint including:
 - a. The basis for all conclusions that the response was not deliberately indifferent;
 - b. Any measures designed to restore or preserve equal access to Central Community College's education program or activity; and

Central Community College will also maintain any and all records in accordance with federal and state laws.

43) Accommodations and Support During the Resolution Process

Central Community College is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to Central Community College's resolution process.

Anyone needing such accommodations or support should contact the Title IX Coordinator who will work with the Director of Disability Services or ADA/504 Coordinator to review the request and, in consultation with the person requesting the accommodation determine which accommodations are appropriate and necessary for full process participation.

Other Support

Central Community College will also address reasonable requests for support for the Parties and witnesses, including:

- Language services/Interpreters
- Access and training regarding use of technology throughout the Resolution Process
- Other support as deemed reasonable and necessary to facilitate participation in the Resolution Process

44) Revision of this Policy and Procedures

This Policy and procedures supersede any previous policies addressing discrimination, harassment, sexual misconduct, and/or retaliation for incidents occurring on or after August 14, 2020. The Title IX Coordinator will regularly review and update the Policy and procedures. Central Community College reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.

If governing laws or regulations change, or court decisions alter, the requirements in a way that impacts

this document, this document will be construed to comply with the most recent laws, regulations, or court holdings.

This document does not create legally enforceable protections beyond the protections of the background federal and state laws which frame such policies and codes, generally.

The 2024 Title IX regulations are subject to ongoing legal challenges. As a result, there may be a need for Central Community College to switch between different policies and procedures based on court orders in the future. If this happens, Central Community College will notify the community, and revisions will be clearly posted on the [Title IX website](#).

A change required by a court could occur during an active investigation or Resolution Process. If that happens, Central Community College will adjust its policy and procedures accordingly, and notify the Parties of any necessary mid-process changes. This could include entirely replacing the Policy procedures, which could necessitate restarting an investigation or Resolution Process. Central Community College will make every effort to prevent such disruptions to minimize the impact on the Parties as much as possible if changes are unavoidable.

This Policy and procedures are effective <<date>

PROCESS B

- Process B is applicable when the Title IX Coordinator determines Process A is inapplicable, or offenses subject to Process A have been dismissed.
- If Process A is applicable, Process A must be applied in lieu of Process B. This determination is made by the Title IX Coordinator.

RESOLUTION PROCESS FOR ALLEGED VIOLATIONS OF THE EQUAL OPPORTUNITY, HARASSMENT, AND NONDISCRIMINATION POLICY “PROCESS B”

Central Community College will act on any formal notice/complaint of violation of the Equal Opportunity, Harassment and Nondiscrimination policy that the Title IX Coordinator or a member of the administration, faculty, or other employee, with the exception of confidential resources, as articulated in the procedure above.

The procedures described below apply to all allegations of discrimination, harassment, and/or retaliation involving students, staff, faculty members, or third parties.

These procedures may also be used to address collateral misconduct arising from the investigation of or occurring in conjunction with discriminatory, harassing, or retaliatory conduct (e.g., vandalism, physical abuse of another). All other allegations of misconduct unrelated to incidents covered by this policy will be addressed through the procedures elaborated in the respective Student Code of Conduct or other employee procedures.

1. Initial Assessment

The Title IX Coordinator conducts an initial assessment, typically within five (5) business days of receiving Notice or a complaint. The initial assessment typically includes:

- Assessing whether the reported conduct may reasonably constitute a Policy violation.
 - If the conduct may not reasonably constitute a Policy violation, it may then be referred to another process, if applicable.
- Determining whether Central Community College has jurisdiction over the reported conduct, as defined in the Policy.
 - If the conduct is not within Central Community College’s jurisdiction under the Policy, the conduct will be referred to the appropriate Central Community College office for resolution.
- Offering and coordinating supportive measures for the Complainant.
- Offering and coordinating supportive measures for the Respondent, as applicable.
- Determining whether the Complainant wishes to file a complaint.
- Notifying the Complainant, or the person who reported the allegation(s), of the available resolution options, including a supportive and remedial response, and Informal Resolution option, or the Administrative Resolution Process described below.
- Notifying the Respondent of the available resolution options, including supportive and remedial response, and Informal Resolution option, or the Administrative Resolution Process described below, if a complaint is made.

/

Helping a Complainant to Understand Resolution Options

If the Complainant indicates they wish to file a complaint, the Title IX Coordinator will help to facilitate the complaint, which will include working with the Complainant to determine whether the Complainant wishes to pursue one of three resolution options:

- A supportive and remedial response, and/or
- Informal Resolution, or
- The Administrative Resolution Process described below.

The Title IX Coordinator will seek to abide by the wishes of the Complainant but may have to take an alternative approach depending on their analysis of the situation.

If the Complainant elects for the Administrative Resolution Process below, and the Title IX Coordinator has determined the Policy applies and that Central Community College has jurisdiction, they will route the matter to the appropriate Pool member, will provide the Parties with a Notice of Investigation and Allegation(s), and will initiate an investigation consistent with these procedures.

If any party indicates (either verbally or in writing) that they want to pursue an Informal Resolution option, the Title IX Coordinator will assess whether the matter is suitable for Informal Resolution and, if the other party(ies) consent to pursuing Informal Resolution, will refer the matter accordingly.

If the Complainant indicates (either verbally or in writing) that they do not want any action taken, no Resolution Process will be initiated (unless deemed necessary by the Title IX Coordinator, though the Complainant can elect to initiate one later, if desired).

Title IX Coordinator Authority to Initiate a Complaint

If the Complainant does not wish to file a complaint, the Title IX Coordinator, who has ultimate discretion as to whether a complaint is signed, will offer supportive measures and determine whether to sign a complaint themselves. To make this determination, the Title IX Coordinator will evaluate that request to determine if there is a serious and immediate threat to someone's safety or if Central Community College cannot ensure equal access without signing a complaint. The Title IX Coordinator will consider the following non-exhaustive factors to determine whether to file a complaint:

- The Complainant's request not to initiate a complaint.
- The Complainant's reasonable safety concerns regarding signing a complaint.
- The risk that additional acts of discrimination would occur if a complaint is not filed.
- The severity of the alleged discrimination, including whether the discrimination, if established, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence.
- The age and relationship of the Parties, including whether the Respondent is a Central Community College employee.
- The scope of the alleged discrimination, including information suggesting a pattern, ongoing discrimination, or discrimination alleged to have impacted multiple individuals.
- The availability of evidence to assist a Decision-maker in determining whether discrimination occurred.
- Whether Central Community College could end the alleged discrimination and prevent its recurrence without initiating its resolution process.

If deemed necessary, the Title IX Coordinator may consult with appropriate Central Community College employees, and/or conduct a violence risk assessment¹⁴ to aid their determination whether to sign a complaint.

When the Title IX Coordinator signs a complaint, they do not become the Complainant. The Complainant is the person who experienced the alleged conduct that could constitute a violation of the Policy.

If alleged misconduct does not fall within the scope of the Title IX regulations, the Title IX Coordinator determines that the regulations do not apply (and will “dismiss” that aspect of the complaint, if any), assesses which policies may apply, which Resolution Process is applicable, and will refer the matter accordingly. Please note that dismissing a complaint under the 2020 Title IX regulations is solely a procedural requirement under Title IX, which does not limit Central Community College’s authority to address a complaint with an appropriate process and remedies.

¹⁴ See detailed information regarding Violence Risk Assessment in [Appendix G](#).

The investigation and the subsequent Administrative Resolution determine whether the Respondent violated the Equal Opportunity, Harassment, and Nondiscrimination Policy. If so, the College will promptly implement effective remedies designed to end the discrimination, prevent recurrence, and address the effects.

The process followed considers the Parties' preference but is ultimately determined at the Title IX Coordinator's discretion. If at any point during the initial assessment or formal investigation the Title IX Coordinator determines that reasonable cause does not support the conclusion that the Respondent violated the Policy, the process will end, and the Parties will be notified.

The Complainant may request that the Title IX Coordinator review the reasonable cause determination and/or re-open the investigation. This decision lies in the sole discretion of the Title IX Coordinator, but the request is usually only granted in extraordinary circumstances.

2. Resolution Process Pool

The Resolution Process relies on a pool of individuals (the "Pool") for implementation.

A. Pool Member Roles

Members of the Pool are trained annually in all aspects of the Administrative Resolution Process and can serve in any of the following roles, at the direction of the Title IX Coordinator:

- Appropriate intake of and initial guidance pertaining to complaints
- Perform or assist with initial assessment
- Advisor to Parties
- Informal Resolution Facilitator
- Investigator
- Decision-maker
- Appeal Decision-maker

B. Pool Member Appointment

The Title IX Coordinator, in consultation with senior administrators as necessary, appoints the Pool, which acts with independence and impartiality.¹⁵ Although members of the Pool are typically trained in a variety of skill sets and can rotate amongst the different roles listed above in different complaints, Central Community College can also designate permanent roles for individuals in the Pool.

C. Pool Member Training

The Pool members receive annual trainings both as a group and independently related to their respective roles. This training may include, but is not limited to:

- The scope of the College's Equal Opportunity, Harassment, and Nondiscrimination Policy and Procedures
- Central Community College's Administrative Resolution Process

¹⁵ External, trained third-party neutral professionals may also be used to serve in Pool roles.

- How to conduct investigations that protect the safety of Complainants and Respondents and promote accountability
- Implicit bias and confirmation bias
- Disparate treatment
- Disparate impact
- Reporting, confidentiality, and privacy requirements
- Applicable laws, regulations, and federal regulatory guidance
- How to implement appropriate and situation-specific remedies
- How to investigate in a thorough, reliable, timely, and impartial manner
- Trauma-informed practices pertaining to investigations and resolution processes
- How to uphold fairness, equity, and due process
- How to weigh evidence
- How to conduct questioning
- How to assess credibility
- Impartiality and objectivity
- How to render findings and generate clear, concise, evidence-based rationales
- The definitions of all prohibited conduct
- How to apply definitions used by the institution with respect to consent (or the absence or negation of consent) consistently, impartially, and in accordance with policy
- How to conduct an investigation and grievance process including making findings, appeals, and Informal Resolution Processes
- How to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias against Respondents and/or for Complainants, and on the basis of sex, race, religion, and other protected characteristics
- Any technology to be used
- Issues of relevance of questions and evidence
- Issues of relevance to create an investigation report that fairly summarizes relevant evidence
- How to determine appropriate sanctions in reference to all forms of discrimination, harassment, retaliation, and/or Other Prohibited Conduct violations
- Recordkeeping

3. Counter-Complaints

Central Community College is obligated to ensure that the grievance process is not abused for retaliatory purposes. Although Central Community College permits the filing of counter-complaints, the Title IX Coordinator will use an initial assessment, described above, to assess whether the allegations in the counterclaim are made in good faith. When counter-complaints are not made in good faith, they will not be permitted. They will be considered potentially retaliatory and may constitute a Policy violation.

Counter-complaints determined to have been reported in good faith will be processed using the Administrative Resolution Process below. At the Title IX Coordinator's discretion, investigation of such claims may take place after resolution of the underlying initial complaint.

4. Advisors in the Administrative Resolution Process

The Parties may each have an Advisor of their choice present with them for all meetings and interviews

within the Administrative Resolution Process, if they so choose.

Choosing an Advisor who is also a witness in the process creates potential for bias and conflict of interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the Decision-maker.

A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. Parties are expected to provide the Title IX Coordinator with timely notification if they change Advisors. If a party changes Advisors, consent to share information with the previous Advisor is assumed to be terminated, and a release for the new Advisor must be submitted.

A. Advisor Expectations

Central Community College generally expects an Advisor to adjust their schedule to allow them to attend College meetings/interviews when planned, but Central Community College may change scheduled meetings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

The College may also make reasonable provisions to allow an Advisor who cannot be present to attend a meeting/interview by telephone, video conferencing, or other similar technologies as may be convenient and available.

All Advisors are subject to the same Central Community College policies and procedures, whether they are attorneys or not, and whether they are selected by a party or appointed by Central Community College. Advisors are expected to advise without disrupting proceedings.

B. Role in the Administrative Resolution Process

Advisors should help the Parties to prepare for each meeting or hearing and are expected to advise ethically, with integrity, and in good faith. Advisors may not provide testimony or speak on behalf of their advisee unless given specific permission to do so.

The Parties are expected to respond to questions on their own behalf throughout the Resolution Process. Although the Advisor generally may not speak on behalf of their advisee, the Advisor may consult with their advisee, either privately as needed, or by conferring or passing notes during any Resolution Process meeting or interview. For longer or more involved discussions, the Parties and their Advisors should ask for breaks to allow for private consultation.

For parties who are entitled to union representation, the College will allow the unionized employee to have their union representative (if requested by the party) as well as an Advisor of their choice present for all resolution-related meetings and interviews. To uphold the principles of equity, the other party (regardless of union membership) will also be permitted to have two Advisors in these cases. Witnesses are not permitted to have union representation or Advisors in grievance process interviews or meetings.

5. Resolution Options Overview

The Administrative Resolution Process is Central Community College's primary resolution approach unless all Parties and Central Community College agree to an Informal Resolution. The process considers the Parties' preferences but is ultimately determined at the Title IX Coordinator's discretion.

Resolution proceedings are private. All persons present at any time during the Resolution Process are expected to maintain the privacy of the proceedings in accordance with Central Community College Policy.

Although there is an expectation of privacy around what Investigators share with Parties during interviews, the Parties have discretion to share their own knowledge and evidence with others if they so choose, except for information the Parties agree not to disclose as part of an Informal Resolution. Central Community College encourages Parties to discuss any sharing of information with their Advisors before doing so.

A. Informal Resolution

To initiate Informal Resolution, a Complainant or Respondent may make such a request to the Title IX Coordinator at any time prior to a Final Determination, or the Title IX Coordinator may offer the option to the Parties. Central Community College will obtain voluntary, written confirmation that all Parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the Parties to participate in Informal Resolution.

Three approaches to Informal Resolution are detailed in this section.

- 1) **Supportive Resolution.** When the Title IX Coordinator can resolve the matter informally by providing supportive measures (only) designed to remedy the situation.
- 2) **Accepted Responsibility.** When the Respondent accepts responsibility for violating Policy and accepts the recommended sanction(s), and the Complainant(s) and Central Community College are agreeable to the resolution terms.
- 3) **Alternative Resolution.** When the Parties agree to resolve the matter through an alternative resolution mechanism (which could include, but is not limited to, mediation, shuttle negotiation, restorative practices, facilitated dialogue, etc.), as described below.

It is not necessary to pursue Informal Resolution first in order to pursue an Administrative Process. Any party participating in Informal Resolution can withdraw from the Informal Resolution Process at any time and initiate or resume the Administrative Resolution Process.

The Parties may agree, as a condition of engaging in Informal Resolution, on what statements made or evidence shared during the Informal Resolution process will not be considered in the Administrative Resolution Process, should Informal Resolution not be successful, unless agreed to by all Parties.

If an investigation is already underway, the Title IX Coordinator has discretion to determine if an investigation will be paused, if it will be limited, or if it will continue during the Informal Resolution process.

Prior to implementing Informal Resolution, Central Community College will provide the Parties with written notice of the reported misconduct and any sanctions (only in the case of Accepted Responsibility) or measures that may result from participating in such a process, including information regarding any records that will be maintained or shared by Central Community College.

Informal Resolution Approaches

1) Supportive Resolution

The Title IX Coordinator will meet with the Complainant to determine reasonable supportive measures that are designed to restore or preserve the Complainant's access to Central Community College's education program and activity. Such measures can be modified as the Complainant's needs evolve over time or circumstances change. The Title IX Coordinator may also provide reasonable supportive measures for the Respondent as deemed appropriate. This option is available when the Complainant does not want to engage the other resolution options, and the Title IX Coordinator does not sign a complaint.

2) Accepted Responsibility

The Respondent may accept responsibility for any or all of the alleged Policy violations at any point during the Administrative Resolution Process. If the Respondent indicates an intent to accept responsibility for **all** alleged Policy violations, the ongoing process will be paused, and the Title IX Coordinator will determine whether Informal Resolution is an option.

If Informal Resolution is available, the Title IX Coordinator will determine whether all Parties and Central Community College are able to agree on responsibility, restrictions, sanctions, restorative measures, and/or remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of Central Community College Policy, implements agreed-upon restrictions and remedies, and determines the appropriate responses in coordination with other appropriate administrator(s), as necessary.

This resolution is not subject to appeal once all Parties indicate their written agreement to all resolution terms. When the Parties cannot agree on all terms of resolution, the Administrative Resolution Process will either begin or resume.¹⁶

When a resolution is reached, the appropriate sanction(s) or responsive actions are promptly implemented to effectively stop the discrimination or harassment, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

3) Alternative Resolution

The institution offers a variety of alternative resolution mechanisms to best meet the specific needs of the Parties and the nature of the allegations. Alternative resolution may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the Respondent(s); indirect action by the Title IX Coordinator or other appropriate Central Community College officials; and other forms of resolution that can be tailored to the needs of the Parties. Some alternative resolution mechanisms will result in an agreed-upon outcome, while others are resolved through dialogue. All Parties must consent to the use of an alternative resolution approach, and the Parties may, but are not required to, have direct or indirect contact

¹⁶ The Parties may not want discussions that take place within Informal Resolution to be admissible in a later Resolution Process, but essential facts must and do transfer from the informal process to subsequent resolution proceedings. Disclosing something in an informal setting to shield it from formal admissibility is a cynical strategy, so administrators should take care in determining the terms of any assurances of the confidentiality of the Informal Resolution.

during an alternative resolution process.

The Title IX Coordinator may consider the following factors to assess whether alternative resolution is appropriate, or which form of alternative resolution may be most successful for the Parties:

- The Parties' amenability to alternative resolution
- Likelihood of potential resolution, considering any power dynamics between the Parties
- The nature and severity of the alleged misconduct
- The Parties' motivation to participate
- Civility of the Parties
- Results of a violence risk assessment/ongoing risk analysis
- Respondent's disciplinary history
- Whether interim action is needed
- Skill of the alternative resolution facilitator with this type of Complaint
- Complaint complexity
- Emotional investment/capability of the Parties
- Rationality of the Parties
- Goals of the Parties
- Adequate resources to invest in alternative resolution (e.g., time, staff)

The Title IX Coordinator has the authority to determine whether alternative resolution is available or successful, to facilitate a resolution that is acceptable to all Parties, and/or to accept the Parties' proposed resolution, usually through their Advisors, often including terms of confidentiality, release, and non-disparagement.

Parties do not have the authority to stipulate restrictions or obligations for individuals or groups that are not involved in the alternative resolution process. The Title IX Coordinator will determine whether additional individual or community remedies are necessary to meet the institution's compliance obligations in addition to the alternative resolution.

The Title IX Coordinator maintains records of any resolution that is reached and will provide notification to the Parties of what information is maintained. Failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions (e.g., dissolution of the agreement and resumption of the Administrative Resolution Process, referral to the conduct process for failure to comply, application of the enforcement terms of the agreement). The results of Complaints resolved by alternative resolution are not appealable.

If an Informal Resolution option is not available or selected, Central Community College will initiate or continue an investigation and subsequent Administrative Resolution Process to determine whether the Policy has been violated.

B. Administrative Resolution Process

Administrative Resolution can be pursued at any time during the process for any behavior for which the Respondent has not accepted responsibility that would constitute conduct covered by the Equal

Opportunity, Harassment, and Nondiscrimination Policy if proven. Administrative Resolution starts with a thorough, reliable, and impartial investigation.

If Administrative Resolution is initiated, the Title IX Coordinator will provide notification of the investigation to the Parties at an appropriate time during the investigation. Typically, notice is given two (2) days in advance of an interview. Advanced notice facilitates the Parties' ability to identify and choose an Advisor, if any, to accompany them to the interview.

Written notification will include a meaningful summary of the allegations and the policies alleged to have been violated and may be delivered by one or more of the following methods: in person, mailed to the Parties local or permanent address as indicated in official College records, or emailed to the Parties' College-issued or designated email account.

Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The College aims to complete all investigations within a sixty (60) business-day time period, which can be extended as necessary for appropriate cause by the Title IX Coordinator as necessary for appropriate cause. Investigations can take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

Once an investigation is initiated, the Title IX Coordinator appoints an Investigator(s) to conduct it. These Investigators may be members of the Pool, or any other properly trained Investigator, whether internal or external to Central Community College's community.

Central Community College will make a good faith effort to complete the investigation as promptly as circumstances permit and will communicate regularly with the Parties to update them on the progress and timing of the investigation.

The College may undertake a short delay in its investigation (several days to weeks) if circumstances require. Such circumstances include, but are not limited to, a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of Parties and/or witnesses, and/or health conditions. Central Community College will promptly resume its Resolution Process as soon as feasible. During such a delay, Central Community College will implement and maintain supportive measures for the Parties as deemed appropriate.

The college's action(s) are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

Investigations involve interviews with all relevant parties and witnesses, obtaining available, relevant evidence, and identifying sources of expert information, as necessary.

All investigations are thorough, reliable, impartial, prompt, and fair. They involve interviewing all available, relevant Parties and witnesses, obtaining relevant evidence, and identifying sources of expert information, as necessary.

6. Investigation

The Investigator(s) typically take the following steps, if not already completed and not necessarily in this order:

- Determine the identity and contact information of the Complainant
- Identify all offenses implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated.
- Assist the Title IX Coordinator, if needed, with conducting a prompt initial assessment to determine if there is reasonable cause to believe the Respondent has violated policy
- Work with the Title IX Coordinator, as necessary, to prepare the initial NOIA. The NOIA may be amended with any additional or dismissed allegations.
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for the Parties and witnesses.
- When participation of a party is expected, provide that party with written notification of the date, time, and location of the meeting, as well as the expected participants and purpose.
- Interview the Complainant and the Respondent and conduct any necessary follow-up interviews with each.
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary.
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes (or transcript or recording) of the relevant evidence/testimony from their respective interviews and meetings.
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of another party and/or witnesses. Document which questions were asked with a rationale for any changes or omissions in the Investigation Report.
- When possible, promptly complete the investigation without unreasonable deviation from the intended timeline.
- Provide the Parties regular status updates throughout the investigation.
- Prior to the conclusion of the investigation, provide the Parties and their respective Advisors with a list of witnesses whose information will be used to render a finding.
- Write a Draft Investigation Report that gathers, assesses, and synthesizes the evidence, accurately summarizes the investigation and party and witness interviews, and provides all relevant evidence.
- Provide the Parties and their respective Advisors an electronic or hard copy of the Draft Investigation Report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which Central Community College does not intend to rely in reaching a determination, for a ten (10) day review and comment period so that each party may meaningfully respond to the evidence. The Parties may elect to waive the full ten (10) days.
- The Investigator will then share the Final Investigation Report with the Title IX Coordinator and/or legal counsel for their review and feedback.
- The Investigator will then provide the Title IX Coordinator with the Final Investigation Report and investigation file with:
 - Include a recommended determination of whether each alleged Policy violation occurred by applying the preponderance of the evidence standard.

7. Determination

Within 3-5 days of receiving the Investigator's Final Investigation Report, the Title IX Coordinator or a Decision-maker from the Pool reviews the report and all responses, and then makes the final determination on the basis of the preponderance of the evidence.

If the record is incomplete, the Title IX Coordinator/Decision-maker may direct a re-opening of the investigation, or may direct or conduct any additional inquiry necessary, including informally meeting with the Parties or any witnesses, if needed.

The Investigator's recommendation, if any, should be strongly considered but is not binding on the Decision-Maker. The Decision-maker may invite and consider impact and/or mitigation statements from the Parties if and when determining appropriate sanction(s), if any.

8. Additional Details of the Investigation Process

A. Witness Responsibilities

Witnesses who are Central Community College employees are strongly encouraged to cooperate with and participate in Central Community College's investigation and Resolution Process. Student witnesses and witnesses from outside Central Community College community are encouraged to cooperate with Central Community College investigations and to share what they know about a complaint.

B. Remote Processes

Parties and/or witnesses interviews may be conducted in person, via online video platforms (e.g., Zoom, Microsoft Teams, FaceTime, WebEx), or, in limited circumstances, by telephone. Central Community College will take appropriate steps to ensure the security/privacy of remote interviews.

Parties and witnesses may also provide written statements in lieu of interviews or choose to respond to written questions, if deemed appropriate by the Investigator(s), though not preferred.

C. Recording

It is standard practice for Investigators to create a record of all interviews pertaining to the Resolution Process, by recording, transcript, or written summary. The Parties may review copies of their own interviews upon request. No unauthorized audio or video recording of any kind is permitted during investigation meetings.

All interviews are recorded, and all involved persons should be made aware of the audio and/or video recording. The recording and/or transcript of those meetings will be provided to the Parties for their review, after which the Parties may pose additional questions to each other. Those subsequent meetings or interviews are also recorded and/or transcribed and shared with the Parties.

D. Evidence

Any evidence that is relevant and credible may be considered, including an individual's prior disciplinary history as well as evidence indicating a pattern of misconduct. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility or that is improperly prejudicial.

E. Prior Sexual History/Patterns

Unless the Decision-maker determines it is appropriate, the investigation and the finding do not consider: (1) incidents not directly related to the possible violation(s), unless they evidence a pattern; (2) the irrelevant sexual history of the Parties (though there may be a limited exception made with regard to the sexual history between the Parties); (3) irrelevant character evidence.

F. Previous Allegations/Violations

Although previous conduct violations by the Respondent are not generally admissible as information supporting the current allegation, the Investigator(s) may supply the Decision-maker with information about previous good faith allegations and/or findings, when that information suggests potential pattern and/or predatory conduct.

Previous disciplinary action of any kind involving the Respondent may be considered in determining the appropriate sanction(s).

Character witnesses or evidence may be offered. The Decision-maker will determine if the character evidence is relevant. If so, it may be considered. If not, it will be excluded.

G. Notification of Outcome

If the Respondent admits to the violation(s), or is found in violation, the Decision Maker [in consultation with other administrators as appropriate] determines sanction(s) and/or responsive actions, which are promptly implemented in order to effectively to stop the discrimination, harassment, and/or retaliation; prevent its recurrence; and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

The Title IX Coordinator provides the Parties written notice of the determination within 5 days of the resolution, ideally simultaneously, but without significant time delay between notifications. Notifications may be delivered by one or more of the following methods: in person, mailed to the Parties' local or permanent address as indicated in official College records, or emailed to the Parties' College-issued or designated email account. Once mailed, emailed, and/or received in-person, notice is presumptively delivered.

The Notification of Outcome specifies the finding for each alleged procedure violation, any sanction(s) that may result which the College is permitted to share pursuant to federal or state law, and the rationale supporting the findings to the extent the College is permitted to share under federal or state law.

The notice will detail when the determination is considered final and will detail any changes that are made prior to finalization.

Unless based on an acceptance of violation by the Respondent, the determination may be appealed by either party. The Notification of Outcome also includes the grounds on which the Parties may appeal and the steps the Parties may take to request an appeal of the determination.

9. Sanctions

Factors the Decision-maker may consider when determining sanctions and responsive action include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the Parties
- The Respondent's acceptance of responsibility
- Any other information deemed relevant by the Title IX Coordinator/Decision-maker

The sanction(s) will be implemented as soon as is feasible once a determination is final, either upon the outcome of any appeal or the expiration of the window to appeal, without an appeal being requested.

The sanctions described in this procedure are not exclusive of, and may be in addition to, other actions taken, or sanctions imposed by outside authorities.

A. Student Sanctions

The following are the common sanctions⁴¹⁷ that may be imposed upon students singly or in combination:

- *Warning*: A formal statement that the conduct was unacceptable and a warning that further violation of any College policy, procedure, or directive will result in more severe sanctions/responsive actions.
- *Required Counseling*: A mandate to meet with and engage in either College-sponsored or external counseling to better comprehend the misconduct and its effects.
- *Probation*: A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- *Suspension*: Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at the institution. Students placed on suspension could be subject to notation on their transcript at the Title IX Coordinators discretion and based upon the policy(ies) found to have been violated.
- *Expulsion*: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend College-sponsored events. This sanction will be noted permanently as a Conduct Expulsion on the student's official transcript.
- *Withholding Diploma*: The College may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities as a sanction if the

¹⁷ Central Community College policies on transcript notation will apply to these proceedings.

- student is found responsible for an alleged violation.
- *Revocation of Degree*: The College reserves the right to revoke a degree previously awarded from the College for fraud, misrepresentation, and/or other violation of College policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- *Other Actions*: In addition to or in place of the above sanctions, the College may assign any other sanctions as deemed appropriate.

B. Employee Sanctions/Responsive/Corrective Actions

Responsive actions for an employee who has engaged in discrimination, harassment, retaliation, and/or Other Protected Conduct include:

- *Verbal or Written Warning*
- *Performance Improvement Plan/Management Process*
- *Enhanced Supervision, Observation, or Review*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Denial of Pay Increase/Pay Grade*
- *Loss of Oversight or Supervisory Responsibility*
- *Demotion*
- *Transfer*
- *Assignment to New Supervisor*
- *Restriction of Stipends, Research, and/or Professional Development Resources*
- *Suspension with Pay*
- *Suspension without Pay*
- *Termination*
- *Other Actions*: In addition to or in place of the above sanctions/responsive actions, the College may assign any other responsive actions as deemed appropriate.

10. Withdrawal or Resignation Before Complaint Resolution

Students

The College does not permit a student to withdraw if that student has pending allegation(s) for violation of the Equal Opportunity, Harassment, and Nondiscrimination Policy. The College may place a hold, bar access to an official transcript, and/or prohibit graduation as necessary to permit the Resolution Process to be completed when deemed appropriate.

Employees

Should an employee Respondent leave their employment with Central Community College with unresolved allegations pending, the Title IX Coordinator's records will reflect that status, and any College responses to future inquiries regarding employment references for that individual will include the former employee's unresolved status and whether the employee is eligible for rehire.

11. Appeals

The Title IX Coordinator will designate an Appeal Decision-maker – either a three-member panel or an individual chosen from the Pool, or other trained internal or external individuals, to hear the appeal. The Appeal Decision-maker will not have been previously involved in the Resolution Process for the Formal Complaint. If a panel is used, a voting chair will be designated by the Title IX Coordinator.

A. Appeal Grounds

Appeals are limited to the following grounds:

- 1) A procedural irregularity affected the outcome of the matter.
- 2) There is new evidence that was not reasonably available at the time the determination regarding responsibility was made that could affect the outcome of the matter.
- 3) The Title IX Coordinator, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

B. Request for Appeal

Any party may submit a written request for appeal (“Request for Appeal”) to the Title IX Coordinator within three (3) days of the delivery of the Notice of Outcome.

The Request for Appeal will be forwarded to the Appeal Decision-maker for consideration to determine if the request meets the grounds for appeal (a Review for Standing). This is not a review of the merits of the appeal, but solely a determination as to whether the request could reasonably be construed to meet the grounds and is timely filed.

If the Request for Appeal does not provide information that meets the grounds in this Policy, the request will be denied by the Appeal Decision-maker, and the Parties and their Advisors will be simultaneously notified in writing of the denial and the rationale.

All other Parties and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigator(s) and/or the Decision-maker will be provided a copy of the Request for Appeal with the approved grounds and then be given five (5) days to submit a response to the portion of the appeal that was approved and involves them. The Appeal Decision-maker will forward all responses, if any, to all Parties for review and comment.

The non-appealing party (if any) may also choose to appeal at this time. If so, that Request for Appeal will be reviewed by the Appeal Decision-maker to determine if it meets the grounds in this Policy and will either be approved or denied. If approved, it will be forwarded to the party who initially requested an appeal, the Title IX Coordinator, and the Investigator(s) and/or original Decision-maker, as necessary, who will submit their responses, if any, within five (5) days. Any such responses will be circulated for review and comment by all Parties. If denied, the Parties and their Advisors will be notified accordingly, in writing.

No party may submit any new Requests for Appeal after this time period. The Appeal Decision-maker will collect any additional information needed and all documentation regarding the approved

appeal grounds, and the subsequent responses will be shared with the Appeal Decision-maker, who will promptly render a decision.

C. Appeal Determination Process

In most cases, appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Appeal Decision-maker will deliberate as soon as is practicable and discuss the merits of the appeal.

Appeal decisions are to be deferential to the original determination, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so. All decisions are made by majority vote and apply the preponderance of the evidence standard of evidence.

An appeal is not an opportunity for the Appeal Decision-maker to substitute their judgment for that of the original Decision-maker merely because they disagree with the finding and/or sanction(s).

The Appeal Decision-maker may consult with the Title IX Coordinator and/or legal counsel on questions of procedure or rationale, for clarification, if needed. The Title IX Coordinator will maintain documentation of all such consultation.

D. Appeal Outcomes

An appeal may be granted or denied. Appeals that are granted should normally be remanded (or partially remanded) to the original Investigator(s) and/or Decision-maker with corrective instructions for reconsideration. In rare circumstances where an error cannot be cured by the original Investigator(s) and/or Decision-maker or the Title IX Coordinator (as in cases of bias), the Appeal Decision-maker may order a new investigation and/or a new determination with new Pool members serving in the Investigator and Decision-maker roles.

A Notice of Appeal Outcome letter (“Appeal Outcome”) will be sent to all Parties simultaneously, or without significant time delay between notifications. The Appeal Outcome will specify the finding on each appeal ground, any specific instructions for remand or reconsideration, all sanction(s) that may result which Central Community College is permitted to share according to federal or state law, and the rationale supporting the essential findings to the extent Central Community College is permitted to share under federal or state law.

Written notification may be delivered by one or more of the following methods: in person, mailed to the Parties’ local or permanent address as indicated in official institutional records, or emailed to the Parties’ College-issued email or otherwise approved account. Once mailed, emailed, and/or received in person, the Appeal Outcome will be presumptively delivered.

Once an appeal is decided, the outcome is final and constitutes the Final Determination; further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new determination). When appeals result in no change to the finding or sanction, that decision is final. When an appeal results in a new finding or sanction, that finding or sanction can be appealed one final time on the grounds listed above and in accordance with these procedures.

If a remand results in a new determination that is different from the appealed determination, that new

determination can be appealed, once, on any of the available appeal grounds.

12. Long-Term Remedies/Actions

Following the conclusion of the Resolution Process, and in addition to any sanctions implemented or Informal Resolution Terms, the Title IX Coordinator may implement additional long-term remedies or actions with respect to the Parties and/or the campus community to stop the discrimination, harassment, and/or retaliation; remedy the effects, and prevent its recurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling
- Referral to the Employee Assistance Program
- Course and registration adjustments, such as retroactive withdrawal
- Education to the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys
- Procedure modification and/or training
- Provision of transportation assistance
- Implementation of long-term contact limitations between the Parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the Title IX Coordinator's discretion, long-term support may also be provided to the Parties even if no procedure violation is found. When no policy violation is found, the Title IX Coordinator will address any remedial requirements owed by the College to the Respondent to ensure no effective denial of educational access.

Central Community College will maintain the confidentiality of any long-term remedies/actions/measures, provided confidentiality does not impair Central Community College's ability to provide these services.

13. Failure to Complete Sanctions and/or Responsive Actions

All Respondents are expected to comply with the assigned sanctions, responsive actions, corrective actions, and/or Informal Resolution terms within the timeframe specified by the final Decision-maker, including the Appeal Decision-maker or the Informal Resolution agreement.

Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination from Central Community College.

Supervisors are expected to enforce completion of sanctions/responsive actions for their employees.

A suspension imposed for non-compliance with sanctions will only be lifted when compliance is achieved to the Title IX Coordinator's satisfaction.

14. Recordkeeping

In implementing this policy, the Title IX Coordinator will maintain records of all allegations, investigations, and resolutions for a minimum of 7 years.

15. Statement of the Parties Rights (See Appendix B)

16. Accommodations and Support During the Resolution Process

Central Community College is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to the College's Resolution Process.

Anyone needing such accommodations or support should contact the Title IX Coordinator, who will work with the Director of Disability/Access Services as appropriate to review the request and, in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full process participation.

Other Support

Central Community College will also address reasonable requests for support for the Parties and witnesses, including:

- Language services/Interpreters
- Access and training regarding use of technology throughout the Resolution Process

Revision

These policies and procedures will be reviewed and updated annually by the Title IX Coordinator. The College reserves the right to make changes to this document as necessary and once those changes are approved by college leadership and/or posted online, they are in effect.

The Title IX Coordinator may make minor modifications to these procedures that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules.

The Title IX Coordinator may also vary procedures materially with notice (on the College website, with the appropriate effective date identified) upon determining that changes to law or regulation require policy or procedural alterations not reflected in this policy and procedure.

Procedures in effect at the time of the resolution will apply to resolution of incidents, regardless of when the incident occurred, or report was initiated.

Procedure in effect at the time of the offense will apply even if the procedure is changed subsequently but prior to resolution unless the Parties consent to be bound by the current procedure.

If government regulations change in a way that impacts this document, this document will be construed to comply with the most recent government regulations.

This document does not create legally enforceable protections beyond the protection of the background

state and federal laws that frame such policies and codes, generally.

This policy and procedures were approved in December of 2025.

APPENDIX A: POLICY EXAMPLES

Some examples of possible sexual harassment include:

- An instructor offers for a student to have sex or go on a date with them in exchange for a good grade. This constitutes sexual harassment regardless of whether the student accedes to the request and irrespective of whether a good grade is promised or a bad grade is threatened.
- A student repeatedly sends graphic, sexually oriented jokes and pictures around campus via social media to hundreds of other students. Many don't find it funny and ask them to stop, but they do not. Because of these jokes, one student avoids the sender on campus and in the residence hall in which they both live, eventually asking to move to a different building and dropping a class they had together.
- An instructor engages students in class in discussions about the students' past sexual experiences, yet the conversations are not in any way germane to the subject matter of the class. The professor inquires about explicit details and demands that students answer them, though the students are clearly uncomfortable and hesitant.
- An ex-partner widely spreads false stories about their sex life with their former partner to the clear discomfort and frustration of the former partner, turning the former partner into a social pariah on campus.
- Chris has recently transitioned from male to non-binary, but primarily expresses as a female. Since their transition, Chris has noticed that their English instructor, Dr. Mukembo, pays them a lot more attention. Chris is sexually attracted to Dr. Mukembo and believes the attraction is mutual. Chris decides to act on the attraction. One day, Chris visits Dr. Mukembo during office hours, and after a long conversation about being non-binary, Chris kisses Dr. Mukembo. Dr. Mukembo is taken aback, stops the kiss, and tells Chris not to do that. Dr. Mukembo explains to Chris that they are not interested in Chris sexually or romantically. Chris takes it hard, crying to Dr. Mukembo about how hard it is to find someone who is interested in them now based on their identity. Dr. Mukembo feels sorry for Chris and softens the blow by telling them that no matter whether they like Chris or not, faculty-student relationships are prohibited by the college. Chris takes this as encouragement. One night, Chris goes to a gay bar some distance from campus and sees Dr. Mukembo at the bar. Chris tries to buy Dr. Mukembo a drink and, again, tries to kiss Dr. Mukembo. Dr. Mukembo leaves the bar abruptly. The next day, Chris makes several online posts that out Dr. Mukembo as gay and raise questions about whether they are sexually involved with students. Dr. Mukembo contacts the Title IX Office and alleges that Chris is sexually harassing him.

Examples of Stalking

- Students A and B were friends with benefits. Student A wanted a more serious relationship, which caused student B to break it off. Student A could not let go, and pursued student B relentlessly. Student B obtained a campus no-contact order. Subsequently, Student B discovered their social media accounts were being accessed, and things were being posted and messaged as if they were from them, but they were not. Whoever accessed their account posted a picture of a penis, making it look as if they had sent out a picture of themselves, though it was not their

penis. This caused them considerable embarrassment and social anxiety. They changed their passwords, only to have it happen again. Seeking help from the Title IX Coordinator, Student B met with the IT department, which discovered an app on their phone and a keystroke recorder on their laptop, both of which were being used to transmit their data to a third party.

- A student working as an on-campus tutor received flowers and gifts delivered to their office. After learning the gifts were from a student they recently tutored, the student thanked the other student and stated that it was not necessary and would appreciate it if the gift deliveries stopped. The student then started leaving notes of love and gratitude on the tutor's car, both on-campus and at home. Asked again to stop, the student stated by email, "You can ask me to stop, but I'm not giving up. We are meant to be together, and I'll do anything to make you have the feelings for me that I have for you." When the tutor did not respond, the student emailed again, "You cannot escape me. I will track you to the ends of the earth. If I can't have you, no one will."

Examples of Sexual Assault:

- Amanda and Bill meet at a party. They spend the evening dancing and getting to know each other. Bill convinces Amanda to come up to his room. From 11:00 p.m. until 3:00 a.m., Bill uses every line he can think of to convince Amanda to have sex with him, but she adamantly refuses. Despite her clear communications that she is not interested in doing anything sexual with him, Bill keeps at her, questions her religious convictions, and accuses her of being "a prude." He brings up several rumors that he has heard about how she performed oral sex on a number of other guys. Finally, it seems to Bill that her resolve is weakening, and he convinces her to "jerk him off" (hand to genital contact). Amanda would have never done it but for Bill's incessant advances. He feels that he successfully seduced her and that she wanted to do it all along but was playing shy and hard to get. Why else would she have come up to his room alone after the party? If she really didn't want it, she could have left.
- Jiang is a junior. Beth is a sophomore. Jiang comes to Beth's residence hall room with some mutual friends to watch a movie. Jiang and Beth, who have never met before, are attracted to each other. After the movie, everyone leaves, and Jiang and Beth are alone. They hit it off, soon become more intimate, and start to make out. Jiang verbally expresses his desire to have sex with Beth. Beth, who was abused by a babysitter at the age of five and avoids sexual relations as a result, is shocked at how quickly things are progressing. As Jiang takes her by the wrist over to the bed, lays her down, undresses, and begins to have intercourse with Beth, Beth has a severe flashback to her childhood trauma. She wants to tell Jiang to stop but cannot. Beth is stiff and unresponsive during the intercourse.
- Kevin and John are at a party. Kevin is not sure how much John has been drinking, but he is pretty sure it's a lot. After the party, he walks John to his apartment, and John comes on to Kevin, initiating sexual activity. Kevin asks John if he is really up to this, and John says yes. They remove each other's clothes, and they end up in John's bed. Suddenly, John runs for the bathroom. When he returns, his face is pale, and Kevin thinks he may have thrown up. John gets back into bed, and they begin to have sexual intercourse. Kevin is having a good time, though he can't help but notice that John seems pretty groggy and passive, and he thinks John may have even passed out briefly during the sex, but he came to again. When Kevin runs into John the

next day, he thanks him for the great night. John remembers nothing and decides to make a report to the Dean.

Examples of Retaliation:

- Student-athlete A alleges sexual harassment by a coach; the coach subsequently cuts the student-athlete's playing time without a legitimate justification.
- A student from Organization A participates in a sexual misconduct investigation as a witness whose testimony is damaging to the Respondent, who is also a member of Organization A; the student is subsequently removed as a member of Organization A because of their participation in the investigation.

APPENDIX B: STATEMENT OF THE PARTIES' RIGHTS

Under this Policy and procedures, the Parties have the right to:

- An equitable investigation and resolution of all credible allegations of prohibited discrimination, harassment, retaliation, and Other Prohibited Conduct, when reported in good faith to Central Community College officials.
- Timely written notice of all alleged violations, including the identity of the Parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated Policies and procedures, and possible sanctions.
- Timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Formal Complainants) by updating the Notice of Investigation and Allegation(s) (NOIA) as needed to clarify potentially implicated Policy violations. Be informed in advance of any Central Community College public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- Have all personally identifiable information protected from Central Community College's release to the public without consent, except to the extent permitted by law.
- Be treated with respect by Central Community College officials.
- Have Central Community College Policies and procedures followed without material deviation.
- Voluntarily agree to resolve allegations under this Policy through Informal Resolution without Central Community College pressure, if Informal Resolution is approved by the Title IX Coordinator.
- Not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by Central Community College officials from reporting discrimination, harassment, retaliation, and Other Prohibited Conduct to both on-campus and off-campus authorities.
- Be informed by Central Community College officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by Central Community College authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- Have Central Community College law enforcement and/or other Central Community College officials policy responded to promptly to alleged Policy violations.
- Be informed of available interim actions and supportive measures, such as counseling, advocacy, health care, student financial aid, visa, and immigration assistance; or other services, both on campus and in the community.

- A Central Community College-implemented no contact order when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct that presents a danger to the welfare of the party or others.
 - Be informed of available assistance in changing academic, living, and/or employment situations after an alleged incident of discrimination, harassment, retaliation, and/or Other Prohibited Conduct if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:
 - Relocating a residential student's housing to a different on-campus location
 - Assistance from Central Community College staff in completing the relocation
 - Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
 - Transportation accommodations
 - Visa/immigration assistance
 - Arranging to dissolve a housing contract and a pro-rated refund
 - Rescheduling or adjusting an exam, paper, and/or assignment
 - Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
 - Transferring class sections
 - Temporary withdrawal/leave of absence (may be retroactive)
 - Campus safety escorts
 - Alternative course completion options.
- Have Central Community College maintain supportive measures for as long as necessary, ensuring they remain confidential, provided confidentiality does not impair Central Community College's ability to provide the supportive measures or comply with the law.
- Receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible.
- Identify and have the Investigator(s), Advisors, and/or Decision-maker question relevant available witnesses, including expert witnesses.
- Provide the Investigator(s)/Decision-maker with a list of questions that, if deemed relevant by the Investigator(s)/Decision-maker, may be asked of any party or witness.
- Have Complainant's inadmissible prior sexual history or any party's irrelevant character evidence excluded by the Decision-maker.
- Review the relevant and directly related evidence obtained and to respond to that evidence.
- A fair opportunity to provide the Investigators with their account of the alleged misconduct and have that account be on the record.
- Receive a copy of the investigation report, including all factual, policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by federal and state law, prior to the hearing, and the right to have at least ten (10) days to review the report prior to the hearing.

- Receive a copy of The Final Investigation Report, including all factual, Policy, and or credibility analyses performed, and to have at least ten (10) days to review and comment on the report prior to the hearing.
- Be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- Regular status updates on investigation and/or Resolution Process.
- Have reports of alleged policy violations addressed by Pool members, or others, who have received at least 8 hours of relevant annual training as required by law.
- A Decision-making panel that is not single sex in its composition, if a panel is used.
- Preservation of confidentiality/privacy, to the extent possible and permitted by law.
- Meetings, interviews, and/or hearings that are closed to the public.
- Petition that any Central Community College representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- Be able to select an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process.
- Apply the preponderance of the evidence standard to making a Finding and Final Determination after an objective evaluation of all relevant evidence.
- Be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- Have an impact statement considered by the Decision-maker following a determination of responsibility for any allegation, but prior to sanctioning.
- Be promptly informed of the Resolution Process finding(s) and sanction(s) (if any) and be given a detailed rationale for the decision (including an explanation of how credibility was assessed), in a written outcome letter delivered to the Parties simultaneously (without undue delay).
- Be informed in writing of when a decision by Central Community College is considered final and any changes to the Final Determination or sanction(s) that occur post outcome letter.
- Be informed of the opportunity to appeal the Resolution Process finding(s) and sanction(s) and the procedures for doing so in accordance with Central Community College grounds for appeal.
- A fundamentally fair resolution as defined in these procedures.

License Agreement

This License Agreement (“Agreement”) is made by and between the Board of Regents of the University of Nebraska, a public body corporate, for and on behalf of the University of Nebraska at Kearney (“Licensor”) and Central Community College (“Licensee”).

RECITALS

A. Licensor is the owner of the land and building in Buffalo County, Nebraska, commonly known as 2504 University Drive, Kearney, NE 68849 (the “Property”).

B. Licensor desires to grant Licensee a license to use a portion of the Property consisting of Room 125 as more particularly described in Exhibit A (the “Licensed Area”), and Licensee desires to accept such license for the Licensed Area from Licensor.

C. Licensor and Licensee agree to enter into this License of the on the terms and conditions set forth below.

AGREEMENT

NOW THEREFORE, in consideration of the mutual promises and covenants set forth in this Agreement and the above recitals, which are incorporated herein by this reference, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged by the parties, the parties agree as follows:

1. Licensed Area. Licensor, for and in consideration of the Licensee’s payment of the License Fee and other amounts due hereunder and performance of the covenants contained in this Agreement, licenses to Licensee the Licensed Area, on the terms and conditions set forth herein. Licensor shall prioritize Licensee’s scheduling requests for use of the Licensed Area over all other scheduling requests for use of the Licensed Area.

2. Use of Common Areas. During the Term, Licensee shall have the right to reasonably use common areas, including the following specific areas at the Property: sidewalks, common hallways, and restrooms.

3. Term. This License shall be effective as of January 1, 2026 (“Effective Date”) and shall terminate on twenty (20) years after the Effective Date unless sooner terminated as provided herein (the “Term”). Notwithstanding anything to the contrary herein, this Agreement may be terminated by either party upon thirty (30) days’ prior written notice.

4. License Fee. In consideration of the license granted herein and the associated services provided by Licensor, Licensee shall pay Licensor an annual fee of \$31,248 (the “License Fee”), which License Fee shall increase by three percent (3%) on the anniversary of the Effective Date during each year in the Term.

5. Technology, Furniture, and Equipment. Technology, furniture, and equipment in the Licensed Area shall remain the property of Licensor but be accessible for Licensee’s use. Licensee is responsible for the cost of any information technology repairs, replacements, upgrades and/or connections Licensee requires for use of the Licensed Area. Licensee shall use Licensor technology and execute upgrades and connections in accordance with Licensor’s information technology policies and procedures.

All upgrades and connections by Licensee to Licensor technology shall be approved in advance by Licensor. Licensor will provide Licensee with credentials for accessing the internet in the Licensed Area.

6. Use of Licensed Area. The Licensed Area is licensed to Licensee, and is to be used by Licensee, for health education and related purposes and for no other purpose without the prior written consent of Licensor. Licensee agrees to use the Licensed Area in such a manner as to not interfere with the rights of other occupants of the Property; to comply with all applicable governmental laws, ordinances, and regulations in connection with its use of the Licensed Area, including without limitation all environmental laws; to keep the Licensed Area in a clean and sanitary condition; and to use all reasonable precaution to prevent waste, damage, or injury to the Licensed Area. Licensee shall not use or occupy the Licensed Area or permit anything to be done in or about the Licensed Area in violation of any declaration, covenant, condition, restriction, law, statute, ordinance, or governmental rule, regulation or requirement now in force or which may hereafter be enacted or promulgated. Licensee shall, at its sole cost and expense, upon notice from Licensor, immediately discontinue any use of the Licensed Area which is declared by any governmental authority having jurisdiction to be a violation of law or the certificate of occupancy. Licensee shall promptly comply, at its sole cost and expense, with all laws, statutes, ordinances and governmental rules, regulations, or requirements now in force or which may hereafter be imposed upon Licensor by reason of Licensee's use or occupancy of the Licensed Area.

7. Access; Parking. Licensee and its students, employees, and agents must purchase required parking permits directly from Licensor's parking services. Licensor will arrange for Licensee's access to the Licensed Area and common areas as is reasonably required for Licensee's use of the Licensed Area. The first access card will be provided to Licensee's students and employees at no charge. Subsequent access cards will be replaced for a \$10 fee. Licensee agrees to comply with all of Licensor's policies and security requirements related to parking and access to the Licensed Area, common areas, and Property.

8. Services. Licensor or Licensor's designee will provide all maintenance and utilities, including, but not limited to, electricity, air conditioning, heating, gas, water, janitorial, sanitary sewer, and waste removal to the Licensed Area. The cost of such services consumed by Licensee for its use of the Licensed Area are included in the License Fee. Licensee may at its sole cost and expense request services beyond the standard services provided by Licensor under this section.

9. Assignment. Licensee shall not assign this Agreement, transfer this Agreement by operation of law or otherwise, or permit any other person, except agents, clients, and employees of Licensee, to occupy the Licensed Area, or any part thereof, without the prior written consent of Licensor, which consent may be withheld in Licensor's sole and absolute discretion. Any attempt by Licensee to assign its rights or obligations hereunder without the prior written consent of Licensor shall be void.

10. Improvements. Licensee shall not make any improvements or other alterations to the interior of the Licensed Area without the prior written consent of Licensor.

11. Condition of Premises. Licensee accepts the Licensed Area as is. Licensee agrees that no promises, representations, statements, or warranties have been made on behalf of Licensor to Licensee respecting the condition of the Licensed Area, or the making of any repairs to the Licensed Area. Licensee shall, at the termination of this Agreement, by lapse of time or otherwise, remove all of Licensee's property and surrender the Licensed Area in as good condition as when Licensee took possession, normal wear excepted.

12. Personal Property at Risk of Licensee. Except to the extent caused by Licensor's negligence, Licensor shall not be liable for any damage to any property of Licensee or its agents or employees in the Licensed Area caused by any reason whatsoever, including, without limitation, fire, theft, steam, electricity, sewage, gas, or odors or from water, rain, or snow which may leak into, issue from, or flow into the Licensed Area from any part of the Property or from any other place or for any damage done to Licensee's property in moving the same to or from the Property or the Licensed Area. Licensee shall give Licensor, or its agents, prompt written notice of any damage to or defects in water pipes and gas or warming or cooling apparatus in the Licensed Area.

13. Rules and Regulations. Licensee agrees to comply with (and cause its agents, contractors, employees, and invitees to comply with) the rules and regulations promulgated by Licensor and/or Licensor's agent with respect to Property. Notwithstanding anything to the contrary contained herein or in any such rules and regulations now or hereafter adopted, neither Licensor nor any person or entity shall claim any right, title, or interest in any work product created by Licensee pursuant to its use of the Licensed Area.

14. Licensor's Reserved Rights. Without notice to Licensee; without liability to Licensee for damage or injury to property, person, or business; and without effecting an eviction of Licensee or a disturbance of Licensee's use or possession or giving rise to any claim for set off or abatement of the License Fee, Licensor shall have the right to:

- a. Access the Licensed Area from time to time during the Term upon providing at least 24-hours written notice to Licensee, except in the event of an emergency or service and maintenance need; and
- b. Take any and all reasonable measures, including inspections or the making of repairs, alterations, and additions and improvements to the Licensed Area, which Licensor deems necessary or desirable for the safety, protection, operation, or preservation of the Licensed Area.

In exercising its rights under this section, Licensor will use reasonable efforts to minimize any material negative impacts on Licensee's use of the Licensed Area.

15. Insurance. Licensee shall not use or occupy the Licensed Area or any part thereof in any manner which could invalidate any policies of insurance now or hereafter placed by the Licensor on the Licensed Area and/or the Property, or increase the risks covered by insurance or self-insurance on the Property or the Licensed Area or necessitate additional insurance premiums or policies of insurance, even if such use may be in furtherance of Licensee's business purposes. In the event any policies of insurance are invalidated by acts or omissions of Licensee, Licensor shall have the right to terminate this Agreement or, at Licensor's option, to charge Licensee for extra insurance premiums required on account of the increased risk caused by Licensee's use and occupancy of the Licensed Area. Licensor and Licensee hereby waive all claims for recovery from the other for any loss or damage to any of the property insured, or required hereunder to have been insured, under valid and collectible insurance policies to the extent of any recovery collectible under such policies; provided, however, that this waiver shall apply only when permitted by the applicable policy of insurance. Licensee shall promptly, upon demand, reimburse Licensor for any additional premium charged for violation of this section.

16. Indemnity. Licensee shall indemnify, hold harmless, and defend Licensor from and against, and Licensor shall not be liable to Licensee on account of, any and all costs, expenses, liabilities, losses,

damages, suits, actions, fines, penalties, demands or any claims of any kind, including reasonable attorneys' fees, asserted by or on behalf of any person, entity or governmental authority arising out of or in any way connected with either (a) Licensee's use and occupancy of the Licensed Area, the common Area, or the Property, or any work, activity or thing done, allowed or suffered by Licensee in, on, or about the Licensed Area, the common areas, or the Property; (b) a failure by Licensee to perform any of the agreements, terms, or conditions of this Agreement required to be performed by Licensee; (c) a failure by Licensee to comply with any laws, statutes, ordinances, regulations, or orders of any governmental authority or the policies of Licensor applicable to the Licensed Area; or (d) any accident, death, or personal injury, or damage to, or loss or theft of property which shall occur on or about the Licensed Area, the common areas or the Property, except as the same may be the result of the negligence of Licensor, its employees or agents. Licensee shall not be liable to Licensor for any costs, expenses, liabilities, losses, damages, suits, actions, fines, penalties, demands, or any claims of any kind, including reasonable attorneys' fees (collectively, "Losses") to the extent such Losses are caused by the actions of Licensor or any other licensee or user of the Property. Furthermore, Licensor, to the extent allowed by law, shall be responsible for any and all Losses to the extent arising from any activity, work, or things done, permitted, or suffered by Licensor or its agents in or about the Licensed Area or the Property unless caused by the negligence of Licensee, its employees, or agents and to the extent not covered by Licensee's fire, casualty or liability insurance. Notwithstanding the foregoing, each party shall be responsible for its own acts and omissions and the results thereof and shall not be responsible for the acts or omissions of the other party and the results thereof. Each party therefore agrees that it will assume all risk and liability to itself, its agents, or its employees for any injury to persons or property to the extent resulting in any manner from the conduct of its own operations and the operations of its agents or employees under the Agreement, and for any loss, cost, or damage to the extent caused thereby during the performance of this Agreement.

17. Default or Breach. Each of the following events shall constitute a default or breach of this Agreement by Licensee:

- a. Licensee fails to pay Licensor any License Fee payment or other payments when due hereunder and thereafter fails to make such payments within five (5) days after the same are due;
- b. If Licensee abandons the Licensed Area;
- c. If Licensee files a petition in bankruptcy or insolvency or for reorganization under any bankruptcy act, or voluntarily takes advantage of any such act by answer or otherwise, or makes an assignment for the benefit of creditors;
- d. If involuntary proceedings under any bankruptcy or insolvency act shall be instituted against Licensee, or if a receiver or trustee shall be appointed of all or substantially all of the property of Licensee, and such proceedings shall not be dismissed or the receivership or trusteeship vacated within thirty (30) days after the institution or appointment; or
- e. If Licensee fails to perform or comply with any material term or condition of this Agreement, or any of the rules and regulations established by Licensor and if such nonperformance shall continue for a period of fifteen (15) days after notice thereof by Licensor to Licensee, time being of the essence.

18. Right to Cure. In the event of any default or breach hereunder, Licensee shall have ten (10) days to cure the breach or default upon written notice provided by Licensor.

19. Effect of Default or Breach. In the event of any default or breach hereunder and the failure of Licensee to cure the default or breach as provided in Section 18 herein, and in addition to any other right or remedy available to Licensor, either at law or in equity, Licensor may exert any one or more of the following rights:

- a. Licensor may re-enter the Licensed Area immediately and remove the property of Licensee, and shall have the right, but not the obligation, to store such property in a public warehouse or at a place selected by Licensor, at the risk and expense of Licensee.
- b. Licensor may retake the Licensed Area and may terminate this Agreement by giving written notice of termination to Licensee. Without such notice, Licensor's retaking will not terminate this Agreement. On termination, Licensor may recover from Licensee all damages proximately resulting from the breach, including the cost of recovering the Licensed Area (including attorneys' fees, costs of litigation and the like), and the difference between the License Fee due for the balance of the Term, as though this Agreement had not been terminated, and the reasonable license value of the Licensed Area, which sum shall be immediately due to Licensor from Licensee.
- c. Licensor may retake and re-license the Licensed Area or any part thereof for any term without terminating this Agreement at such rate and on such terms as Licensor may choose. Licensor may make alterations and repairs to the Licensed Area. In addition to Licensee's liability to Licensor for breach of this Agreement, Licensee shall be liable for all expenses of the re-licensing, any alterations and repairs made, and the License Fee due for the balance of the Term, which sum shall be immediately due to Licensor from Licensee. The amount due to Licensor will be reduced by the net payments received by Licensor during the remaining term of this Agreement from re-licensing the Licensed Area or any part thereof. If during the remaining term of this Agreement, Licensor receives more than the amount due to Licensor under this sub-section, Licensor shall retain such excess.

20. Notices. All notices and correspondence under this Agreement shall be given by certified or registered mail or by overnight delivery with a national courier providing confirmation of delivery to the following addresses, or any address designated by a party by giving notice to the other parties pursuant to this section:

If to Licensor:	University of Nebraska at Kearney Strategic Partnerships and Operations 2204 University Drive, Suite 105 Kearney, NE 68845
with a copy to:	University of Nebraska Office of the Vice President and General Counsel 3835 Holdrege St. Lincoln, NE 68583-0745
If to Licensee:	Central Community College Vice President of Administrative Services 3134 W. Highway 34 Grand Island, NE 68802-4903

21. Entire Agreement. This Agreement, and any attachments hereto, contains the entire agreement between the parties hereto, and no prior or subsequent agreement shall operate to change, modify, terminate, or discharge this Agreement in whole or in part unless such agreement is in writing and signed by the parties. Licensor has made no representations or promises with respect to the Licensed Area except as are expressly set forth in this Agreement. Time is of the essence with respect to all obligations to be performed hereunder.

22. Force Majeure. Any failure to perform or delay in performance by either party of any obligation under this Agreement, other than Licensee's obligation to pay the License Fee, shall be excused if such failure or delay is caused by any strike, lockout, governmental restriction, pandemic or epidemic, natural disaster, or any similar cause beyond the control of the party so failing to perform, to the extent and for the period that such continues.

23. Accord and Satisfaction. No payment by Licensee or receipt by Licensor of a lesser amount than the amount owing hereunder shall be deemed to be other than on account of the earliest stipulated amount receivable from Licensee, nor shall any endorsement or statement on any check or any letter accompanying any check or payment as the License Fee be deemed an accord and satisfaction, and Licensor may accept such check or payment without prejudice to Licensor's right to recover the balance of such License Fee or receivable or pursue any other remedy available under this Agreement or the laws of the State of Nebraska.

24. Nondiscrimination. Licensee herein covenants by and for itself, its heirs, executors, administrators and assigns and all persons claiming under or through it, and this Agreement is made and accepted upon and subject to the following conditions: That there shall be no discrimination against or segregation of any person or group of persons on account of race, sex, marital status, color, creed, national origin, or ancestry, in the licensing, assigning, use, occupancy, tenure, or enjoyment of the Licensed Area, nor shall the Licensee itself, or any person claiming under or through it, establish or permit any such practice or practices of discrimination or segregation with reference to the selection, location, number, use, or occupancy of licensees in the Licensed Area. No party nor any of its subcontractors shall discriminate against any employee, or applicant for employment to be employed in the performance of this Agreement, with respect to hire, tenure, terms, conditions, or privilege of employment because of the race, color, religion, sex, disability, or national origin of the employee or applicant in accordance with the Nebraska Fair Employment Practice Act (Neb. Rev. Stat. §§ 48-1101 to 48-1125).

25. Severability. If any term, covenant or condition of this Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent, the remainder of this Agreement, or the application of such term, covenant or condition to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby and each term, covenant or condition of this Agreement shall be valid and be enforced to the fullest extent permitted by law.

26. Waiver. The failure of any party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with each and every provision of this Agreement.

27. Governing Law and Venue. The Agreement shall be governed by the laws of the State of Nebraska without giving effect to its conflicts of law provisions. Any legal actions brought by any party hereunder shall be in the state courts located in Lancaster County, Nebraska. Any legal action by Licensee

in relation to the Agreement shall be instituted in accordance with the provisions of the Nebraska State Contract Claims Act (Neb. Rev. Stat. §§ 81-8,302 to 81-8,306).

28. Counterparts. This Agreement may be signed in one or more counterparts, which when taken together, shall constitute one and the same Agreement. The parties may execute this Agreement and exchange counterparts by means of facsimile or electronic transmission and the parties agree that the receipt of such executed counterparts shall be binding on the parties and shall be construed as originals.

29. Authorization. Each party has full right and authority to enter into this Agreement pursuant to the terms of its state of formation, and that each person signing on behalf of the particular party is authorized to do so with such action constituting the valid and binding agreement of such party without further approval required.

30. Conflict of Interest. Licensee certifies, to the best of its knowledge and belief, that there is no unresolved actual or potential conflict of interest related to the Agreement. If an actual or potential conflict of interest related to the Agreement arises during the Term, Licensee shall provide to the vice chancellor for business and finance a written disclosure statement that describes all relevant information concerning the actual or potential conflict of interest. If the actual or potential conflict of interest cannot be resolved or Licensor determines Licensee's certification set forth in this section is false, Licensor may declare the Agreement void and of no further force or effect and Licensor shall have no further obligations under the Agreement.

31. Relationship of Parties. No agency, partnership or joint venture is created by this Agreement. The parties disclaim any intent to form such relationship. Licensee has no authority to bind or commit Licensor to any agreements or other obligations.

32. Drug Free Workplace. Licensee agrees that neither Licensee nor any of its employees shall engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity contemplated by this Agreement. Licensee further agrees to insert a provision similar to this statement in all subcontracts or agreements for services with respect to the Licensed Area.

33. Sexual Harassment. State and federal law, as well as the policies of the Board of Regents of the University of Nebraska, prohibit sexual harassment of members of the University community. Sexual harassment includes any unwelcome sexual advance, any request for a sexual favor, or any other verbal or physical conduct of a sexual nature that is so pervasive as to create a hostile or offensive environment. Licensee shall exercise control over its employees so as to prohibit acts of sexual harassment of Licensor employees, students and other members of the University community. The employer of any person who Licensor, in its reasonable judgment, determines has committed an act of sexual harassment agrees as a term and condition of this Agreement to cause such person to be removed from the Licensed Area and from the Property and to take such other action as may be reasonably necessary to cause the sexual harassment to cease. Licensor will promptly inform Licensee in writing of any sexual harassment complaint alleging that a Licensee employee sexually harassed a member of the University community. Upon receipt of the complaint, Licensee will permanently remove the employee from the Licensed Area for the remainder of the Term.

34. Criminal Background Investigations. Licensee represents and warrants that Licensee has obtained, at its own expense and in a manner compliant with all applicable laws, a background screening for all of its employees who will be present on the Property. Such background screenings shall be completed consistent with current industry standards and shall, at a minimum, include the same degree of

thoroughness as the background checks Licensor conducts for its newly hired staff. Licensee shall update any background screening upon reasonable request by Licensor and any request based upon the occurrence of any illegal activity involving Licensee or its personnel, or the reasonable suspicion of illegal activity shall be deemed reasonable. Licensee shall provide Licensor with evidence of the completion of the required background screenings upon Licensor's request. Licensee shall not hire, retain, or engage any individual who will be present on the Property who has been convicted (felony or misdemeanor) of or entered into a court-supervised diversion program for any sexual offense, felony assault (including domestic violence related incidents), child abuse, molestation or other crime involving endangerment of a minor, murder, or kidnapping. Licensee and Licensee's employees or agents who will be present on the Property cannot be listed on any sex offender registry. Other convictions, such as misdemeanor assault, drug distribution activity, felony drug possession, and any other felony or crime involving moral turpitude may also render Licensee and Licensee's employees or agents ineligible to be present on the Property, taking into consideration (a) the nature and gravity of the offense(s), (b) the time that has passed since the offense or conduct and/or completion of the sentence, and (c) the nature of the services being performed. Licensee's employees or agents cannot be listed on any sex offender registry. Licensee shall ensure any third party with whom Licensee engages to provide services on the Property shall comply with the same restrictions, conditions, and requirements of this section in the same capacity as Licensee.

35. Compliance with Laws and Regulations; University of Nebraska Policies. Performance under this Agreement shall comply with all applicable federal, state, and local laws; all rules and regulations prescribed by Licensor; and any policies of the University of Nebraska specified by Licensor. Licensee agrees to indemnify Licensor against any loss, cost, liability or damage by reason of Licensee's violation of any applicable law, regulation or policy.

36. Public Records. Under Neb. Rev. Stat. §§ 84-712 to 84-712.09, information or records of or belonging to Licensor regarding, related to, and part of this Agreement will be open to public inspection and copying unless exempted from disclosure in accordance with Licensor's interpretation and application of applicable law. It shall be the sole responsibility of Licensee (a) to notify Licensor of requested redactions to any such information or records that may otherwise be required to be open to public inspection and copying and (b) to indicate the legal basis for such requested redactions. In addition, Licensee shall defend any challenge to such requested redactions at its own expense. Licensee's failure to request redactions to any information or records released by Licensor under this section shall constitute a complete waiver of any and all claims for damages caused by any such release.

37. Survival. Provisions surviving termination of this Agreement are those which on their face affect rights and obligations after termination and also include provisions concerning indemnification, confidentiality, and governing law and venue.

38. No Personal Liability. In no event shall any regent, official, officer, employee, agent, or student of Licensor be personally liable or responsible for any representation, statement, covenant, warranty or obligation contained in, or made in connection with, this Agreement, express or implied.

[Signature page to follow]

IN WITNESS WHEREOF, the parties hereto have executed this Agreement effective as of the day and year first above written.

Board of Regents of the University of Nebraska

Central Community College

Signature: Scott Benson

Signature: Matt Gotschall

Printed Name: Scott Benson

Printed Name: Matt Gotschall

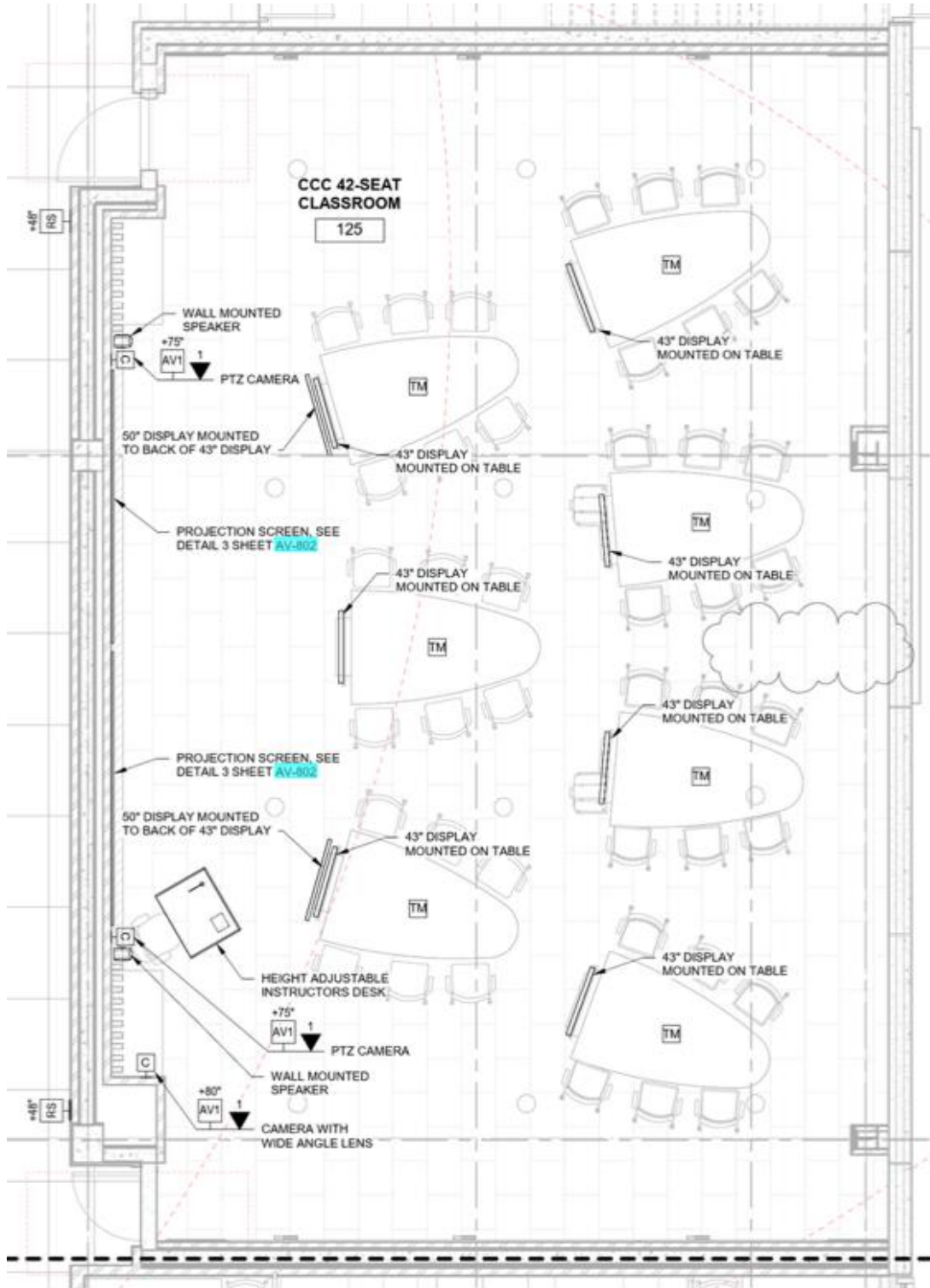
Date: 01/16/2026 | 09:45 CST

Date: 01/16/2026 | 09:41 CST

Title: Vice Chancellor for Business & Finance

Title: College President

Exhibit A
Licensed Area



Certificate Of Completion

Envelope Id: 38768F30-9D36-4508-A4EB-1D82207E0D18
 Subject: Complete with Docusign: CCC - UNK License Agreement.docx
 Source Envelope:
 Document Pages: 10
 Certificate Pages: 5
 AutoNav: Enabled
 Envelopeld Stamping: Disabled
 Time Zone: (UTC-06:00) Central Time (US & Canada)

Status: Completed
 Envelope Originator:
 Michael Christen
 1400 R St.
 Lincoln, NE 68588
 christenmt2@unk.edu
 IP Address: 144.216.255.217

Record Tracking

Status: Original
 1/16/2026 9:01:07 AM
 Holder: Michael Christen
 christenmt2@unk.edu
 Location: DocuSign

Signer Events

Matt Gotschall
 mgotschall@cccneb.edu
 College President
 Central Community College
 Security Level: Email, Account Authentication
 (Optional), Login with SSO

Signature

Matt Gotschall
 Signature Adoption: Pre-selected Style
 Using IP Address: 198.99.91.32

Timestamp

Sent: 1/16/2026 9:04:59 AM
 Viewed: 1/16/2026 9:36:43 AM
 Signed: 1/16/2026 9:41:15 AM

Electronic Record and Signature Disclosure:
 Accepted: 1/16/2026 9:36:43 AM
 ID: 523bf396-5b68-46b7-bb47-275e4c498b41

Scott Benson
 bensonsa1@unk.edu
 Vice Chancellor for Business & Finance
 University of Nebraska at Kearney
 Security Level: Email, Account Authentication
 (Optional)

Scott Benson
 Signature Adoption: Pre-selected Style
 Using IP Address: 144.216.255.220

Sent: 1/16/2026 9:41:16 AM
 Viewed: 1/16/2026 9:45:31 AM
 Signed: 1/16/2026 9:45:53 AM

Electronic Record and Signature Disclosure:
 Not Offered via Docusign

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Event	Status	Timestamp
Envelope Sent	Hashed/Encrypted	1/16/2026 9:04:59 AM
Certified Delivered	Security Checked	1/16/2026 9:45:31 AM
Signing Complete	Security Checked	1/16/2026 9:45:53 AM

Envelope Summary Events	Status	Timestamps
Completed	Security Checked	1/16/2026 9:45:53 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Internet 2 OBO University of Nebraska - Lincoln (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Internet 2 OBO University of Nebraska - Lincoln:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: esignature@nebraska.edu

To advise Internet 2 OBO University of Nebraska - Lincoln of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at esignature@nebraska.edu and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Internet 2 OBO University of Nebraska - Lincoln

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to esignature@nebraska.edu and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Internet 2 OBO University of Nebraska - Lincoln

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to esignature@nebraska.edu and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Internet 2 OBO University of Nebraska - Lincoln as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Internet 2 OBO University of Nebraska - Lincoln during the course of your relationship with Internet 2 OBO University of Nebraska - Lincoln.

LANE & WATERMAN LLP
ATTORNEYS AT LAW SINCE 1854

220 North Main Street Suite 600
Davenport, IA 52801
563.324.3246
www.L-WLaw.com

Joshua J. McIntyre
563.333.6683
JMcIntyre@L-WLaw.com

January 19, 2026

Sean McDonald
4500 63rd Street
PO Box 1027
Columbus, NE 68602
Via Email: seanmcdonald@ccneb.edu

Matthew Gotschall, President
Central Community College
3134 W. Highway 34
Grand Island, NE 68802
Via Email: mgotschall@cccneb.edu

Re: Terms of Engagement and Conflict Waiver

Dear Sean and Matthew:

Lane & Waterman LLP (“Lane & Waterman”) has been asked to jointly represent Sean McDonald and Central Community College (the “College”) in connection with copyright matters arising from a play written and developed by Sean and several colleagues who are not associated with the College. The purpose of this letter is to formally disclose the terms of our engagement and obtain your informed waiver of certain conflicts of interest that may arise between Sean and the College.

Proposed Engagement. We understand our engagement will include an evaluation of legal risks associated with the play; development of documentation to confirm ownership of rights to the play and its commercialization; and an agreement between Sean and the College concerning the donation of certain royalties. We understand the College will be responsible for the legal fees and costs associated with this work.

Fees and Costs. I will be the primary attorney assigned to assist you, and my fee is \$390 per hour. Because we make every effort to perform work in an efficient and cost-effective manner, some work may also be performed by another attorney at rates between \$230 and \$395 per hour, or by a paralegal at the rate of \$200 per hour. These rates will continue for the remainder of 2026 and are subject to increase at the beginning of each calendar year. During this matter, you will be invoiced for our work monthly. We will keep you apprised of the incurred expense and the anticipated expense as we move forward in the representation.

Sean McDonald
Matthew Gotschall
January 19, 2026
Page 2

Retainers. We do not require the payment of an initial retainer at this time. If the scope of our work changes or we anticipate incurring costs on your behalf, we may require payment of a retainer. Any retainer will be deposited into trust and applied to your last invoice at the conclusion of this matter, with any remainder returned to you. Please see the enclosed Standard Terms of Engagement for more details.

Conflicts. Lane & Waterman may jointly represent Sean and the College only to the extent the parties are aligned on all significant issues that arise in the course of the representation. While we do not anticipate any conflicts, it is possible for circumstances to arise in which Sean's personal interests conflict with the interests of the College. In particular, a conflict may arise with respect to ownership over the play, control of its publication, the royalties to be paid to the College, and issues related to liability arising from the play's content or commercialization.

Our joint representation of Sean and the College may be undertaken only if both parties agree to waive any and all present and future conflicts, to the extent such conflicts are waivable. Accordingly, Lane & Waterman's representation of Sean and the College with respect to this matter is subject to the following conditions:

1. Lane & Waterman will represent Sean McDonald and the College jointly. During this representation, Lane & Waterman cannot act as an advocate on behalf of one party to the detriment of the other. This limitation may require each party to take more responsibility in assessing the proposed business and legal terms to confirm they are acceptable.

2. As joint clients, the attorney-client privilege will be shared. This means that conversations between Lane & Waterman, Sean, and the College that are related to the proposed representation will be privileged from disclosure to outside parties. However, in the event of a later dispute between Sean and the College, such conversations or information may not be privileged and may be subject to disclosure.

3. In addition, Lane & Waterman's duties of representation extend to Sean and the College equally. This means that relevant information shared by one party may be disclosed to the other. In some circumstances, Lane & Waterman may have an obligation to disclose such information. Therefore, we cannot agree to withhold any relevant information from one party, even if the disclosing party believes the information to be confidential.

4. The parties each fully understand the implications and possible conflicts of interest that may arise from the joint engagement and hereby waive the same in order to permit Lane & Waterman's engagement of both parties.

Sean McDonald
Matthew Gotschall
January 19, 2026
Page 3

5. The parties acknowledge the rights and privileges to engage independent counsel in connection with the issues identified above and/or approval of this letter and waiver of conflict.


6. The parties acknowledge they may revoke this consent at any time by submitting written notice to that effect to Lane & Waterman, whereupon Lane & Waterman will cease further representation of the parties with respect to this matter. Similarly, the parties agree that Lane & Waterman may withdraw immediately with notice to the parties in the event Lane & Waterman determines it is unable to continue jointly representing the parties with respect to this matter.

Please feel free to contact me if you have any questions regarding this conflict disclosure and waiver. If there are no questions and you agree to engage our firm under the conditions set forth above, please indicate your consent below.

Sincerely,

LANE & WATERMAN, LLP

By


Joshua J. McIntyre
Lane & Waterman LLP

JJM/caz

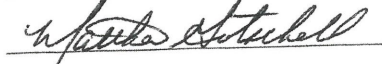
[Acknowledgment and Signature Page Follows]

ACKNOWLEDGED AND AGREED

The undersigned acknowledge the foregoing, and consent to the representation by Lane & Waterman, LLP as set forth above.

AGREED:

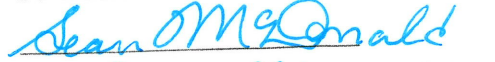
For Central Community College


Name: Matthew Gotschall

Title: College President

Date: 1/20/2026

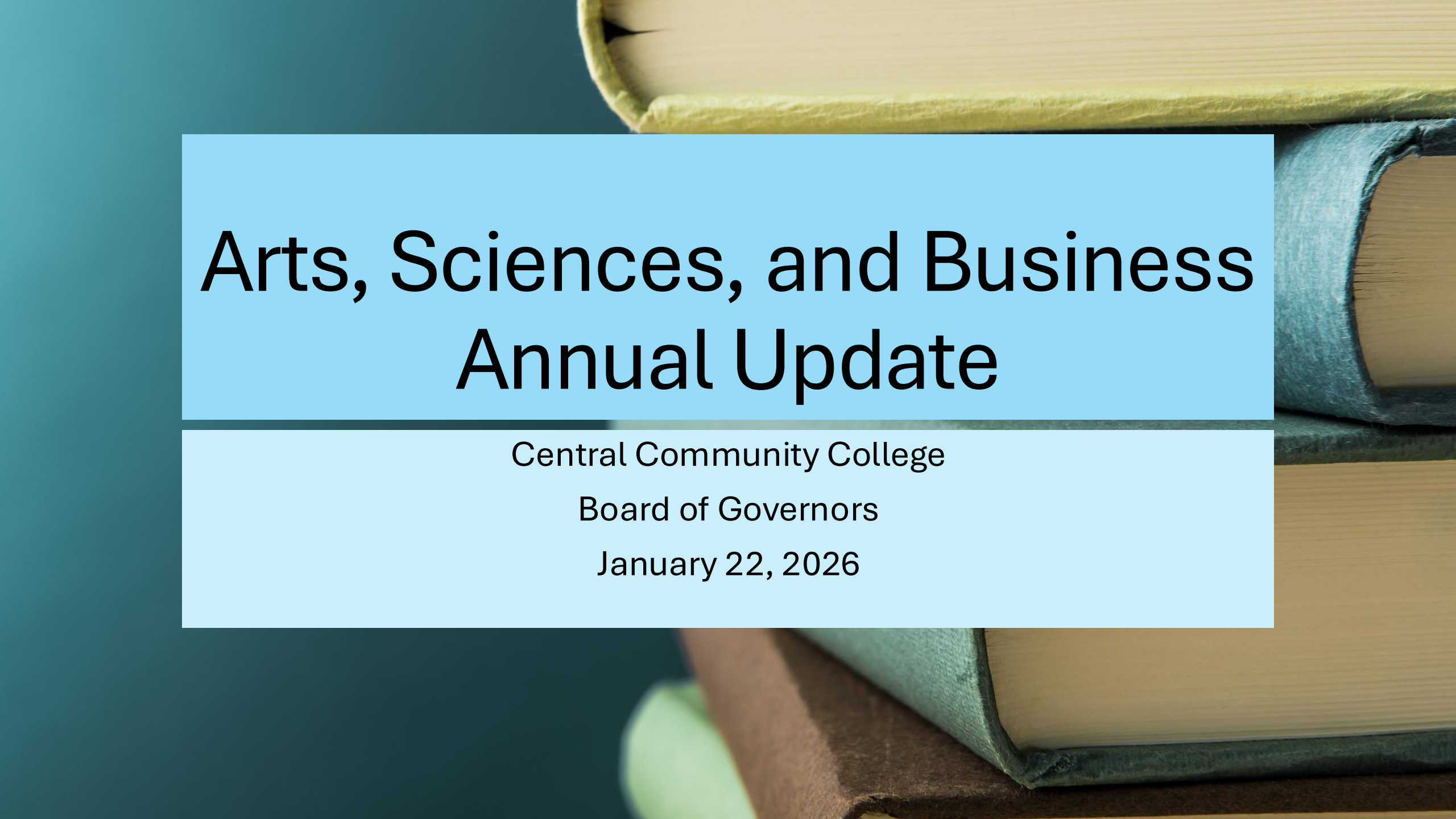
For Sean McDonald


Name: SEAN McDONALD

Date: 1/20/2026



**SIGN
& DATE**



Arts, Sciences, and Business Annual Update

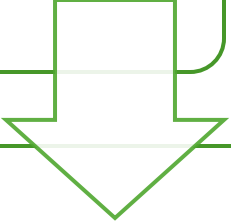
Central Community College

Board of Governors

January 22, 2026

Vision and Mission

To support a dynamic and inclusive educational community.



Through promoting innovation, collaboration, and meaningful learning.

25-26 Priority Work



STAFF SUPPORT



FACULTY EXPERIENCE



CURRICULUM
INSTRUCTION
ASSESSMENT



PHYSICAL AND VIRTUAL
RESOURCES

24-25 Celebrations

29 faculty attended
conferences

7 faculty presented
at a conference

23 Fine Arts Dept.
performances

67 Admissions and
Recruiting events
attended

3 Grants received

Expanded 8-week
courses offered

Business program
revision

Early Childhood
Education
increased Live
Video options

Hastings Library
move

Arts, Sciences, and Business Division

24-25 Awards

Degrees: 300

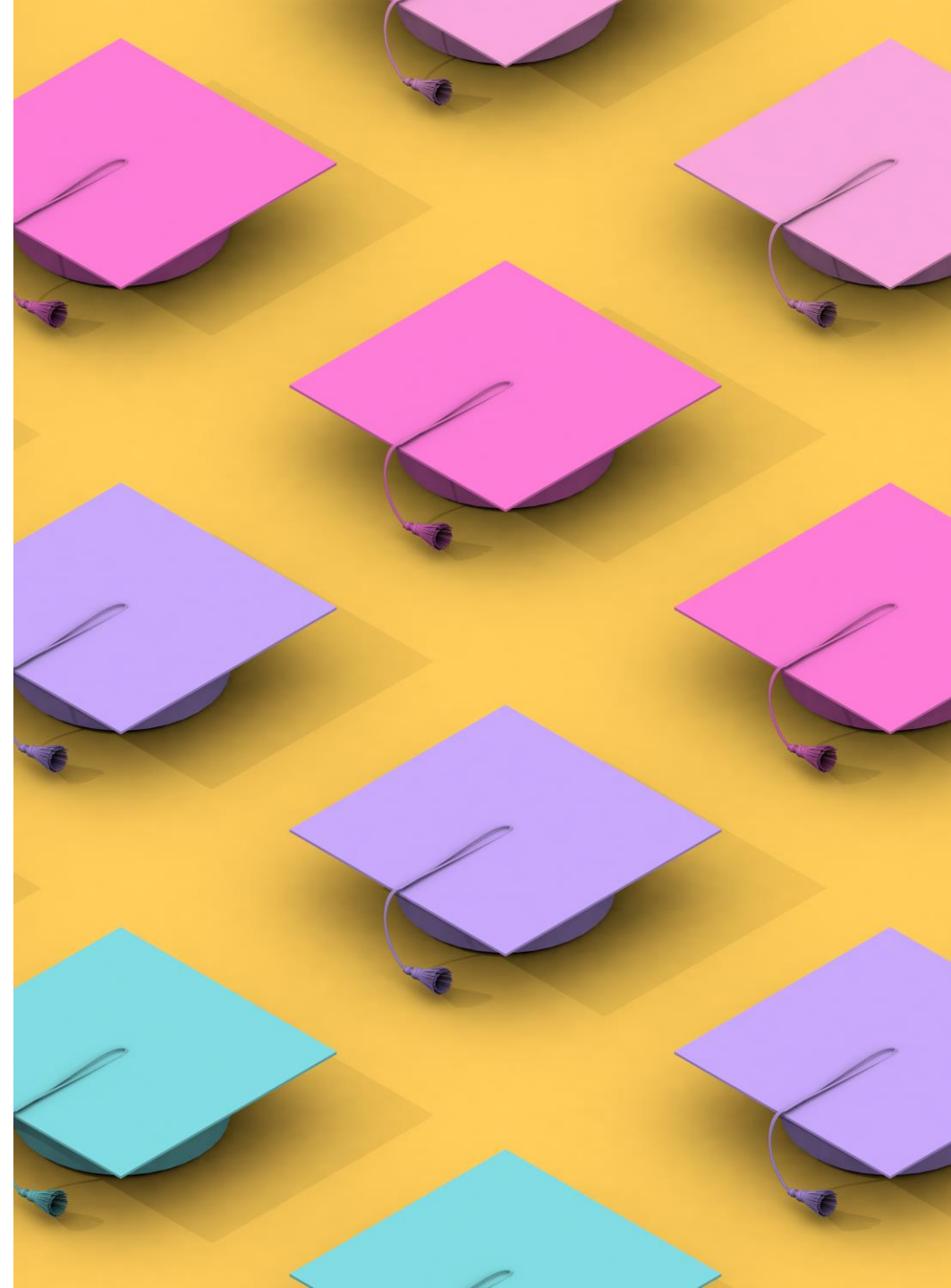
Diplomas: 176

Certificates: 358

63% of the college's FTE

42% of the college's degrees

28% of the college's awards





CCC Theatre

- Community Engagement
 - Student Involvement
- Interdepartmental Collaboration

Shakespeare in the Park

Performance & Setting

- Performed at Frankfort Square in Downtown Columbus
- Outdoor, public performance designed for broad community access

Community Engagement

- Partnered with Paws and Claws to feature adoptable dogs during the event
- Collaborated with downtown businesses
- Hosted three local food trucks
- Participated in Trunk or Treat on opening night, drawing more than 2,000 attendees



Shakespeare (continued)

Collaboration & Leadership

- Coordinated by Whitney Hank, Fine Arts Coordinator and XR Lab Coordinator
- Dr. Krista Vazquez-Connelly, Band Director, arranged 10 musical pieces and included three community band members

Student Participation & Access

- 22 students participated, most receiving scholarships
- No admission fee; free-will donation model
- Audience members were encouraged to come and go, increasing accessibility





Junie B. Jones the Musical

Performance & Outreach

- Touring production presented for area elementary schools
- Designed specifically for school outreach by Sean McDonald, Speech Instructor

Audience Reach

- All five local public elementary schools' first-grade classes attended
 - Approximately 300 students
- Schuyler Elementary School hosted two performances, reaching approximately 700 students

Junie B. (continued)

Access & Affordability

- Student audiences received free admission with the purchase of an adult ticket

Student Participation & Instruction

- 23 students involved in cast and crew roles
- Jeff Kitson, Choir Instructor, served as Music Director





Charlie Brown Christmas

Immersive Audience Experience

- Designed as a full holiday experience, not only a performance
- Pre-show activities (photo booth, ornament making, sugar cookie decorating, hot chocolate bar)

Performance & Collaboration

- Combined band and choir concert with a staged *Charlie Brown Christmas* performance
- Choreography by Shannon McDonald, Library Resource Center Supervisor

Charlie Brown (Continued)

Community Engagement & Access

- Participated in Trunk or Treat, distributing free children's tickets and candy
- Reached approximately 500 audience members across two performances

Student Participation

- 36 students participated, representing:
 - Theatre
 - Choir
 - Band
 - Early Childhood Education
 - Volleyball team



Gage County NE

- **Production Context**

- Documentary theatre production based on the wrongful conviction of The Beatrice Six
- The case was featured in HBO's *Mind Over Murder*

- **Artistic & Educational Scope**

- Written by Cecilia Rubino (Associate Professor of Theater at Lang College/The New School)
- New production cut featuring nine actors
- Music coordinated by Jeff Kitson, Choir Instructor
- Raked stage design in the shape of Nebraska, designed by Sean McDonald, Speech Instructor
- Architectural drafts by Renee DeWyke

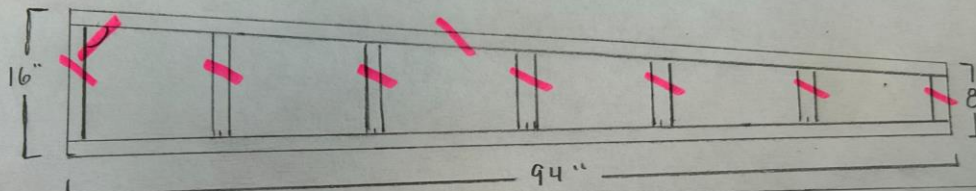


Gage County (Continued)

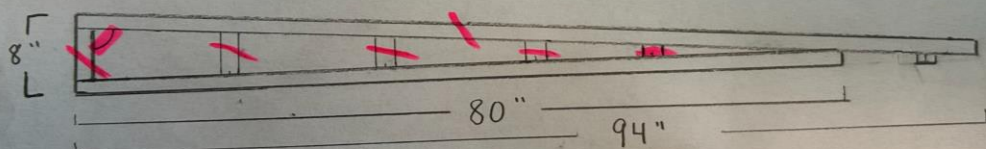
Experiential Learning & Grant Support

- Supported by a **CCC Mini Grant**
- Grant funding will enable:
 - Residency by playwright Cecilia Rubino, who will work with students on campus for one week
 - Student travel to Beatrice to meet and speak with the original actors involved in the production

B.2 (UPSTAGE HALF)



B.1 (DOWNSTAGE HALF)



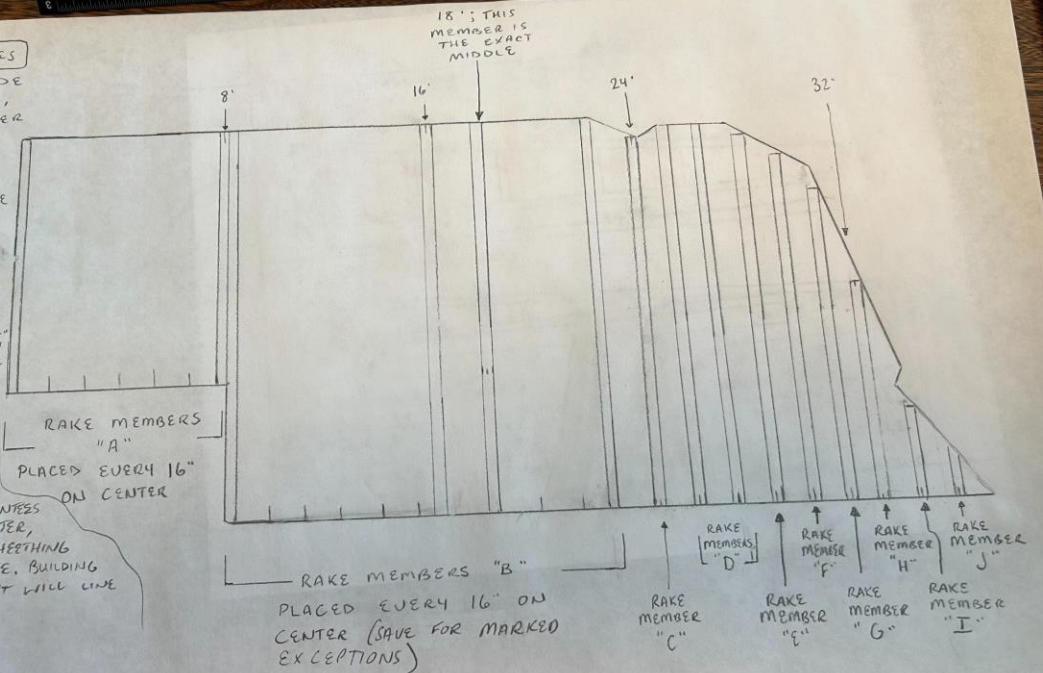
NOTES:

- * 2" x 4" CONSTRUCTION
- * I BELIEVE THIS IS A 5° ANGLE. THERE'S FLEXIBILITY THERE, HOWEVER. THE IMPORTANT THING IS THAT THEY BUTT TOGETHER TO MAKE A 188" LONG RAMP
- * I MADE A LITTLE LIP AT THE BOTTOM OF THE D.S. HALF TO AVOID CUTS AT STEEP ANGLES
- * THE PINK HASHMARKS ARE MEASUREMENTS I WOULD LIKE MARKED.

S.F. McDONALD
GAGE CO., NE
RAKE MEMBER "B"
1" : 1'

A COUPLE NOTES

- ON THE SL SIDE OF THE PLATFORM, THE MISSOURI RIVER CARVES OUT SOME TOUGH ANGLES. CONSTRUCT THE RAKE MEMBERS SQUARE AND REINFORCE THOSE WEIRD CHUNKS AS NEEDED.
- RAKE MEMBERS "B" THROUGH "F" SHOULD BE BUILT AS TWO HALVES. MEMBERS "A", "G", "H", "I", AND "J" CAN BE ONE PIECE.
- A THOUGHT ON BUILDING: START WITH "B" MEMBERS. THEN "C." THEN "A." THEN "D." THEN "J."
- STARTING W/ "B" GUARANTEES THE PLATFORM IS CENTER, "C" GIVES PLYWOOD SHEATHING A PLACE TO TERMINATE. BUILDING "A" THIRD ENSURES IT WILL LINE UP WITH "B"



3/8 : 1'



Questions?

Proposed 2025-2030 Strategic Plan Vision & Values **(Updated following collegewide survey 12/22/25)**

Our Mission: Central Community College maximizes student and community success.

Our Vision: To be a leader in education through advancement in:

- a) student achievement of their educational goals through quality education led by dedicated, qualified faculty and staff, creating pathways to employment and continued learning, and a positive return on investment for students and the community.
- b) preparation of Nebraska's skilled workforce through expanded work-based learning partnerships and entrepreneurship opportunities, supported by modern facilities, technology and engaged alumni.
- c) collaboration with public and private entities to develop innovative solutions that address the evolving needs of current and potential Nebraskans.

Our Values: ASPIRE

Access: Ensuring access to quality instruction by using multiple delivery methods and providing support services at locations across Central Nebraska.

Student Success: Serving the needs of all students by creating a learner-centered environment that promotes student development and completion of educational goals.

Partnerships: Fostering lifelong learning by preparing students for success in an interconnected society through mutually beneficial collaborations that provide a meaningful return on time and resources.

Innovation: Developing and implementing new programming, services and technologies that meet constituents' needs, enhance institutional efficiencies and make learning more accessible, engaging and efficient.

Responsibility: Using data, including stakeholder input, to make responsible decisions that serve students' best interests, align with stewardship of taxpayer dollars and enhance opportunities for continuous advancement of student and community success.

Engagement: Exhibiting leadership and excellence in postsecondary education through successful student outcomes, a positive work environment, and demonstrated ethical and professional standards.

Three Impact Initiatives for 2025-2030:

Outreach for Adult Learners:

Advance the education of the population served by CCC through convenient access to educational programs and support services. By leveraging existing programs and tailoring their delivery to meet the needs of adult learners, this population will have expanded opportunities to complete educational courses, programs of study and industry-recognized credentials. Programs and support services may be offered in alternative formats, short-term or accelerated sessions, and at times to assist with award completion.

Career-Aligned Transfer Readiness:

Boost student enrollment and completion of degrees by aligning our awards with career paths and updated general education standards of Nebraska's four-year universities and state colleges. The initiative includes reviewing and revising general education requirements and introducing career-aligned transfer degrees. Innovate and develop new offerings, such as a 30-credit diploma in an academic transfer discipline, and focused transfer degrees aim to improve degree completion and position CCC as a leader in student-centered, transfer-ready education. Advising and student-focused communication is essential as students complete their credentials and transfer efficiently.

Telling Our Story:

Refine a shared identity with our internal and external community through nurturing personal connections to CCC through increased story telling. CCC's stories should capture qualities that define CCC's students, employees and communities. Through intentional communication, both internal and external partners will share compelling stories that encourage others to unite with us to further the college's mission of maximizing student and community success.

Desired Student Outcomes of all CCC Students: (No changes proposed for 2025-2030)

- 1) Completers: skilled, knowledgeable and independent lifelong learners who possess the work ethic and communication skills necessary for successfully completing their college educational goals.
- 2) Critical thinkers: innovative problem solvers who are adaptable, inquisitive and prepared for their future in an interconnected global society.
- 3) Contributors: accountable, motivated and collaborative leaders who make a positive difference in their professions and communities.

Motion

p

The College President recommends approval of 2026-2030 CCC Strategic Mission, Vision, Values and Major Initiatives.

2026-2030 Mission, Vision, Values & Major Initiatives

DR. MATT GOTSCHALL, COLLEGE PRESIDENT

BOARD OF GOVERNORS MEETING, JANUARY 22, 2026



Our Mission: *Central Community College maximizes student and community success.*



2020-2025 Current Vision is to be the best choice in our service area for:

- Facilitating students' achievement of lifelong educational goals of a quality education provided by exceptional faculty and staff and leading to profitable employment options, successful credit transfer and continued learning.
- Developing a skilled workforce through work-based learning partnerships and entrepreneurship opportunities while utilizing modern facilities, technologies and alumni advocates.
- Advancing communities through public and private partnerships to create future civic contributors, economic developers and sustainability leaders.



2020-2025 Central Community College values students, community, innovation and student success. We demonstrate this by *measuring*:

- Access
- Student Success
- Preparation
- Partnerships
- Diversity
- Return on Investment
- Continuous Quality Improvement
- Creativity
- Leadership

Each value had 3-5 data measurements collected



2020-2025 Impactful Initiatives:

Work-based Learning/Apprenticeships: Expand work-based learning or apprenticeships across multiple divisions and disciplines while strengthening employer partnerships, scholarships and support for high demand, high skill and high wage careers in central Nebraska.

Open for Business: Educational programs for part-time adult students that may include evenings, weekends, multiple start points and a mix of online and in person delivery throughout our service area.

Success Coach Program: Provide each full-time and part-time degree, diploma and certificate seeking student access to a success coach.

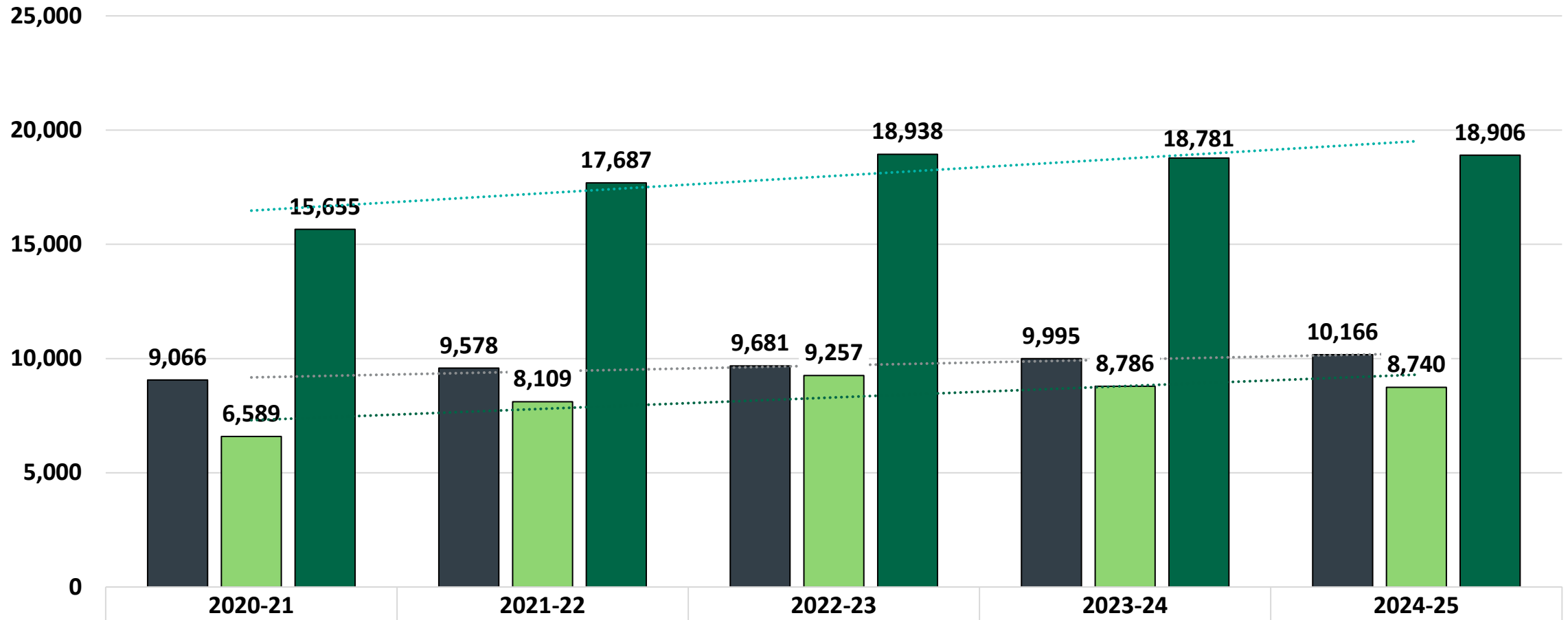


Impactful Initiatives – Brief results

- Student Success Coaching involved over 70 CCC employees volunteering to “coach” 432 students through past several semesters. Additionally, initiative impacted creation of Academic Recovery Teams, Area Retention Team and an enhanced Director of Retention Services position (formerly Director of Student Success Coaching).
- Apprenticeships has grown from 0 businesses/0 apprentices to 16 apprentices earning a certificate, diploma or degree this past year and businesses waiting for apprenticeship matches. \$4 million grant.
- Open for Business – expanded programming, largest “credit” headcount numbers since 2013, largest FTE since 2017-18, perhaps largest unduplicated graduation numbers ever.



Five-Year Unduplicated Headcount

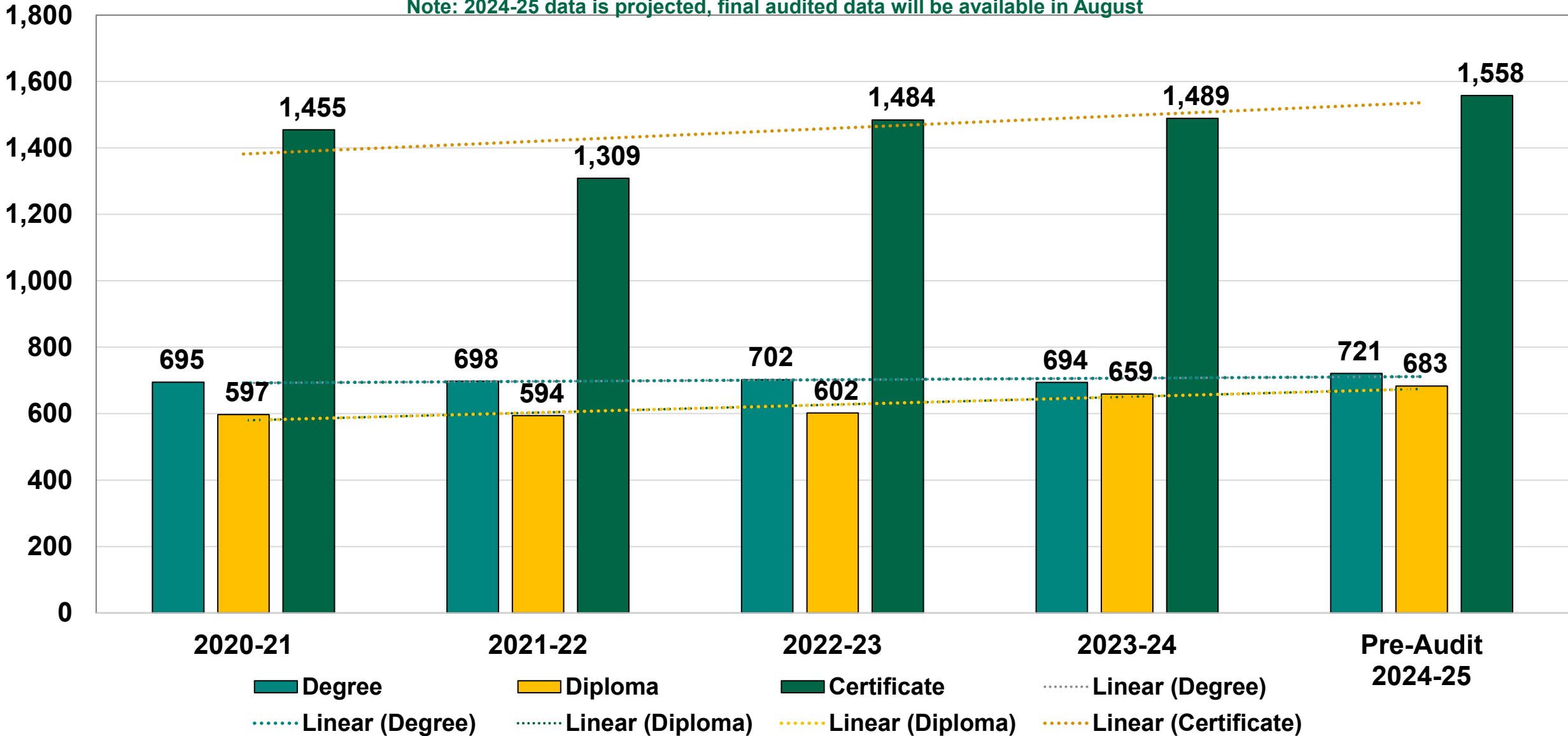


■ Credit Students	9,066	9,578	9,681	9,995	10,166
■ Non-Credit Students	6,589	8,109	9,257	8,786	8,740
■ Total (Dupl.)	15,655	17,687	18,938	18,781	18,906

Total Number of Awards College-wide

Students may be duplicated across award levels

Note: 2024-25 data is projected, final audited data will be available in August



Our Current Mission: *Central Community College maximizes student and community success.*



Nebraska Statute: 85-962: Community College intent, instructional and service priorities:

It is the intent of the Legislature that the community colleges shall be student-centered, open-access institutions primarily devoted to quality instruction and public service, providing counseling and other student services intended to promote the success of a diverse student population, particularly those who have been traditionally underserved in other educational settings. The community colleges, individually and collectively, shall have as their **first** instructional and service priority **applied technology and occupational education** and, when necessary, foundations education. The **second** instructional and service priority of the community colleges shall be **transfer education, including general academic transfer programs**, or applied technology and occupational programs which may be applicable to the first two years of a bachelor's degree program, and, when necessary, **foundations education**. The **third** instructional and service priority of the community colleges shall be **public service, particularly adult continuing education for occupations and professions, economic and community development focused on customized occupational assessment and job training programs for businesses and communities, and avocational and personal development courses**. The **fourth** instructional and service priority of the community colleges shall be **applied research**.



Nebraska Coordinating Commission for Postsecondary Education Priorities (Adopted March 14, 2025)

Increase the percentage of high school graduates who go on college (public rate 64.9%), while encouraging as many as possible to enroll full time and not delay enrollment.

Increase efforts to improve retention and persistence rates, such as implementing effective alternatives to developmental education, greater use of guided pathways, use of integrated planning and advising systems to keep students on track to earn degrees quickly, and addressing student mental health issues.

Support and expand efforts such as Transfer Nebraska and 2+2 agreements, to improve students' knowledge of how credits will transfer among Nebraska colleges and universities, allowing them to plan their path to a degree in the most efficient manner. Transfer agreements should capitalize on the growth of dual credit, maximizing transferability of AAS degrees, and allow students to complete an associate's degree and enter a four-year institution with junior status.

Nebraska has a high proportion of adults who started college but did not complete a credential. Identify and reach out to those adults with completion initiatives, including stackable microcredentials and badges that are recognized by employers. Identify which resources may be necessary to achieve success – including high-speed internet access and rolling course start dates – and pool existing or request new resources to help those students complete credentials.

Reach out to adults who have basic education needs and enroll them in program that provide adult basic education and workforce preparation, such as the integrated education and training program at Metro CC.

Continue to build out and publicize the capabilities of the Nebraska Statewide Workforce and Educational Reporting System (NSWERS) to study the P-16 education pipeline, including employment trajectories of recent graduates, so that strategies to reduce brain-drain can be developed and implemented in a targeted fashion.

Make formal connections to communities outside of/in addition to Omaha and Lincoln for mentorships and internships, such as the cooperative education partnerships between Wayne State College and Norfolk and Grand Island.



CCC Service Area Interest

(Chambers, Economic Development, Cities, Community Visits)

As evident in all of our current locations:

- Columbus
- Grand Island
- Hastings
- Kearney
- Lexington – entire Dawson County
- Holdrege
- Ord
- Red Cloud
- Albion

Communities throughout our area what our interest, involvement and investment.



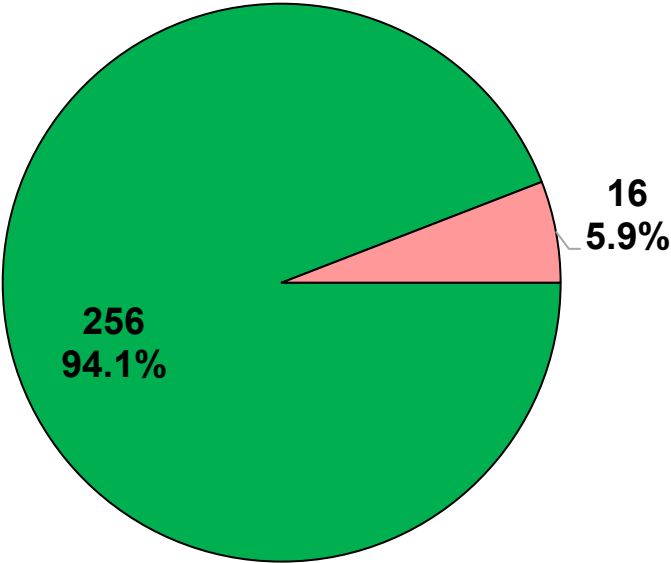
Proposed Retaining Mission: *Central Community College maximizes student and community success.*



Proposed Retaining Mission: Central Community College maximizes student and community success

Q1. 2025-2030 Retention of Current Mission (N=272)

■ I support keeping this mission ■ I do not support keeping this mission



Ninety-four percent of employees support keeping the current mission of Central Community College maximizes student and community success. Nine people provided insights and recommendations for improving the mission statement.

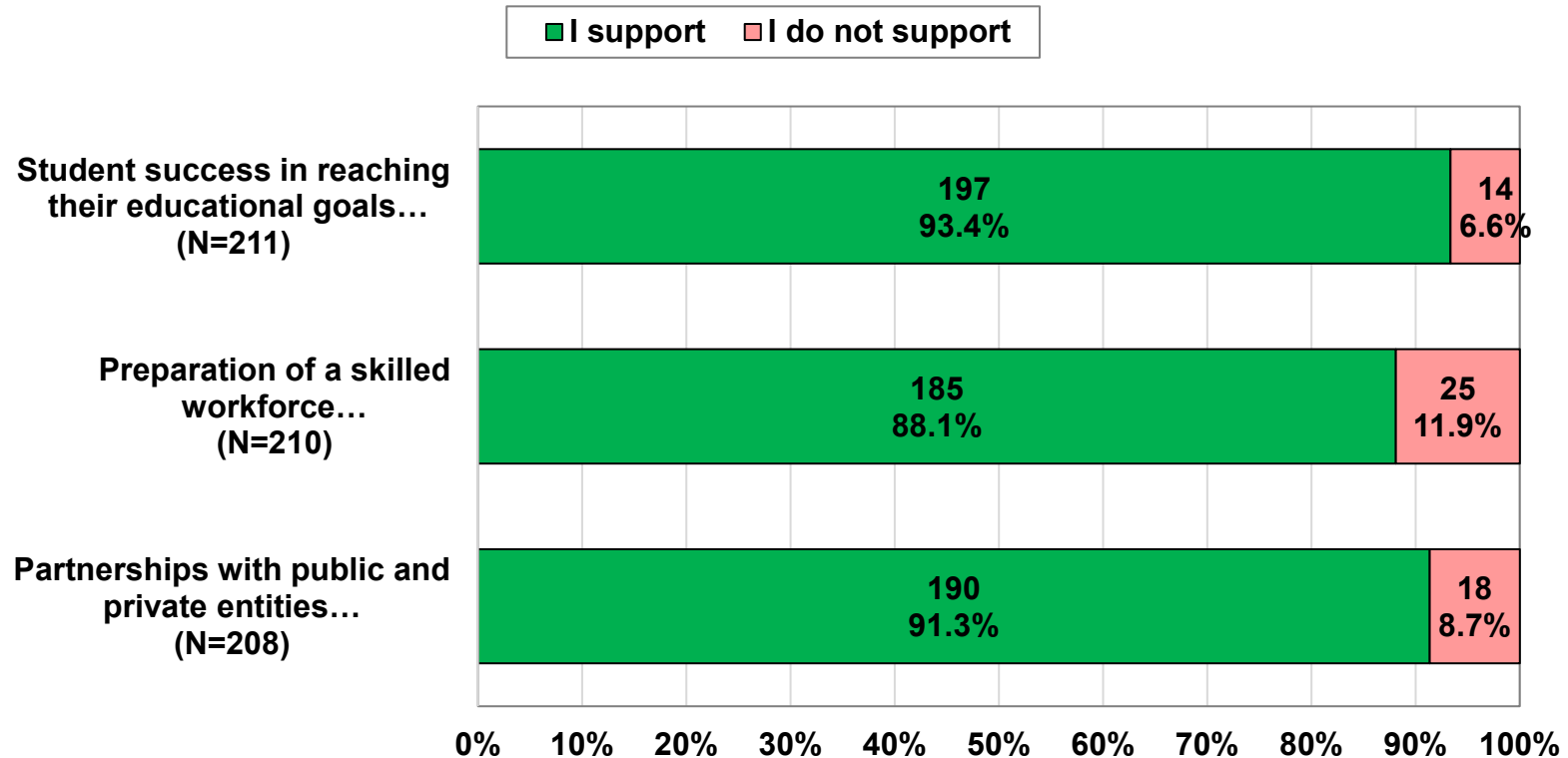
Proposed: 2025-2030 To be a leader in education through advancement in:

- a) **Student achievement of their educational goals** through quality education led by dedicated, qualified faculty and staff, creating pathways to employment and continued learning, and a positive return on investment for students and the community.
- b) **Preparation of Nebraska's skilled workforce** through expanded work-based learning partnerships and entrepreneurship opportunities, supported by modern facilities, technology and engaged alumni.
- c) **Collaboration with public and private entities** to develop innovative solutions that address the evolving needs of current and potential Nebraskans.



Proposed: 2025-2030 Vision is to be a leader through measuring

Q2. 2025-2030 Proposed Vision Statement: CCC's vision is to be a leader through measuring:



Overall support of the vision statement components ranges between 88.1% and 93.4%. Between 10 and 25 people provided feedback to help improve individual components of the vision statement.



Proposed Central Community College values: ASPIRE. (AI assisted)

- **A**ccess
- **S**tudent Success
- **P**artnerships
- **I**nnovation
- **R**esponsibility
- **E**ngagement



Proposed Central Community College values:

ASPIRE (AI assisted)

- **Access:** Ensuring access to quality instruction by using multiple delivery methods and providing support services at locations across Central Nebraska.
- **Student Success:** Serving the needs of all students by creating a learner-centered environment that promotes student development and completion of educational goals.
- **Partnerships:** Fostering lifelong learning by preparing students for success in an interconnected society through mutually beneficial collaborations that provide a meaningful return on time and resources.



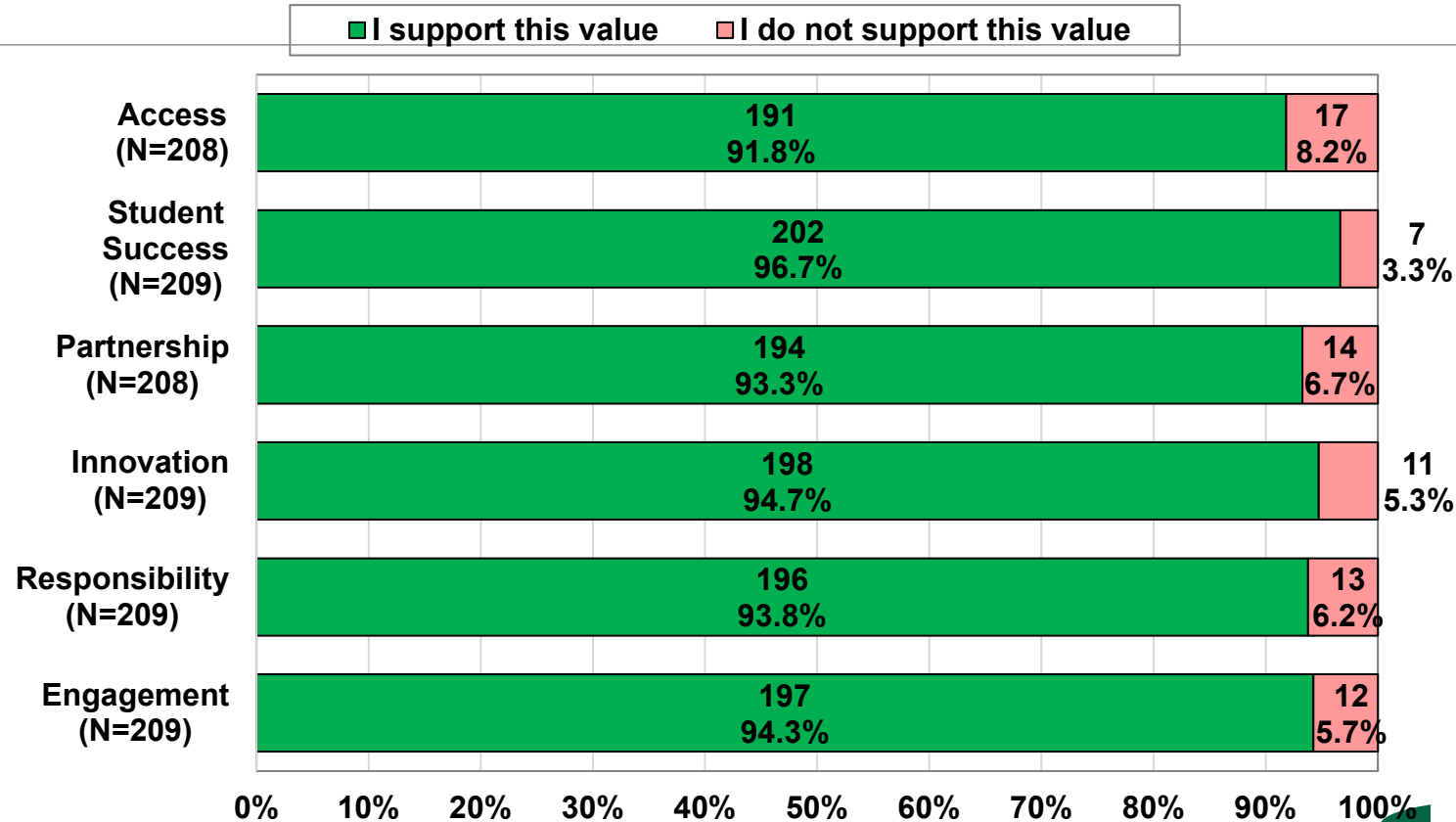
Proposed Central Community College values: ASPIRE. (AI assisted)

- **Innovation:** Developing and implementing new programming, services and technologies that meet constituents' needs, enhance institutional efficiencies and make learning more accessible, engaging and efficient.
- **Responsibility:** Using data, including stakeholder input, to make responsible decisions that serve students' best interests, align with stewardship of taxpayer dollars and enhance opportunities for continuous advancement of student and community success.
- **Engagement:** Exhibiting leadership and excellence in postsecondary education through successful student outcomes, a positive work environment, and demonstrated ethical and professional standards.



Proposed 2025-2030 Values: The following values create the acronym: ASPIRE

Q3. 2025-2030 Proposed Values: ASPIRE



Overall support for the ASPIRE values is positive, ranging from 91.8% to 96.7% support. Between 10 and 17 people provided feedback on individual values to help improve them.



2025-2030 Impactful Initiatives:

Outreach for Adult Learners:

Advance the education of the population served by CCC through convenient access to educational programs and support services. By leveraging existing programs and tailoring their delivery to meet the needs of adult learners, this population will have expanded opportunities to complete educational courses, programs of study and industry-recognized credentials. Programs and support services may be offered in alternative formats, short-term or accelerated sessions, and at times to assist with award completion.



2025-2030 Impactful Initiatives:

Career Aligned Transfer Readiness:

Boost student enrollment and completion of degrees by aligning our awards with career paths and updated general education standards of Nebraska's four-year universities and state colleges. The initiative includes reviewing and revising general education requirements and introducing career-aligned transfer degrees. Innovate and develop new offerings, such as a 30-credit diploma in an academic transfer discipline, and focused transfer degrees aim to improve degree completion and position CCC as a leader in student-centered, transfer-ready education. Advising and student-focused communication is essential as students complete their credentials and transfer efficiently.



2025-2030 Impactful Initiatives:

Telling Our Story:

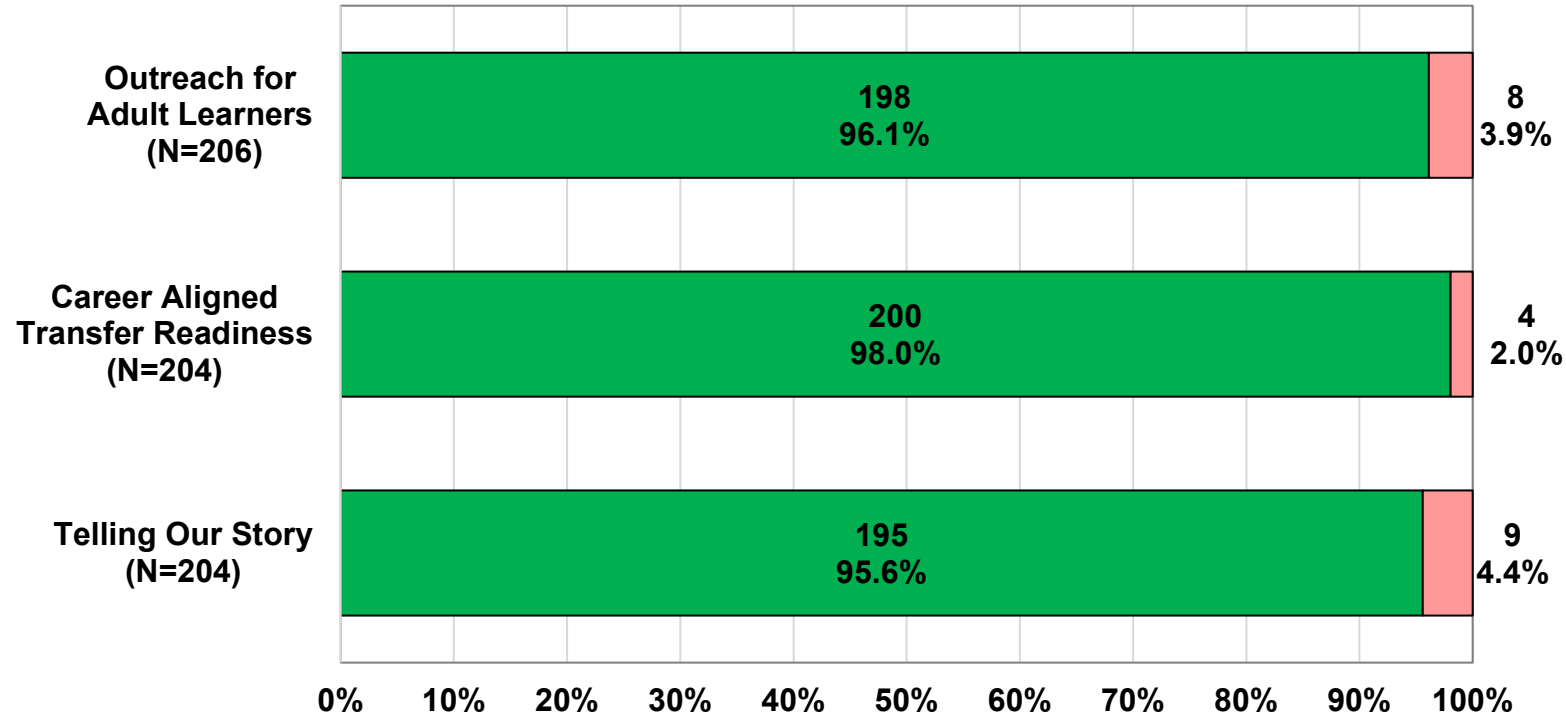
Refine a shared identity with our internal and external community through nurturing personal connections to CCC through increased story telling. CCC's stories should capture qualities that define CCC's students, employees and communities. Through intentional communication, both internal and external partners will share compelling stories that encourage others to unite with us to further the college's mission of maximizing student and community success.



Proposed 2025-2030 Impactful Initiatives

Q4. 2025-2030 Proposed Impactful Initiatives

■ I support this initiative ■ I do not support this initiative



Support for the proposed impactful initiatives ranges from 95.6% to 98.0%. Between 10 and 19 people provided feedback for individual initiatives.



Desired Student Outcomes (unchanged from 2025-2030):

Completers: skilled, knowledgeable and independent lifelong learners who possess the work ethic and communication skills necessary for successfully completing their college educational goals.

Critical thinkers: innovative problem solvers who are adaptable, inquisitive and prepared for their future in an interconnected global society.

Contributors: accountable, motivated and collaborative leaders who make a positive difference in their professions and communities.



2025-26 Next Steps

- Update 2025-2030 Strategic Plan – Seeking Board Approval, January 2026
- Develop Plans Implementing Impactful Initiatives:
 - Career Aligned Transfer Readiness (20 employees indicated interest)
 - Outreach to Adult Learners (26 employees indicated interest)
 - Telling Our Story (27 employees indicated interest)
 - Seven employees offered to be on any of the above teams
- Quarterly updates through President’s Quality Action Council
- Annual update to Board



January 2026

Central Community College Board of Governors

The College President recommends the following action.

Central Community College's Board of Governors approves the teach out of the Energy Technology program in compliance with the Higher Learning Commission's expectations for accredited institutions.

President's Report, January 22, 2026

CCC-Grand Island

Dr. Matt Gotschall

- Participated in peer review meetings and a site visit of a Kansas college for the Higher Learning Commission.
- Visited the Ord Center, multiple visits, including a job fair, to Lexington following Tyson closing announcement and Holdrege due to relocation efforts.
- Amy Hill, Kelly Christensen and I participate in biweekly phone calls regarding Lexington response and support coordinated by Nebraska Department of Labor and other state agencies.
- Met with State Board of Nursing representatives.
- Participated in new National Science Foundation Business Leadership Team meeting in Columbus with about a dozen area manufacturers to plan projects and initiate iMec training in their plants.
- Attended fundraiser and follow-up meetings with Edgerton Explorit Center and Trades on the Move initiative for the 6 Regions/One Nebraska group.
- Hosted Governor Pillen at CCC-Grand Island in new welding building for his State of the State media tour across Nebraska.
- Attended Aksarben event in Ashland regarding study on economic development opportunities.
- Attended several meetings regarding new micro-credential in advanced manufacturing funded by a statewide \$7 million Nebraska Department of Labor investment.
- On-going faculty negotiations meetings.
- Attended event at University President Dr. Gold's residence regarding statewide P-20 education coordination and representatives from state legislature's Education Committee.
- Participated in winter commencement with over 355 diploma/degree recipients invited as well as 40 GED graduates.
- Attended meeting with JBS-GI regarding possible training opportunities.
- Attended Hastings Campus and area office employee service awards.
- Attended some federal workforce Pell implementation webinars.
- Participated in a CCC-Grand Island residence hall progress meeting as well as other area capital projects and opportunities.
- Conducted college-wide presentation regarding the state of the college and welcome back for the new year. A copy of the PowerPoint is available under President's report.
- Met with Peter Kiewit Foundation regarding current and potential future projects, attended Scott Foundation meeting regarding Higher Education efforts.
- Met with several state legislators during first week of session and attended BioNebraska legislative event in Lincoln.
- Attended Heartland United Way Nominating Committee meeting to discuss new board members and UW leadership.
- Participated in an American Association of Community College focus group.
- Attended athletic basketball competitions in Columbus.
- Participated in early part of All College Faculty Senate meeting.

Reports from area vice presidents include:

- Press release from the University of Nebraska-Kearney was released to area media regarding new 2+2 Transfer Pathways to UNK for elementary education, SPED, early childhood education and middle grades education.
- Spring enrollment so far is up with a few days of free drop/add remaining. Official media numbers should be released next week.

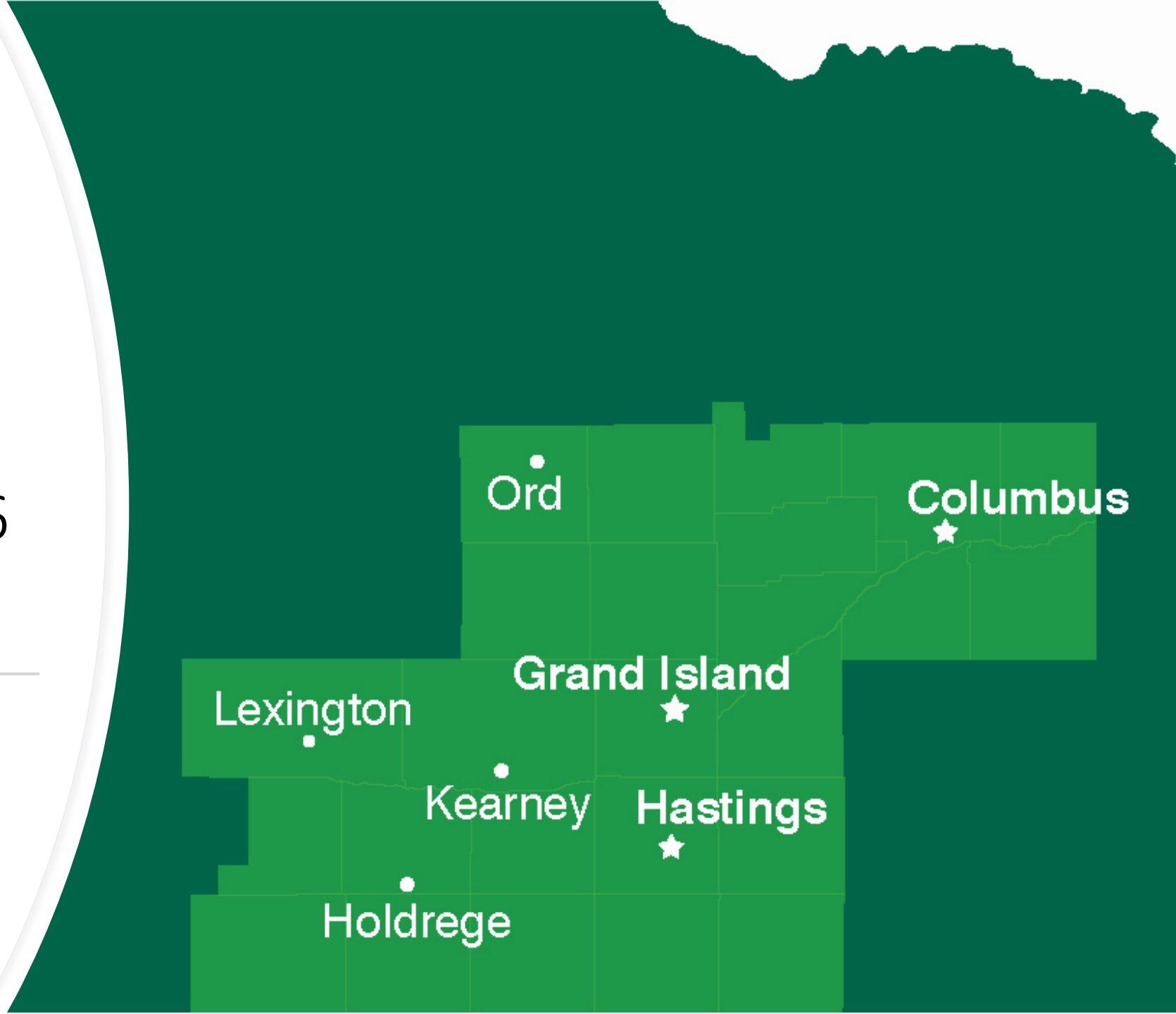
- We are full-staffed in nursing faculty positions for the first time in several semesters. Faculty and students began meeting at the new UNK/UNMC Rural Health Building on January 13, a new agreement has been negotiated and CCC will cover cost of student and faculty parking as needed.
- January 31- February 6, 2026, are the dates for nursing applications for the 2026-27 academic year. The new process is a lottery system. Students will have the entire week to submit items then complete applications will be picked randomly.
- Callie Bridges, occupational therapy assistant program director, is meeting with the College of Saint Mary for a combined case study activity with their OT students and our OTA students to meet some accreditation standards.
- We completed an Emergency Medical Services (EMS) instructor course in December. Many of the new instructors will be assigned to a mentor instructor to work with this spring during EMT courses. This will increase our instructor pool for EMS courses throughout the CCC area starting in summer 2026.
- The dental hygiene program provided preventive care for 200 children at two elementary schools in Columbus on December 10.
- Faculty continue to add AI (artificial intelligence) into their courses, including AI podcasts in psychology.
- CCC is participating in a Computer Science Futures grant, which is focused on building computer science and computer science education pathways. All six community colleges and all three Nebraska University campuses are participating in the state-wide project.
- Taylor Brase, early childhood director, and Dr. Amy Mancini, dean of arts, science and business, presented at the Nebraska School Board Association on “On Ramps to Teacher Education” which highlighted the para certificate and the human relations training.
- The General Education Committee began analyzing the offerings at other community colleges in Nebraska. The committee looked at the gen ed groups, number of credits required per group, and the courses in each group. In January, the work will continue when the committee reviews the same information from four-year public colleges in Nebraska.
- Adult Education staff have helped with coverage at job fairs in Lexington. Class attendance was down significantly in December, but interest in January classes is still strong. We have delayed enrollment in Lexington so we can see the impact of the closure before classes start and can successfully serve as many as possible while still meeting grant requirements.
- Team GPA for fall 2025 for CCC athletic teams were: men’s basketball, 3.01; women’s basketball, 3.39; men’s golf, 2.83; men’s soccer, 3.40; women’s soccer, 3.15; women’s softball, 3.81; women’s volleyball, 3.80; coed esports, 2.60; and coed shotgun sports, 3.36.
- CCC Entrepreneurship received \$10,000 from the national entrepreneurship organization NACCE to assist with Big Idea competitions. Presentations have occurred at various high schools including Grand Island Northwest, Grand Island Public, Kearney Catholic and Ord. Looking at opportunities to support Lexington businesses or individuals considering starting own business following layoffs.
- Fine arts faculty attended the Nebraska Music Educator Association and Nebraska State Activities Association state one-act competitions with booths representing CCC programs. Over 540 people attended the successful Charlie Brown Christmas two-day event on the Columbus Campus.
- Associate Dean Brian Hoffman attended the American Association of Community Colleges (AACC) and the Metallica – All Within My Hands Foundation annual meeting November 5-6 at the College of Southern Nevada. The criminal justice (CRIM) program is in the fifth year of funding from the foundation to support scholarships for CRIM students.
- Dr. Nate Allen, dean of career and technical science, attended the SkillsUSA state leadership conference and competition planning meeting on November 12 for the state conference and competitions held annually in Grand Island in April. Planning is in full swing with identifying contest coordinators and planning for each competition.

- Students and faculty in auto body technology (AUTB) were presented with a \$20,000 check to support the new Automotive Training Center building project from the Nebraska Rod and Customs Association (NRCA).
- The Media Arts (MART) faculty and administration hosted UNO faculty and administration on December 4. Program tours, discussion of 2+2 options for students, and discussion of the two programs were held.
- The heavy equipment operator (HEOT) program students, faculty and staff, Alison Feeney and Dr. Cheri Beda attended the Nebraska Land Improvement Contractors' Association (LICA) conference in Lincoln on January 15. LICA continues to provide each HEOT student with a \$500 scholarship. The scholarships were presented at the conference.
- The hospitality management and culinary arts faculty and staff will host the State High School ProStart culinary competition on February 18 on the Hastings Campus. New competitions have been added this year and over 50 high school students will participate. CCC will be the host for the next three years.
- The CCC-Columbus farm ground lease was awarded to REDSTAR LLC. They offered their support to provide more opportunities for agriculture students to gain more hands-on learning through various test plots. Students will be able to engage in all phases of field crop production.
- Mechatronics instructors Brent Konwinski and Allen Stenzel attended the Automation Fair in Chicago.
- Agriculture instructor Jeff Buescher and AGRI students attended the Holdrege Regenerative Ag Conference.
- Advanced manufacturing design technology and drafting and design technology faculty and administration are engaged in a project with Mentor Connect to explore an ATE grant from the National Science Foundation (NSF). Troy Davis, Amy Stuart, Alison Feeney and Joe Black are teaming together on this project.
- The 2026-27 scholarship applications look very promising with 1,317 scholarship applications started as of January 11. Of those, 628 have been completed. At the same time last year, CCC had roughly 200 completed scholarship applications.
- For the new year and new term, 132 military-connected students are registered. Nine are new students, 123 are returning. Twelve of the returning students were recovered from 2024 or previous years thanks to the teams' outreach. Of the 132 students, 70 are veterans or service members and 62 are family members. The average course load is 10 credits per student. The oldest student is 70, eight are over 50 and the youngest is 18.
- CCC Director Luz M. Colon-Rodriguez was named director of the Behavioral Health Education Center of Nebraska (BHECN) Central Site. BHECN was created by the Nebraska Legislature in 2009 and is housed at UNMC.
- The CCC-Columbus Academic Success Center had 456 students sign into the ASC for the fall semester: 33 for computer use, 106 for independent study, 81 for skill builder, 26 for study break, 24 for supplemental instruction, 112 for tutoring and 74 for the writing coach.
- The Hastings career and employment services office collaborated with 10 local businesses to set up CCC job board accounts, discuss internship opportunities, and explore sponsorships. These businesses included Olsson Engineering, Professional Agronomy Services, Kingery Construction, Cozad Services, Rafter Custom Holmes, and others.



Central Community College Spring 2026 Updates

Matt Gotschall, PhD
January 2026 via WebEx



Thank you – A short list of 2025 successes

- Aspen Institute's Top 200 Community Colleges in Nation (over 1000 in US), eligible for \$1 million,
- 2025 #1 Best for Vets Community College in Nebraska by *Military Times*, #2 Community College in US,
- Named to The Princeton Review's Guide to Green Schools list for 2026,
- 2025 #2 Community College in the United States for our overall AASHE Top Performer category by Advancement of Sustainability in Higher Education (AASHE), #6 globally,
- Soon-to-be announced statewide business award (embargoed until Governor announces),
- National Science Foundation grant to provide Mechatronics courses to Adult Ed and incumbent workers,
- National SkillsUSA Gold team winners in Mechatronics, additional national winners of #2 Heavy Equipment Operator, 4th Auto Refinishing, 11th Advanced Manufacturing, & 18th Automotive Service Technology.
- CCC assisted with first-ever Governor's Youth Summit with over 250 high school juniors & seniors in attendance,
- Over \$80,000 raised in the CCC Foundation Employee Giving Campaign, plus Foundation awarded over \$900,000 in scholarships and over \$5 million in program support to CCC in 2024-25,
- Students earned several scholarship/scholar programs including: Aksarben, Walter Scott Jr Career Scholars, JBS Scholars, Peter Kiewit Scholars, Susan T Buffett Scholars, Nebraska Career Scholarships, Coca-Cola Foundation, Haas Foundation, Metallica & Hornady Scholars, and Nebraska Land ITCA Scholarships.

A short list of 2025 successes (continued)

- Groundbreaking of new Transportation building in Hastings; future ribbon cutting for welding in Grand Island and community & workforce education in Holdrege,
- Successful Big-Idea entrepreneurship competitions throughout CCC service area,
- Shotgun sports' student-athlete posted Raider's first-ever perfect 100 straight in trap competition,
- Of 144 Fall student athletes, 33 are international students from 14 countries,
- Of 24-25 student athletes, 23 earned NJCAA All-American First team (4.0 GPA), 15 second team (3.8-3.99 GPA), and 15 third team (3.6-3.79 GPA),
- Successful Higher Learning Commission Reaccreditation and Nursing Reaccreditation,
- Medical Lab Tech students earned 6th place in the 2025 JV Showdown Cell Bowl,
- Successful phase 1 launch of new Trades on the Move program in partnership with Aurora's Edgerton Explorit Center to promote construction trades in Nebraska,
- Third annual Nebraska Apprenticeship Conference, with new support from Aksarben and a \$7 million state-wide apprenticeship opportunity from Nebraska Department of Labor,
- Numerous 20, 25, 30, 35, 40 and 45-year employee service awards earned!

Nebraska Graduation Trends

Nebraska Institutions Conferring the Highest Number of Degrees and Other Awards (of 38 NE institutions public & private)

Rank	Institution	2023-2024	10-Year % change
1	University of Nebraska-Lincoln	5,471	5.6%
2	University of Nebraska at Omaha	3,471	5.7%
3	Bellevue University	3,123	9.4%
4	Central Community College	2,842	21.3%
5	Metropolitan Community College	2,738	59.7%
6	Creighton University	2,448	15.6%

CCPE 2025 Factual Look: Degrees and Other Awards (Nebraska Coordinating Commission)

Nebraska CC Graduation Trends

Nebraska Community Colleges Conferring the Highest Number of Degrees and Other Awards (23-24)

Rank	Institution	Number	1 Year (+/-)
1	Central Community College	2,842	+ 21.3 %
2	Metropolitan Community College	2,738	+ 59.7 %
3	Southeast Community College	2,054	+ 21.5 %
4	Northeast Community College	1,018	+ 15.9 %
5	Mid Plains Community College	357	- 15.6 %
6	<u>Western NE Community College</u>	<u>266</u>	<u>- 28.7 %</u>
	Total	9,275	+ 25.0 %

CCC Graduate Outcomes

General facts:

As per the recent Graduate Outcomes Report:

- 88% of graduates were employed full time or continuing education
- 91% of graduates working full-time remained in the CCC Service area
- 96% Satisfied/Very Satisfied employers with preparation of CCC graduates
- 48% of graduates were female and 52% male
- 27% of graduates were Hispanic/Latino
- The oldest graduate was age 72; youngest age 16
(2024-2025 Graduate Outcomes Report for 2022-23 grads)



CCC Graduate Outcomes

- Top, three-year-average earnings of 2022-2023 CCC graduates by program include:
 1. Mechatronics (\$37.17 per hour)
 2. Associate Degree in Nursing (\$35.57 per hour)
 3. Paramedicine (\$34.96 per hour)
 4. Dental Hygiene (\$28.65 per hour)
 5. Truck Driving (\$27.74 per hour)
 6. Heating, Air Conditioning & Refrigeration (\$26.57 per hour)
 7. Nursing Education Diploma – LPN (\$26.34 per hour)
 8. Heavy Equipment Operator (\$26.11 per hour)
 9. Diesel Technology (\$25.08 per hour)

CCC Transcripts Sent Dec 1, 2024 –Nov 30, 2025

- Top recipients of 4,786 CCC student transcripts sent in a year:

1.	Nebraska Dept of Education-Teacher Certification	841
2.	University of Nebraska – Kearney	640
3.	University of Nebraska – Lincoln	636
4.	Southeast Community College – NE	309
5.	University of Nebraska – Omaha	260
6.	Northeast Community College – NE	237
7.	Wayne State College – Wayne	183
8.	Bryan College of Health Sciences – Lincoln	106
9.	Bellevue University – NE	94
10.	Western Governors University – Utah	89
11.	Chadron State College – Chadron	86
12.	University of Nebraska Medical Center – NE	60
13.	Hastings College – Hastings	57
14.	Clarkson College – Omaha	55
15.	Nebraska Methodist College – Omaha	54
16.	Creighton University – Omaha	45

ACE Scholarships – Early College

- Access College Early Scholarships (ACE) are funded by the state of Nebraska to pay tuition and fees for low-income students to complete college coursework while still in high school. Funds allocated by the state are limited. According to the Nebraska Postsecondary Coordinating Commission's 2024-2025 ACE report, of the **nineteen** Nebraska colleges and universities participating, **CCC had**:
 - The largest number of scholarships (1,219)
 - The most economical average scholarship amount (\$96.14)
 - The largest number of college credits earned (3,857)
 - The largest number of different schools working with CCC (62)
 - The largest number of different subject areas (35)
 - The second largest number of student recipients (525, behind UNO at 694)

As a whole ACE scholarship students from public high schools average a college-continuation rate of **81.6% vs 47.9%** of low-income, non-scholarship students.

Apprenticeships (2025)

Central Community College became the FIRST Nebraska community college to become US Dept of Labor approved to award Adult Registered Apprenticeships (RAP). Active agreements include:

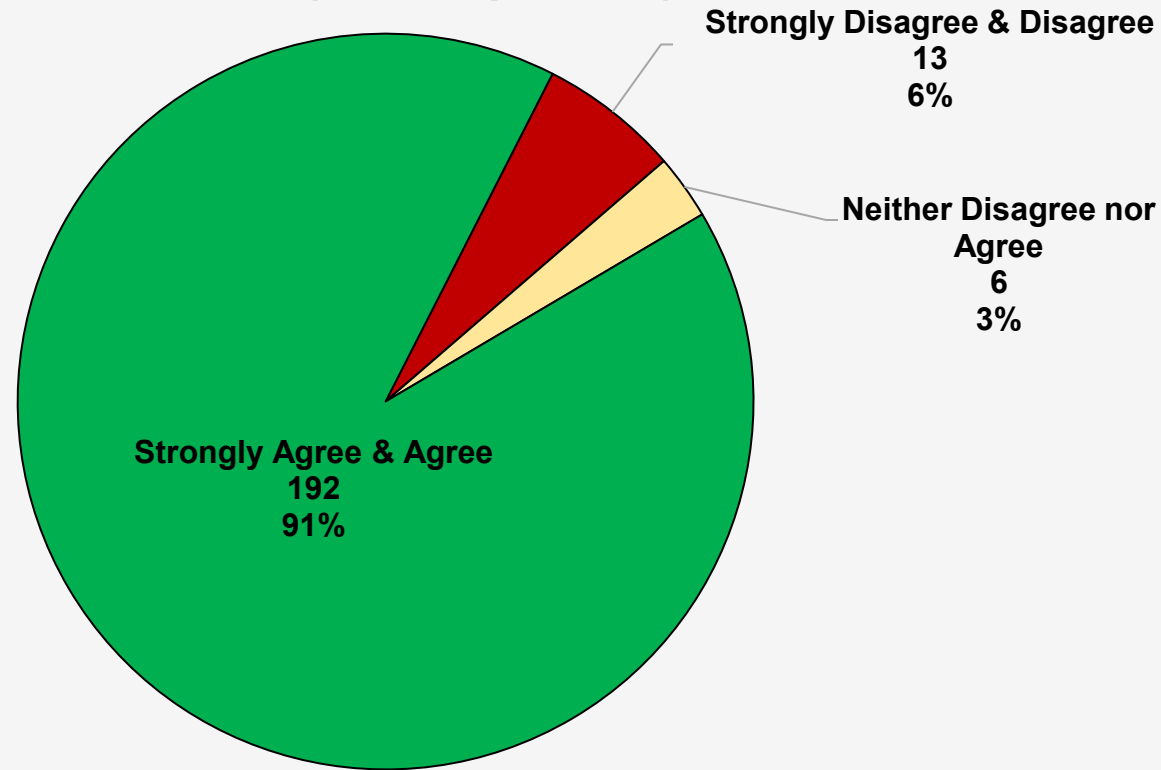
- Angus Burger/K/Hospitality & Culinary Arts
- Brown Construction/K/Construction
- Camaco/C/Mechatronics
- McCains/GI,K/Mechatronics
- Central Community College/A/IT Support & Admin Assistant
- Chief Fabrication/GI/Welding
- Chief Drafting/GI/Drafting
- Standard Iron/GI/Welding
- Colfax County Court/C/Office Manager
- Columbus Police Dept/C/Police Officer
- Columbus Hydraulics/C/Welding
- Gary Michaels Clothiers/H/Bookkeeper
- Mars/H/Mechatronics
- Blueprint Engines/K/ Mechatronics
- Sidump'r Trailer/C/ Welding
- CNH Industrial/GI/Welding
- Distar/C/Welding
- Lindsay/C/Welding
- Valmont/C/Welding
- Flowserve/H/Welding
- Joy's Table/K/Hospitality & Culinary Arts
- Lavender's Automotive/Holdrege/Autobody & Auto
- Grand Island Motor Company/GI & H/Auto Mechanic
- Family Suite Learning Center/K/Early Childhood
- Krieger Electric/H/Electrician
- Thermo King /H/Welding
- Cruise & Associates/C/Bookkeeper
- Walter's Electric/K/Electrician
- YMCA/K/ Early Childhood
- Pavelka Insurance Agency/H/ Admin Assistant
- Buffalo County Community Partners/K/ Admin Assistant & IT

Fall 2025 Student Survey of Instruction Results

- Each semester 100% of enrolled students have the opportunity to evaluate 100% of their courses and 100% of their instructors. Here are the Fall 2025 results from 4,528 evaluations!
 - 98% Strongly agree or agree that materials were directly related to topics discussed in the course
 - 97% Strongly agree or agree that graded work reflects topics covered in course and materials
 - 96% Strongly agree or agree that the teacher/course materials were prepared and ready when expected
 - 95% Strongly agree or agree that course activities enhanced my learning
 - 94% Strongly agree or agree that the instructor demonstrated strong knowledge of the subject matter through class discussion/ answering questions
 - 94% Strongly agree or agree that the course was well organized
 - 94% Strongly agree or agree that the course helped me see connections between its ideas and concepts and my field of study.
 - 93% Strongly agree or agree that instructors regularly responded to questions within 48 hours
- Congratulations to **Outstanding Faculty** and support provided by Faculty Resource Center, Learning Support Services and Information Technology Departments!

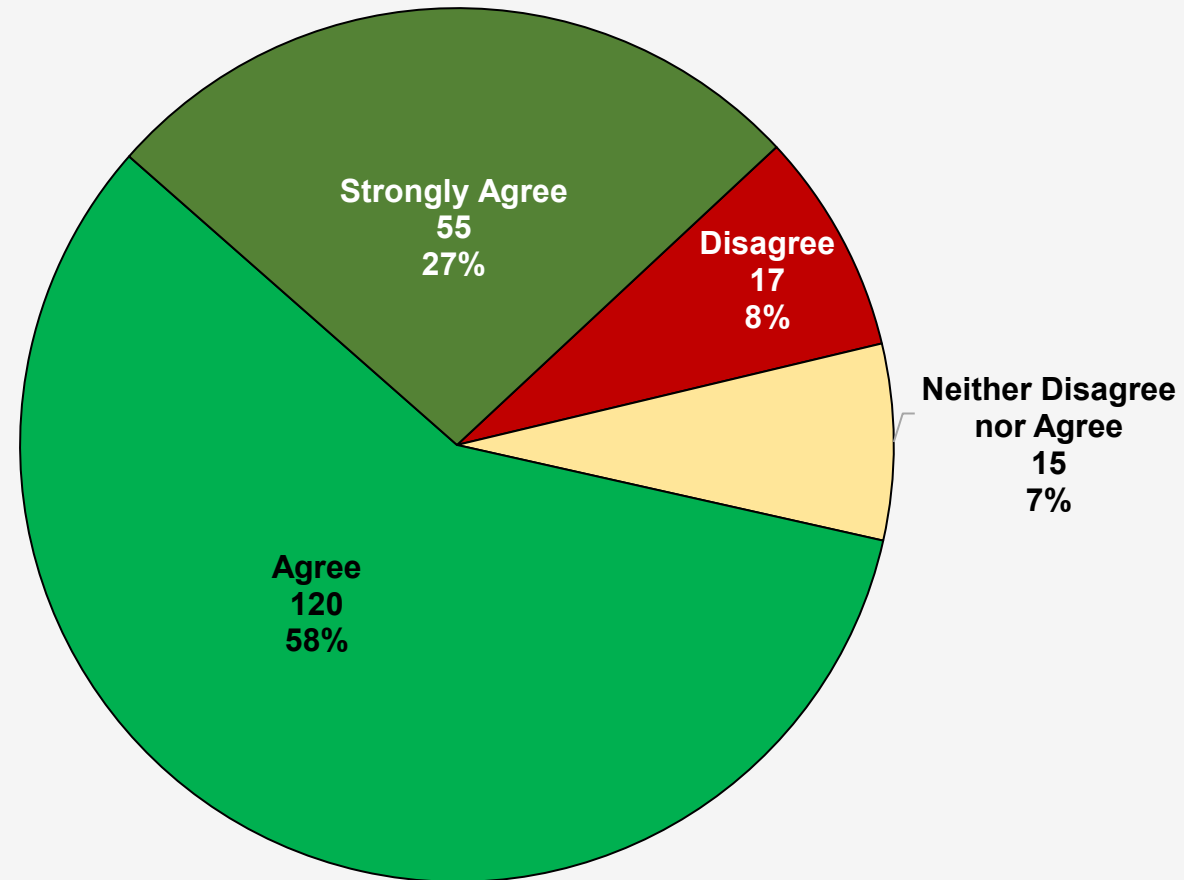
2025 Employee Engagement Survey (Unofficial Results, Dec. 2025)

I believe that all CCC employees who work directly or indirectly with students can have an impact on student success (211 responses)



2025 Employee Engagement Survey (Unofficial, Dec. 2025)

I am satisfied with the responsibilities assigned to my job. (207 responses)

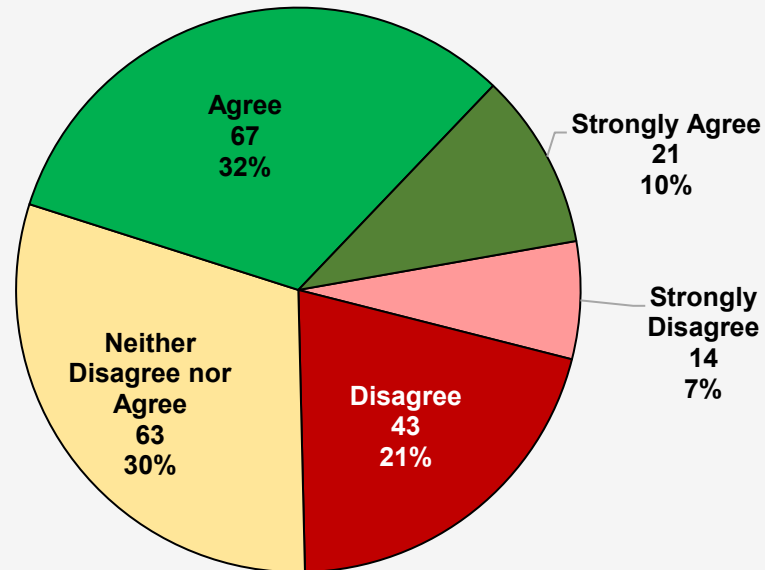


Strongly Disagree Disagree Neither Disagree nor Agree Agree Strongly Agree

2025 Employee Engagement Survey

Stress (N=208)

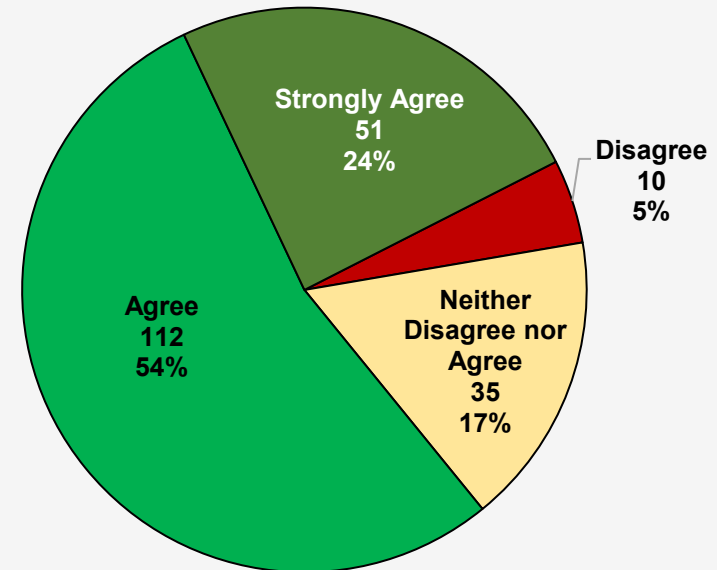
I feel stressed at work.



32% feel stressed on a daily basis with 67% of those due to overwhelming workload.

Joy (N=208)

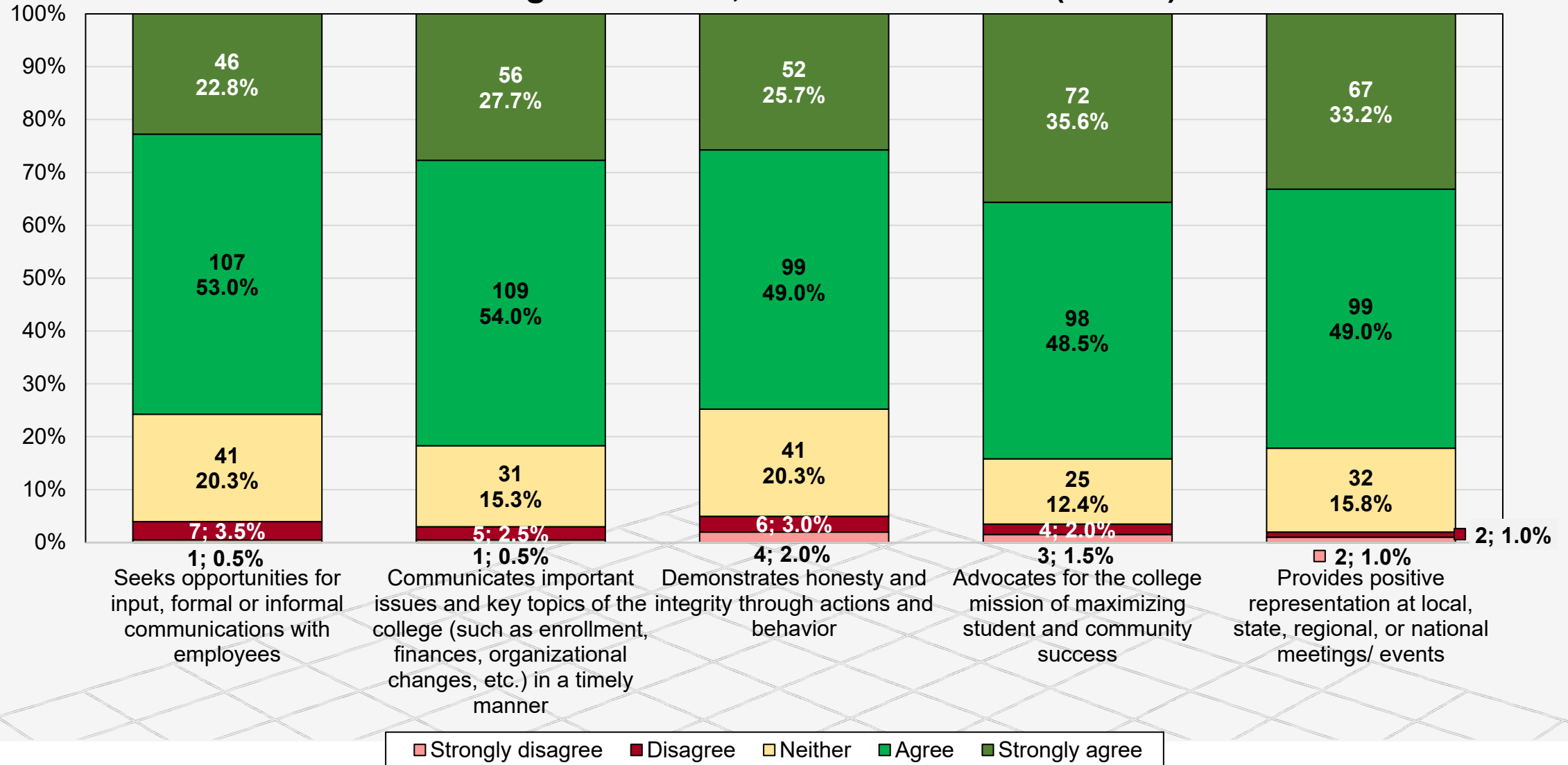
I find joy at work.



49% find joy on a daily basis with 82% of those due to finding their work fulfilling.

2025 Employee Engagement Survey Feedback

The College President, Dr. Matt Gotschall (N=202)



Strategic Plan 2025-2030 Employee Survey Results

An email invitation to participate in the survey on the proposed mission, vision, values, and key initiatives for the 2025-2030 Strategic Plan was sent to 498 full-time and 637 part-time employees on November 5, 2025. The survey remained open until November 21, 2025.

Full-time employee response rate: 48%

Part-time employee response rate: 6%

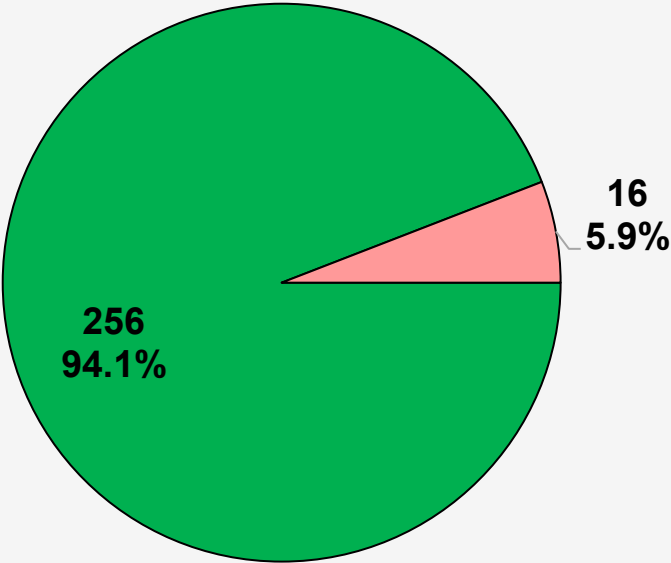
Total responses: 272, yielding an overall response rate of 24% (as shown in the chart).

	Full-time		Part-time		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Invitations	498		637		1,135	
Opted out of survey	3	0.6%	2	0.3%	5	0.5%
Did not open email	169	33.9%	528	82.9%	697	61.4%
Opened email	326	65.5%	107	16.8%	433	38.1%
TOTAL RESPONSES RECEIVED	237	47.6%	35	5.5%	272	24.0%
Complete responses	184	77.6%	27	77.1%	211	77.6%
Partial responses (did not complete entire survey)	53	22.4%	8	22.9%	61	22.4%

Proposed Retaining Mission: Central Community College maximizes student and community success

**Q1. 2025-2030 Retention of Current Mission
(N=272)**

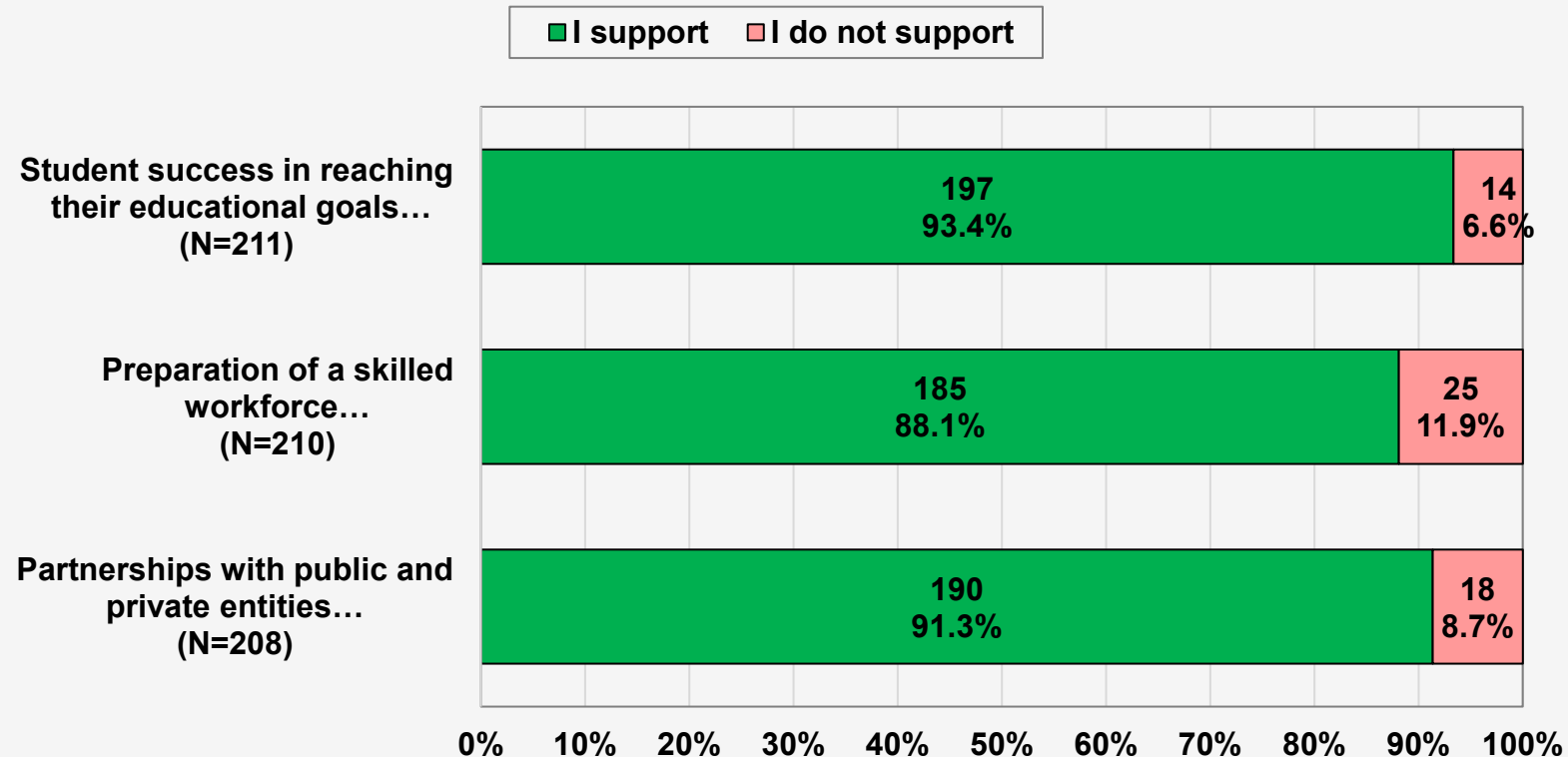
■ I support keeping this mission ■ I do not support keeping this mission



Ninety-four percent of employees support keeping the current mission of Central Community College maximizes student and community success. Nine people provided insights and recommendations for improving the mission statement.

Proposed: 2025-2030 Vision is to be a leader through measuring

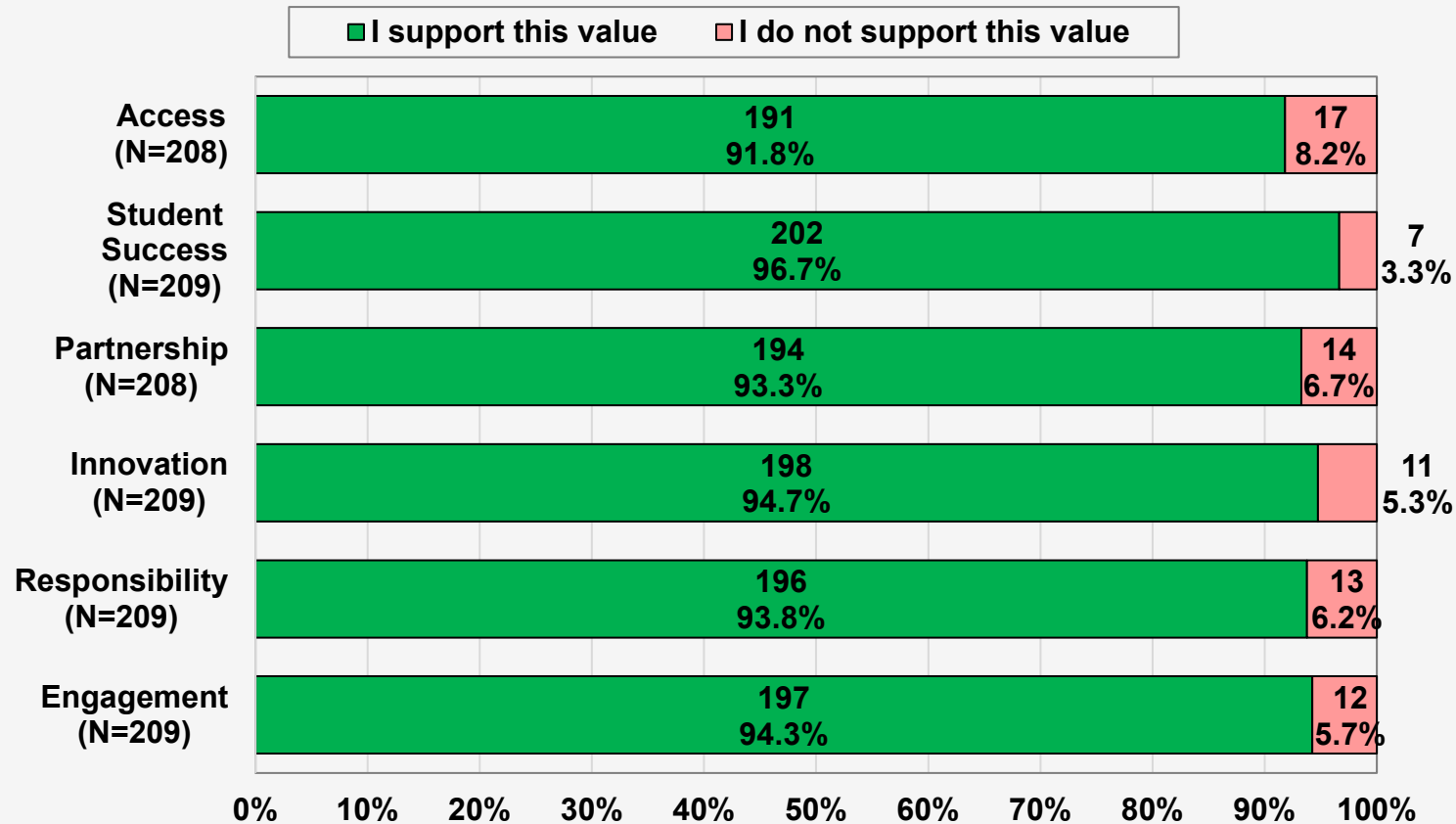
Q2. 2025-2030 Proposed Vision Statement: CCC's vision is to be a leader through measuring:



Overall support of the vision statement components ranges between 88.1% and 93.4%. Between 10 and 25 people provided feedback to help improve individual components of the vision statement.

Proposed 2025-2030 Values: The following values create the acronym: ASPIRE

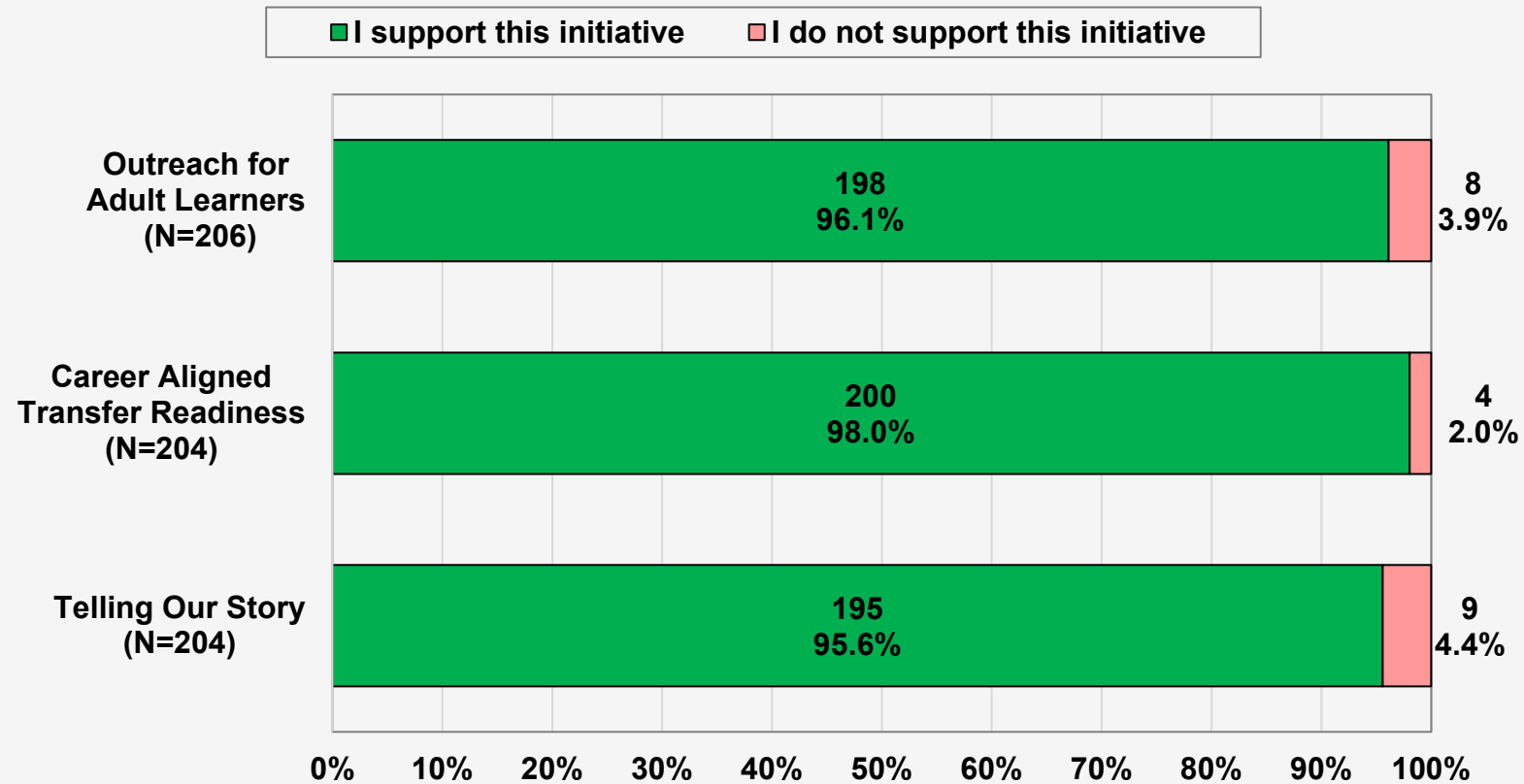
Q3. 2025-2030 Proposed Values: ASPIRE



Overall support for the ASPIRE values is positive, ranging from 91.8% to 96.7% support. Between 10 and 17 people provided feedback on individual values to help improve them.

Proposed 2025-2030 Impactful Initiatives

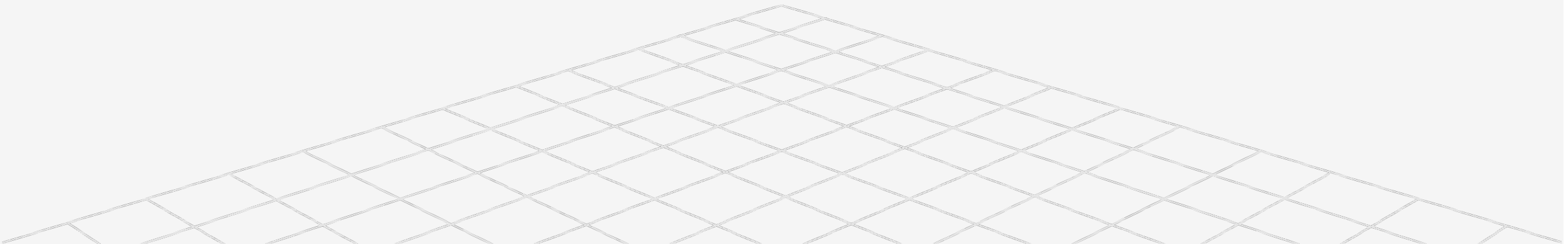
Q4. 2025-2030 Proposed Impactful Initiatives



Support for the proposed impactful initiatives ranges from 95.6% to 98.0%. Between 10 and 19 people provided feedback for individual initiatives.

Implementation team

- Thirty-nine percent of employees expressed interest – or possible interest – in serving on an implementation team, including 31 who said “yes” and 49 who said “maybe.”
- Interest in serving on an implementation team is fairly evenly distributed: 34% of employees are interested in outreach for adults, 28% in career-aligned transfer readiness, and 37% in telling our story.



Impactful opportunities for Spring 2026

- Finalize updated Strategic Plan and create teams for three major initiatives:
 - Career-Aligned Transfer Readiness,
 - Outreach to Adult Learners,
 - Telling Our Story
- Explore Additional Learning Center Opportunities,
- Exploring Additional Micro-credentials and Badges,
- Implement Data Governance Initiative,
- Continued Education & Implementation of Artificial Intelligence (AI),
- Update CCC Website & Electronic Accessibility,
- Response and training to assist as needed due to Lexington layoffs

Spring 2026 FTE Pre-enrollment (01/05/26)

FTE Comparisons: 2026 Spring data date: 01/05/26 2025 Spring data date: 01/06/25							
Spring-to-Spring FTE by Campus	Columbus	Grand Island	Hastings	Kearney	Lexington	Holdrege	Total
SP 26	418.60	350.62	386.18	122.55	12.10	9.40	1,299.45
SP 25	408.82	344.74	415.77	109.87	10.00	7.50	1,296.70
Difference	9.78	5.88	-29.59	12.68	2.10	1.90	2.75

Source: Weekly institutional research credit enrollment reports

Ended Fall 25 semester up just over 1.81% FTE from previous fall.

2025 Pioneer Hero

CCC Early College alum: Ashley De La Cruz-Martin and CCC alum Chuck Putnam in front of the Pawnee Plunge Waterpark in Columbus.

Ashley responded when seeing Chuck down, as she was entering the swim park with her family. While his wife was on the phone with 911, she began CPR – an act credited for saving his life.

Ashley completed CPR training and CNA coursework through partnership with Columbus Public Schools and Columbus Hospital and was honored as Nebraska's Hero during the Husker/Iowa football game in November 2025.

Another fun-fact – the metal palm tree in background was welded by CCC students at the request of City of Columbus several years ago.

Photo courtesy of Huskers.com website.



**CENTRAL COMMUNITY COLLEGE
2025-26 ENROLLMENT SUMMARY BY MAJOR
JULY 1, 2025 - NOV 30, 2025**

	COLUMBUS			GRAND ISLAND			HASTINGS			LEXINGTON			KEARNEY			HOLDREGE			COLLEGE WIDE UNDUPLICATED			
	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	
HEADCOUNT																						HEADCOUNT
Credit - Campus	880	-6.28%	939	1,116	1.92%	1,095	985	4.79%	940	59	34.09%	44	520	3.17%	504	22	-18.52%	27	3,038	0.73%	3,016	Credit - Campus
Credit - Distance	2,367	2.82%	2,302	2,514	13.81%	2,209	1,891	-1.72%	1,924	181	16.03%	156	722	50.10%	481	134	-3.60%	139	5,841	5.38%	5,543	Credit - Distance
Non-Credit Reim.	1,269	-2.76%	1,305	380	-24.30%	502	509	0.99%	504	263	-17.55%	319	321	22.05%	263	0	-100.00%	5	2,742	-5.38%	2,898	Non-Credit Reim.
TOTAL	4,516	-0.66%	4,546	4,010	5.36%	3,806	3,385	0.50%	3,368	503	-3.08%	519	1,563	25.24%	1,248	156	-8.77%	171	11,621	1.43%	11,457	TOTAL
Total Undup Credit	2,988	0.95%	2,960	3,300	10.74%	2,980	2,587	-0.58%	2,602	236	20.41%	196	1,201	24.84%	962	156	-6.02%	166	7,540	4.49%	7,216	Total Undup Credit
Undup Credit & NCR	4,212	0.26%	4,201	3,641	5.84%	3,440	3,058	-0.03%	3,059	498	-4.05%	519	1,483	24.94%	1,187	156	-8.77%	171	10,027	1.76%	9,854	Undup Credit & NCR
FTE																						FTE
Credit - Campus	198.70	-7.68%	215.23	215.00	0.28%	214.40	268.57	0.24%	267.93	6.90	15.58%	5.97	83.97	1.29%	82.90	2.20	-18.52%	2.70	775.33	-1.75%	789.13	Credit - Campus
Credit - Distance	318.40	3.95%	306.30	294.43	8.27%	271.93	251.83	-4.78%	264.47	32.10	-2.34%	32.87	88.83	49.04%	59.60	14.70	-17.28%	17.77	1,000.30	4.97%	952.93	Credit - Distance
Non-Credit Reim.	9.13	-19.49%	11.34	4.17	-43.94%	7.43	6.83	8.41%	6.30	10.64	21.18%	8.78	1.99	-25.75%	2.68	0.00	-100.00%	0.02	32.76	-10.38%	36.55	Non-Credit Reim.
TOTAL	526.23	-1.25%	532.87	513.60	4.02%	493.76	527.23	-2.13%	538.70	49.64	4.24%	47.62	174.79	20.40%	145.18	16.90	-17.52%	20.49	1,808.39	1.67%	1,778.61	TOTAL
FULL/PART-TIME																						FULL/PART-TIME
Credit Full-Time	235	-7.84%	255	154	-14.92%	181	429	-7.54%	464	3	-76.92%	13	4	-55.56%	9	0	-100.00%	1	1,756	-3.14%	1,813	Credit Full-Time
Credit Part-Time	2,753	1.77%	2,705	3,146	12.40%	2,799	2,158	0.94%	2,138	233	27.32%	183	1,197	25.60%	953	156	-5.45%	165	5,784	7.05%	5,403	Credit Part-Time
Non-Credit Reim.	1,269	-2.76%	1,305	380	-24.30%	502	509	0.99%	504	263	-17.55%	319	321	22.05%	263	0	-100.00%	5	2,742	-5.38%	2,898	Non-Credit Reim.
TOTAL	4,257	-0.19%	4,265	3,680	5.69%	3,482	3,096	-0.32%	3,106	499	-3.11%	515	1,522	24.24%	1,225	156	-8.77%	171	10,282	1.66%	10,114	TOTAL
MALE/FEMALE																						MALE/FEMALE
Credit--Male	1,214	0.41%	1,209	1,147	5.71%	1,085	1,137	-0.79%	1,146	111	19.35%	93	431	18.41%	364	95	17.28%	81	3,106	2.47%	3,031	Credit--Male
Credit--Female	1,774	1.31%	1,751	2,153	13.61%	1,895	1,450	-0.41%	1,456	125	21.36%	103	770	28.76%	598	61	-28.24%	85	4,434	5.95%	4,185	Credit--Female
Non-Credit-Male	622	-5.33%	657	189	-33.45%	284	284	1.79%	279	140	-4.76%	147	97	-19.17%	120	0	#DIV/0!	0	1,332	-10.42%	1,487	Non-Credit-Male
Non-Credit-Female	647	-0.15%	648	191	-12.39%	218	225	0.00%	225	123	-28.49%	172	224	56.64%	143	0	-100.00%	5	1,410	-0.07%	1,411	Non-Credit-Female
TOTAL	4,257	-0.19%	4,265	3,680	5.69%	3,482	3,096	-0.32%	3,106	499	-3.11%	515	1,522	24.24%	1,225	156	-8.77%	171	10,282	1.66%	10,114	TOTAL
Duplicate Credit Between Campus & Distance	259	-7.83%	281	330	1.85%	324	289	10.31%	262	4	0.00%	4	41	78.26%	23	0	#DIV/0!	0	1,339	-0.30%	1,343	Duplicate Credit Between Campus & Distance

- NOTES:
- (1) Under the column Head Count--there is duplication between Campus and Distance; this duplication is removed under the columns Full/Part-Time and Male/Female.
 - (2) There is duplication among the campuses; i.e., if a student is taking courses from two campuses, they are counted on each campus, but not in the total column.
 - (3) Campus is a student physically steps foot on campus (lecture, lab, lecture/lab, IP-CCC to CCC, workshop)
 - (4) Distance is a student that does not go to a campus/center (exception is Web Courses that are blended) (i.e., high school, IP--CCC to HS, workshop, College Park, clinical, coop/internship)
 - (5) There is duplication between credit and non-credit headcount; i.e., if a student takes both a credit and a non-credit course, they are counted in both categories.

**CENTRAL COMMUNITY COLLEGE
2025-26 ENROLLMENT SUMMARY BY ALPHA
Fall 24 as of November 30, 2025**

	COLUMBUS			GRAND ISLAND			HASTINGS			LEXINGTON			KEARNEY			HOLDREGE			COLLEGE WIDE			UNDUPLICATED HEADCT
	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	
UNDUPLICATED HEADCT																						
Campus	1,542	-8.49%	1,685	1,422	-1.73%	1,447	1,219	-0.25%	1,222	49	2.08%	48	574	2.68%	559	22	10.00%	20	4,678	-4.02%	4,874	* Campus
Distance	2,974	3.77%	2,866	2,797	15.67%	2,418	2,371	-3.62%	2,460	254	-0.39%	255	783	52.63%	513	144	-16.28%	172	8,691	6.30%	8,176	* Distance
TOTAL	4,516	-0.77%	4,551	4,219	9.16%	3,865	3,590	-2.50%	3,682	303	0.00%	303	1,357	26.59%	1,072	166	-13.54%	192	13,369	2.44%	13,050	TOTAL
DUPLICATED HEADCT																						
Campus	2,107	-6.36%	2,250	2,102	-0.52%	2,113	2,871	-1.64%	2,919	53	10.42%	48	743	2.91%	722	22	10.00%	20	7,898	-2.16%	8,072	Campus
Distance	3,137	3.81%	3,022	3,231	11.26%	2,904	2,552	-4.46%	2,671	254	-0.39%	255	865	41.34%	612	157	-16.49%	188	10,196	5.64%	9,652	Distance
TOTAL	5,244	-0.53%	5,272	5,333	6.30%	5,017	5,423	-2.99%	5,590	307	1.32%	303	1,608	20.54%	1,334	179	-13.94%	208	18,094	2.09%	17,724	TOTAL
REGISTERED CREDIT																						
Campus	5,898.00	-7.22%	6,357.00	6,342.00	-0.22%	6,356.00	7,833.00	0.06%	7,828.00	171.00	-4.47%	179.00	2,447.00	2.09%	2,397.00	66.00	10.00%	60.00	22,757.00	-1.81%	23,177.00	Campus
Distance	9,552.00	3.95%	9,189.00	8,734.00	8.30%	8,065.00	7,555.00	-4.78%	7,934.00	963.00	-2.33%	986.00	2,665.00	49.05%	1,788.00	441.00	-17.26%	533.00	29,910.00	4.97%	28,495.00	Distance
TOTAL	15,450.00	-0.62%	15,546.00	15,076.00	4.54%	14,421.00	15,388.00	-2.37%	15,762.00	1,134.00	-2.66%	1,165.00	5,112.00	22.15%	4,185.00	507.00	-14.50%	593.00	52,667.00	1.93%	51,672.00	TOTAL
FTE																						
Campus	196.60	-7.22%	211.90	211.40	-0.22%	211.87	261.10	0.06%	260.93	5.70	-4.47%	5.97	81.57	2.09%	79.90	2.20	10.00%	2.00	758.57	-1.81%	772.57	Campus
Distance	318.40	3.95%	306.30	291.13	8.30%	268.83	251.83	-4.78%	264.47	32.10	-2.33%	32.87	88.83	49.05%	59.60	14.70	-17.26%	17.77	997.00	4.97%	949.83	Distance
TOTAL	515.00	-0.62%	518.20	502.53	4.54%	480.70	512.93	-2.37%	525.40	37.80	-2.66%	38.83	170.40	22.15%	139.50	16.90	-14.50%	19.77	1,755.57	1.93%	1,722.40	TOTAL
REU																						
Campus	265.03	-5.46%	280.33	311.53	1.91%	305.68	445.40	0.12%	444.86	7.65	-3.77%	7.95	110.70	3.05%	107.42	3.30	10.00%	3.00	1,143.61	-0.49%	1,149.24	Campus
Distance	382.40	5.22%	363.42	381.25	4.91%	363.40	317.98	-3.33%	328.93	35.20	-1.76%	35.83	111.58	41.06%	79.10	20.63	-14.65%	24.17	1,249.04	4.54%	1,194.85	Distance
TOTAL	647.43	0.57%	643.75	692.78	3.54%	669.08	763.38	-1.35%	773.79	42.85	-2.12%	43.78	222.28	19.17%	186.52	23.93	-11.92%	27.17	2,392.65	2.07%	2,344.09	TOTAL

Notes to the attached pages:

(1) The "Unduplicated" column refers to no duplication within the program alpha (i.e., if a student is registered for 3 accounting courses, they are counted once in the ACCT unduplicated column and 3 times in the duplicated column). However, there is still duplication among the different programs, (i.e., if a student is enrolled in 2 different alpha courses (ACCT and COMM), they are counted twice (once in ACCT, once in COMM)).

(2) The "Duplicated" column refers to the number of registrations in that program alpha.

*Notes to above:

- (1) The "College Wide" column for "Unduplicated Head Count" does not add across--this is due to students taking courses from more than one campus.
- (2) Non-credit reimbursable is not included.
- (3) Campus is a student physically steps foot on campus (lecture, lab, lecture/lab, IP-CCC to CCC, workshop)
- (4) Distance is a student that does not go to a campus/center (exception is Web Courses that are blended) (i.e., high school, IP-CCC to HS, workshop, College Park, clinical, coop/internship)

CENTRAL COMMUNITY COLLEGE
2025-26 ALPHA ENROLLMENT SUMMARY BY CLUSTER
Fall 2025 as of November 30, 2025

	ACADEMIC ED/GEN ED			BUSINESS			HEALTH			TECHNOLOGY			TOTAL UNDUPLICATED WITHIN CLUSTER		
	Fal 2025	% OF change	Fall 2024	Fal 2025	% OF change	Fall 2024	Fal 2025	% OF change	Fall 2024	Fal 2025	% OF change	Fall 2024	Fal 2025	% OF change	Fall 2024
DUP HEAD COUNT															
Campus	2,498	-10.72%	2,798	768	0.26%	766	674	10.67%	609	738	5.28%	701	3,427	-0.72%	3,452
Distance	5,762	5.76%	5,448	1,611	7.98%	1,492	679	12.05%	606	639	1.43%	630	6,494	6.22%	6,114
TOTAL	8,260	0.17%	8,246	2,379	5.36%	2,258	1,353	11.36%	1,215	1,377	3.46%	1,331	9,921	3.71%	9,566
TOTAL REGISTRATIONS															
Campus	2,655	-10.18%	2,956	1,299	0.23%	1,296	1,310	4.38%	1,255	2,634	2.69%	2,565	7,898	-2.16%	8,072
Distance	6,036	6.27%	5,680	2,403	7.95%	2,226	920	6.11%	867	837	-4.78%	879	10,196	5.64%	9,652
TOTAL	8,691	0.64%	8,636	3,702	5.11%	3,522	2,230	5.09%	2,122	3,471	0.78%	3,444	18,094	2.09%	17,724
FTE															
Campus	266.27	-10.42%	297.23	126.07	-1.02%	127.37	134.70	4.12%	129.37	231.53	5.91%	218.60	758.57	-1.81%	772.57
Distance	597.80	4.92%	569.77	234.60	8.03%	217.17	94.23	5.37%	89.43	70.37	-4.22%	73.47	997.00	4.97%	949.84
TOTAL	864.07	-0.34%	867.00	360.67	4.68%	344.54	228.93	4.63%	218.80	301.90	3.37%	292.07	1,755.57	1.93%	1,722.41
REU															
Campus	269.62	-10.66%	301.80	200.78	-2.13%	205.15	226.15	2.83%	219.92	447.07	5.85%	422.38	1,143.62	-0.49%	1,149.25
Distance	613.53	5.07%	583.95	363.52	6.80%	340.38	142.12	5.27%	135.00	129.88	-4.16%	135.52	1,249.05	4.54%	1,194.85
TOTAL	883.15	-0.29%	885.75	564.30	3.44%	545.53	368.27	3.76%	354.92	576.95	3.41%	557.90	2,392.67	2.07%	2,344.10

NOTES:

- (1) Unduplicated head count for all clusters for fall 2024 was 7030; for fall 2025 it is 7363.
- (2) ACAD ED/GEN ED cluster includes the Alphas ECED and LIBR
- (3) Non-credit reimbursable (RE term) is not included
- (3) Campus is a student physically steps foot on campus (lecture, lab, lecture/lab, IP-CCC to CCC, workshop)
- (4) Distance is a student that does not go to a campus/center (exception is Web Courses that are blended) (i.e., high school, IP--CCC to HS, workshop, College Park, clinical, coop/internship)

**CENTRAL COMMUNITY COLLEGE
2025-26 ENROLLMENT SUMMARY BY MAJOR
JULY 1, 2025 - DECEMBER 31, 2025**

	COLUMBUS			GRAND ISLAND			HASTINGS			LEXINGTON			KEARNEY			HOLDREGE			COLLEGE WIDE UNDUPLICATED			
	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	2025-26	% OF change	2024-25	
HEADCOUNT																						HEADCOUNT
Credit - Campus	880	-6.28%	939	1,115	1.92%	1,094	987	5.11%	939	59	34.09%	44	519	2.77%	505	22	-18.52%	27	3,038	0.76%	3,015	Credit - Campus
Credit - Distance	2,365	2.92%	2,298	2,517	13.17%	2,224	1,892	-1.30%	1,917	177	15.69%	153	724	51.15%	479	134	-3.60%	139	5,843	5.36%	5,546	Credit - Distance
Non-Credit Reim.	1,446	-8.88%	1,587	404	-24.20%	533	559	-1.41%	567	263	-18.32%	322	333	3.10%	323	0	-100.00%	5	3,005	-9.95%	3,337	Non-Credit Reim.
TOTAL	4,691	-2.76%	4,824	4,036	4.80%	3,851	3,438	0.44%	3,423	499	-3.85%	519	1,576	20.58%	1,307	156	-8.77%	171	11,886	-0.10%	11,898	TOTAL
Total Undup Credit	2,986	1.01%	2,956	3,302	10.29%	2,994	2,590	-0.15%	2,594	232	20.21%	193	1,202	25.08%	961	156	-6.02%	166	7,542	4.49%	7,218	Total Undup Credit
Undup Credit & NCR	4,379	-1.90%	4,464	3,667	5.28%	3,483	3,101	-0.29%	3,110	494	-4.82%	519	1,493	19.92%	1,245	156	-8.77%	171	10,263	0.06%	10,257	Undup Credit & NCR
FTE																						FTE
Credit - Campus	198.70	-7.71%	215.30	215.13	0.47%	214.13	268.80	0.42%	267.67	6.90	15.58%	5.97	83.90	1.05%	83.03	2.20	-18.52%	2.70	775.63	-1.67%	788.80	Credit - Campus
Credit - Distance	318.20	4.20%	305.37	294.83	8.19%	272.50	252.07	-4.46%	263.83	25.50	-20.63%	32.13	89.03	49.88%	59.40	14.70	-17.42%	17.80	994.33	4.55%	951.03	Credit - Distance
Non-Credit Reim.	12.84	-9.87%	14.25	4.46	-44.43%	8.02	7.26	-5.14%	7.65	10.70	21.68%	8.79	2.04	-34.49%	3.12	0.00	-100.00%	0.02	37.30	-10.88%	41.85	Non-Credit Reim.
TOTAL	529.74	-0.97%	534.92	514.42	4.00%	494.65	528.13	-2.04%	539.15	43.10	-8.09%	46.89	174.97	20.22%	145.55	16.90	-17.64%	20.52	1,807.26	1.44%	1,781.68	TOTAL
FULL/PART-TIME																						FULL/PART-TIME
Credit Full-Time	235	-7.48%	254	154	-14.92%	181	429	-7.34%	463	1	-91.67%	12	4	-55.56%	9	0	-100.00%	1	1,753	-3.15%	1,810	Credit Full-Time
Credit Part-Time	2,751	1.81%	2,702	3,148	11.91%	2,813	2,161	1.41%	2,131	231	27.62%	181	1,198	25.84%	952	156	-5.45%	165	5,789	7.05%	5,408	Credit Part-Time
Non-Credit Reim.	1,446	-8.88%	1,587	404	-24.20%	533	559	-1.41%	567	263	-18.32%	322	333	3.10%	323	0	-100.00%	5	3,005	-9.95%	3,337	Non-Credit Reim.
TOTAL	4,432	-2.44%	4,543	3,706	0.050751	3,527	3,149	-0.38%	3,161	495	-3.88%	515	1,535	19.55%	1,284	156	-8.77%	171	10,547	-0.08%	10,555	TOTAL
MALE/FEMALE																						MALE/FEMALE
Credit--Male	1,214	0.75%	1,205	1,148	5.42%	1,089	1,139	-0.44%	1,144	111	21.98%	91	432	19.01%	363	95	17.28%	81	3,110	2.71%	3,028	Credit--Male
Credit--Female	1,772	1.20%	1,751	2,154	13.07%	1,905	1,451	0.07%	1,450	121	18.63%	102	770	28.76%	598	61	-28.24%	85	4,432	5.78%	4,190	Credit--Female
Non-Credit-Male	705	-9.27%	777	204	-31.31%	297	311	0.97%	308	140	-6.04%	149	99	-40.36%	166	0	#DIV/0!	0	1,459	-14.02%	1,697	Non-Credit-Male
Non-Credit-Female	741	-8.52%	810	200	-15.25%	236	248	-4.25%	259	123	-28.90%	173	234	49.04%	157	0	-100.00%	5	1,546	-5.73%	1,640	Non-Credit-Female
TOTAL	4,432	-2.44%	4,543	3,706	5.08%	3,527	3,149	-0.38%	3,161	495	-3.88%	515	1,535	19.55%	1,284	156	-8.77%	171	10,547	-0.08%	10,555	TOTAL
Duplicate Credit Between Campus & Distance	259	-7.83%	281	330	1.85%	324	289	10.31%	262	4	0.00%	4	41	78.26%	23	0	#DIV/0!	0	1,339	-0.30%	1,343	Duplicate Credit Between Campus & Distance

- NOTES:
- (1) Under the column Head Count--there is duplication between Campus and Distance; this duplication is removed under the columns Full/Part-Time and Male/Female.
 - (2) There is duplication among the campuses; i.e., if a student is taking courses from two campuses, they are counted on each campus, but not in the total column.
 - (3) Campus is a student physically steps foot on campus (lecture, lab, lecture/lab, IP-CCC to CCC, workshop)
 - (4) Distance is a student that does not go to a campus/center (exception is Web Courses that are blended) (i.e., high school, IP--CCC to HS, workshop, College Park, clinical, coop/internship)
 - (5) There is duplication between credit and non-credit headcount; i.e., if a student takes both a credit and a non-credit course, they are counted in both categories.

**CENTRAL COMMUNITY COLLEGE
2025-26 ENROLLMENT SUMMARY BY ALPHA
Fall 25 as of December 31, 2025.**

	COLUMBUS			GRAND ISLAND			HASTINGS			LEXINGTON			KEARNEY			HOLDREGE			COLLEGE WIDE			UNDUPLICATED HEADCT
	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	Fall 25	% OF change	Fall 24	
UNDUPLICATED HEADCT																						
Campus	1,542	-8.60%	1,687	1,421	-1.66%	1,445	1,221	-0.08%	1,222	49	2.08%	48	573	2.32%	560	22	10.00%	20	4,678	-4.04%	4,875	* Campus
Distance	2,972	3.92%	2,860	2,800	15.04%	2,434	2,372	-3.30%	2,453	205	-18.00%	250	785	53.62%	511	144	-16.28%	172	8,647	5.81%	8,172	* Distance
TOTAL	4,514	-0.73%	4,547	4,221	8.82%	3,879	3,593	-2.23%	3,675	254	-14.77%	298	1,358	26.80%	1,071	166	-13.54%	192	13,325	2.13%	13,047	TOTAL
DUPLICATED HEADCT																						
Campus	2,107	-6.44%	2,252	2,103	-0.38%	2,111	2,874	-1.47%	2,917	53	10.42%	48	742	2.63%	723	22	10.00%	20	7,901	-2.11%	8,071	Campus
Distance	3,135	3.98%	3,015	3,235	10.83%	2,919	2,554	-4.13%	2,664	205	-18.00%	250	867	42.13%	610	157	-16.49%	188	10,153	5.26%	9,646	Distance
TOTAL	5,242	-0.47%	5,267	5,338	6.12%	5,030	5,428	-2.74%	5,581	258	-13.42%	298	1,609	20.71%	1,333	179	-13.94%	208	18,054	1.90%	17,717	TOTAL
REGISTERED CREDIT																						
Campus	5,898.00	-7.25%	6,359.00	6,346.00	-0.03%	6,348.00	7,840.00	0.26%	7,820.00	171.00	-4.47%	179.00	2,445.00	1.83%	2,401.00	66.00	10.00%	60.00	22,766.00	-1.73%	23,167.00	Campus
Distance	9,546.00	4.20%	9,161.00	8,746.00	8.22%	8,082.00	7,562.00	-4.46%	7,915.00	765.00	-20.64%	964.00	2,671.00	49.89%	1,782.00	441.00	-17.42%	534.00	29,731.00	4.55%	28,438.00	Distance
TOTAL	15,444.00	-0.49%	15,520.00	15,092.00	4.59%	14,430.00	15,402.00	-2.12%	15,735.00	936.00	-18.11%	1,143.00	5,116.00	22.30%	4,183.00	507.00	-14.65%	594.00	52,497.00	1.73%	51,605.00	TOTAL
FTE																						
Campus	196.60	-7.25%	211.97	211.53	-0.03%	211.60	261.33	0.26%	260.67	5.70	-4.47%	5.97	81.50	1.83%	80.03	2.20	10.00%	2.00	758.87	-1.73%	772.23	Campus
Distance	318.20	4.20%	305.37	291.53	8.22%	269.40	252.07	-4.46%	263.83	25.50	-20.64%	32.13	89.03	49.89%	59.40	14.70	-17.42%	17.80	991.03	4.55%	947.93	Distance
TOTAL	514.80	-0.49%	517.33	503.07	4.59%	481.00	513.40	-2.12%	524.50	31.20	-18.11%	38.10	170.53	22.30%	139.43	16.90	-14.65%	19.80	1,749.90	1.73%	1,720.17	TOTAL
REU																						
Campus	265.03	-5.48%	280.40	311.73	2.07%	305.42	445.77	0.32%	444.33	7.65	-3.77%	7.95	110.60	2.84%	107.55	3.30	10.00%	3.00	1,144.08	-0.40%	1,148.65	Campus
Distance	382.15	5.51%	362.18	381.98	4.95%	363.97	318.43	-2.95%	328.12	28.60	-18.12%	34.93	111.88	41.80%	78.90	20.63	-14.65%	24.17	1,243.67	4.31%	1,192.27	Distance
TOTAL	647.18	0.72%	642.58	693.71	3.63%	669.39	764.20	-1.07%	772.45	36.25	-15.46%	42.88	222.48	19.32%	186.45	23.93	-11.92%	27.17	2,387.75	2.00%	2,340.92	TOTAL

Notes to the attached pages:

(1) The "Unduplicated" column refers to no duplication within the program alpha (i.e., if a student is registered for 3 accounting courses, they are counted once in the ACCT unduplicated column and 3 times in the duplicated column). However, there is still duplication among the different programs, (i.e., if a student is enrolled in 2 different alpha courses (ACCT and COMM), they are counted twice (once in ACCT, once in COMM)).

(2) The "Duplicated" column refers to the number of registrations in that program alpha.

*Notes to above:

- (1) The "College Wide" column for "Unduplicated Head Count" does not add across--this is due to students taking courses from more than one campus.
- (2) Non-credit reimbursable is not included.
- (3) Campus is a student physically steps foot on campus (lecture, lab, lecture/lab, IP-CCC to CCC, workshop)
- (4) Distance is a student that does not go to a campus/center (exception is Web Courses that are blended) (i.e., high school, IP-CCC to HS, workshop, College Park, clinical, coop/internship)

CENTRAL COMMUNITY COLLEGE
2025-26 ALPHA ENROLLMENT SUMMARY BY CLUSTER
Fall 2025 as of December 31, 2025

	ACADEMIC ED/GEN ED			BUSINESS			HEALTH			TECHNOLOGY			TOTAL UNDUPLICATED WITHIN CLUSTER		
	Fall 2025	% OF change	Fall 2024	Fall 2025	% OF change	Fall 2024	Fall 2025	% OF change	Fall 2024	Fall 2025	% OF change	Fall 2024	Fall 2025	% OF change	Fall 2024
DUP HEAD COUNT															
Campus	2,498	-10.75%	2,799	768	0.26%	766	674	10.67%	609	738	5.28%	701	3,427	-0.75%	3,453
Distance	5,710	4.71%	5,453	1,611	8.12%	1,490	685	14.17%	600	641	1.91%	629	6,496	6.25%	6,114
TOTAL	8,208	-0.53%	8,252	2,379	5.45%	2,256	1,359	12.41%	1,209	1,379	3.68%	1,330	9,923	3.72%	9,567
TOTAL REGISTRATIONS															
Campus	2,655	-10.21%	2,957	1,299	0.23%	1,296	1,312	4.54%	1,255	2,635	2.81%	2,563	7,901	-2.11%	8,071
Distance	5,984	5.26%	5,685	2,403	8.15%	2,222	926	7.55%	861	840	-4.33%	878	10,153	5.26%	9,646
TOTAL	8,639	-0.03%	8,642	3,702	5.23%	3,518	2,238	5.77%	2,116	3,475	0.99%	3,441	18,054	1.90%	17,717
FTE															
Campus	266.27	-10.40%	297.17	126.07	-1.02%	127.37	134.97	4.33%	129.37	231.57	6.06%	218.33	758.88	-1.73%	772.24
Distance	590.97	3.82%	569.23	234.63	8.22%	216.80	94.83	7.15%	88.50	70.60	-3.81%	73.40	991.03	4.55%	947.93
TOTAL	857.24	-1.06%	866.40	360.70	4.80%	344.17	229.80	5.48%	217.87	302.17	3.58%	291.73	1,749.91	1.73%	1,720.17
REU															
Campus	269.62	-10.64%	301.73	200.78	-2.13%	205.15	226.55	3.01%	219.92	447.13	6.00%	421.84	1,144.08	-0.40%	1,148.64
Distance	606.70	3.99%	583.40	363.62	6.98%	339.88	143.02	7.05%	133.60	130.35	-3.72%	135.38	1,243.69	4.31%	1,192.26
TOTAL	876.32	-1.00%	885.13	564.40	3.55%	545.03	369.57	4.54%	353.52	577.48	3.64%	557.22	2,387.77	2.00%	2,340.90

NOTES:

- (1) Unduplicated head count for all clusters for fall 2024 was 7032; for fall 2025 it is 7365.
- (2) ACAD ED/GEN ED cluster includes the Alphas ECED and LIBR
- (3) Non-credit reimbursable (RE term) is not included
- (3) Campus is a student physically steps foot on campus (lecture, lab, lecture/lab, IP-CCC to CCC, workshop)
- (4) Distance is a student that does not go to a campus/center (exception is Web Courses that are blended) (i.e., high school, IP--CCC to HS, workshop, College Park, clinical, coop/internship)

Grant Report Narrative
J. Rohan and J. Black
December 4, 2025

For Fiscal Year **2025-2026 ending June 30, 2026**, Grants have submitted/in development, fourteen (14) grant proposals totaling **\$2,496,240** of which **\$895,000** has been approved, **\$1,546,240** is pending. The remainder has been cancelled or denied applications.

For Fiscal Year **2024-2025 ending June 30, 2025**, Grants have submitted/in development, sixty (60) grant proposals totaling **\$9,552,754** of which **\$6,638,957** has been approved, **\$402,816** is pending. The remainder has been cancelled or denied applications.

Funding Notices:

- Caterpillar, Programming, \$25,000 (T. Skalberg/J. Bexten) – **Awarded**
- Grow Grand Island, Trades on the Move, \$45,000 (M. Gotschall) – **Denied**
- Heartland United Way, Letter of Intent, Adult Education, (B. Fausett) – **Completed**
- Aksarben, Apprenticeship Partnership form, (C. Grey) – **Completed**
- National Science Foundation, Foreign Financial Disclosure Form (R. Golka) – **Completed**
- ARPA, SF-428 & SF-429 Disclosures, (R. Golka) – **Completed**
- National Science Foundation, Mentor-Connect, (T. Davis) – **Awarded**
- ASPEN, Data-Top 200, (M. Gotschall) – **Completed**
- NACCE Everyday Entrepreneur, Level 2 – Big Idea Competition, \$10,000 (A. Steinhardt-Duysen) – **Approved**

Projects Submitted:

- National Science Foundation, Engines: Iowa State University, \$399,816, (M. Danhauer) – **Pending**
- UNL-USDA Regional Food System Partnership, Letter of Commitment, \$3,000 (K. Fuchser) – **Pending**
- Aksarben, Apprenticeship Partnership, \$1,112,460 (C. Grey) – **Pending**
- WellsFargo, Vern & Esther Taylor Scholarships, \$7,500 (T. Skalberg) – **Pending**
- National Science Foundation, National Center for Manufacturing Subaward, (M. Danhauer/J. Muller) – **Pending**
- Department of Labor, Apprenticeship amendment, (C. Grey/K. Julesgard) – **Out for Review**
- Kearney Community Foundation, Kearney Betterment grant, TBD (TBD) – **Pending**

In Development/Opportunities:

- National Science Foundation, Division of Integrative Organismal Systems Core Programs (IOS), \$400,000, (R. Mendadala) – **Open**
- NDOL, Workforce Inventory Reporting – **December 5, 2025**
- ASPEN, Narrative-Top 200, (M. Gotschall) – **December 9, 2025**
- National Science Foundation, IUSE: Innovation in 2 Year College STEM Ed (IYTC) – **December 10, 2025**
- Hastings Community Foundation, TBD, (C. Waddle) – **December 19, 2025**
- Wolbach Foundation, TBD, (M. Kemnitz) – **December 30, 2025**
- Susan Thompson Buffett, Success Coach 1 pager, (B. Klitz) – **December 30, 2025**
- Heartland United Way, Adult Education, (B. Fausett) – **January 12, 2026**
- Greater Grand Island Foundation, Plumbing, TBD (M Danhauer/S. Hooker) – **TBD**

- National Fitness Campaign, Healthy Schools/Campus Grants, TBD, (B. Klitz) – **December 2025/January 2026**
- Susan Thompson Buffett, Impact Study 1 pager, (C. Waddle) – **Spring 2026**
- Nebraska Department of Health and Human Services, Rural Health Transformation Fund, TBD – **Spring 2026**
- Nebraska Department of Labor, Workforce Development Grant Program, TBD – **February 1, 2026**
- Nebraska Department of Education, Perkins reFRESH Worksheets, (C. Walton) – **Spring 2026**
- Nebraska Department of Education, Perkins Letter of Intent, (C. Walton) – **March 1, 2026**
- Nebraska Department of Education, Perkins reVISION, (TBD) – **March 20, 2026**
- Nebraska Department of Education, Perkins V, (C. Walton) – **Spring 2026**
- Nebraska Department of Education, CTE LB814 funds, (C. Walton) – **Spring 2026**

Other:

- Fall Mini Grants Awarded, 4 projects, \$32,840
- Department of Energy, NICE Consortium (NECC) full application, TBD (N. Allen) – **Fall 2025**
- Actively looking for Grants that fit the following:
 - Food Pantries – all campuses

Grant Report Narrative

J. Rohan and J. Black

January 22, 2026

For Fiscal Year **2025-2026 ending June 30, 2026**, Grants have submitted/in development, seventeen (17) grant proposals totaling **\$2,552,880** of which **\$910,000** has been approved, **\$1,590,380** is pending. The remainder has been cancelled or denied applications.

For Fiscal Year **2024-2025 ending June 30, 2025**, Grants have submitted/in development, sixty (60) grant proposals totaling **\$9,552,754** of which **\$6,638,957** has been approved, **\$402,816** is pending. The remainder has been cancelled or denied applications.

Funding Notices/Completions:

- Kearney Community Foundation, Kearney Betterment grant, (K. Christensen)– **Denied**
- NDOL, Workforce Inventory Reporting – **Completed**
- NACCE Everyday Entrepreneur, Level 2, MOU – **Completed**
- NDOL, NeMAC Workforce Development, MOU - **Completed**
- WellsFargo, Vern & Esther Taylor Scholarships, \$15,000 (T. Skalberg) – **Awarded**

Projects Submitted:

- National Science Foundation, Engines: Iowa State University, \$399,816, (M. Danhauer) – **Pending**
- UNL-USDA Regional Food System Partnership, Letter of Commitment, \$3,000 (K. Fuchser) – **Pending**
- Aksarben, Apprenticeship Partnership, \$1,112,460 (C. Grey) – **Pending**
- National Science Foundation, National Center for Manufacturing Subaward, (M. Danhauer/J. Muller) – **Pending**
- Department of Labor, Apprenticeship amendment, (C. Grey/K. Julesgard) – **Out for Review**
- ASPEN, Narrative-Top 200, (M. Gotschall) – **Completed**
- Heartland United Way, Adult Education, \$52,640 (B. Fausett) – **Pending**
- Farm Credit Services, 2026-27 Scholarships, \$4,000 (T. Skalberg) - **Pending**

In Development/Opportunities:

- National Science Foundation, Division of Integrative Organismal Systems Core Programs (IOS), \$400,000, (R. Mendadala) – **Open**
- Black Hills Energy, 2026-27 Scholarships, \$4,000 (T. Skalberg) - **TBD**
- League of American Bicyclists, Columbus Bike Share, \$5,000 (B. Newton) – **January 27, 2026**
- Nebraska Department of Labor, Workforce Development Grant Program, Adult Education: IETs, \$275,000, (B. Fausett) – **February 1, 2026**
- Women Investing in Nebraska, Letter of Intent, TBD – February 5, **2026**
- AAARP, Community Challenge Grants, TBD – **March 4, 2026**
- Susan Thompson Buffett, Success Coach 1 pager, (B. Klitz) – **March 2026**
- Greater Grand Island Foundation, Plumbing, TBD (M Danhauer/S. Hooker) – **TBD**
- National Fitness Campaign, Healthy Schools/Campus Grants, TBD, (B. Klitz) – **Open**
- Susan Thompson Buffett, Impact Study 1 pager, (C. Waddle) – **Spring 2026**

- Nebraska Department of Health and Human Services, Rural Health Transformation Fund, TBD – **Spring 2026**
- Nebraska Department of Education, Perkins reFRESH Worksheets, (C. Walton) – **Spring 2026**
- Nebraska Department of Education, Perkins Letter of Intent, (C. Walton) – **March 1, 2026**
- Nebraska Department of Education, Perkins reVISION, (TBD) – **March 20, 2026**
- Nebraska Department of Education, Perkins V, (C. Walton) – **Spring 2026**
- Nebraska Department of Education, CTE LB814 funds, (C. Walton) – **Spring 2026**

Other:

- Department of Energy, NICE Consortium (NECC) full application, TBD (N. Allen) – **TBD**
- NDOL, Workforce Development Grant, Buffalo County Economic Development, iMEC (D. Gettinger) – **February 1, 2026**
- NDOL, Workforce Development Grant, Buffalo County Economic Development, Trades on the Move (M. Gotschall) – **February 1, 2026**
- NDOL, Workforce Development Grant, Aksarben, Apprenticeship (C. Gray) – **February 1, 2026**
- NSF, Mentor Connect Assignments, (T. Davis)
- PKF Scholarship Reporting – January 15, 2026
- Apprenticeship Reporting Update – January 20, 2026

Board Report
Central Community College - Purchases \$10,000 - \$30,000; Nov 5, 2025 - Jan 9, 2026

Account Number	Area	Vendor	Item	Purchase Order#	PO Total	Campus/Center	Comments
80-3-76500-5284 26-001	G- CAP. IMPROV. FUND-COLUMBUS-CAPITAL PROJECTS	Cerris Systems North Central, Inc.	Materials and labor to install 24-month service kits in two Aerco boilers and an air/fuel valve on the Columbus Campus	P0306831	\$10,393	Columbus Campus	
80-4-76500-5532 G-25-653	CAP. IMPROV. FUND-GRAND ISLAND-CAPITAL PROJECTS	Matheson Tri-Gas Inc	Watts Weld Tensile Tester W50	P0306690	\$10,625	Grand Island Campus	
31-3-56403-5416	AUX UNRESTRICTED-COLUMBUS-WOMEN'S SOFTBALL	Columbus Tour & Travel	CCC Softball Team (21 total) payment of airfare for participation in softball games in Florida on March 6th-12th, 2026	P0307160	\$10,818	Columbus Campus	
31-7-15003-5336	AUX UNRESTRICTED-ELS HASTINGS	Barnes & Noble Education, Inc.	Nursing textbooks	P0307119	\$10,928	Hastings Campus	
31-3-15001-5540	COLUMBUS-CTR FOR TRNG & DEVELOPMENT	Industrial Systems Supply Inc	Smooth CAM AI Software M & T & MT Pkg	P0306487	\$11,400	Columbus Campus	
31-8-64608-5284	ADMIN SERVICES-IT SERVICES	Electronic Contracting Company	Repairs in Palitte; Dawson and Hamilton Buildings on the Hztstings Campus	P0306837	\$11,603	Grand Island Campus	
31-3-63100-5284	COLUMBUS-MOTOR POOL	Banks Wraps & Signs	Bus wrap on a new 32 passenger bus.	P0307053	\$11,766	Columbus Campus	
31-3-15001-5284	COLUMBUS-CTR FOR TRNG & DEVELOPMENT	T&J Safety Services, LLC	Cargill-Arc Flash-NFPA 70E with certification, 11/6-7, 11/10-11, 11/20-21 & 12/4-5	P0306958	\$12,000	Columbus Campus	
28-3-76300-5284	COLUMBUS-REVENUE BOND PROJECTS	Farris Engineering Inc	Engineering, design and construction administration services for the replacement of the lighting in the student center on the Columbus campus.	P0306945	\$12,500	Columbus Campus	
00-2-12015-5278	HASTINGS-HEAVY EQUIPMENT OPERATOR	Central Nebraska Bobcat	Mini Excavator Repair	P0306841	\$12,687	Hastings Campus	
31-8-64608-5284	ADMIN SERVICES-IT SERVICES	Rave Mobile Safety	Rave Alert Basic, Rave Alert Social Media Integration, Rave Voice Add-on Module	P0306826	\$14,884	Grand Island Campus	
00-8-12074-5219	ADMIN SERVICES-INSTRUCTION	Stamats Communications Inc.	Website Redesign: Taxonomy; CCC Website Redesign and Hosting 2025-2026	P0307166	\$15,500	Grand Island Campus	
31-8-55309-5284	ADMIN SERVICES-CAFETERIA	Chartwells Dining Services	Subsidy billing for November 2025	P0306978	\$15,622	Grand Island Campus	
31-8-63667-5341	ADMIN SERVICES-SUPPLIES	DiSTAR Industries, LLC	SS Trainer Tank Instrumentation Board Set - Quote 20467	P0306488	\$15,750	Columbus Campus	
00-2-75809-5532	HASTINGS-GROUNDSKEEPING	Matt Friend Truck Equipment Inc	Boss Drag Pro 180Z with Hydraulic Folding Wing. Includes all necessary accessories and installation, Tail Light and LED Work Light Kit, and Backup Camera System. Turn Key.	P0306749	\$16,084	Hastings Campus	
31-8-64608-5284	ADMIN SERVICES-IT SERVICES	Timeclock Plus, LLC	Enterprise License Annual Plan 12/11/2025-12/10/2026	P0306751	\$17,360	Grand Island Campus	
31-8-64608-5284	ADMIN SERVICES-IT SERVICES	Timeclock Plus, LLC	Hardware Support & Maintenance 12/24/2025-12/23/2026	P0306750	\$17,505	Grand Island Campus	
31-8-55309-5284	ADMIN SERVICES-CAFETERIA	Chartwells Dining Services	Dinning Subsidy payment X031230126	P0306658	\$17,645	Grand Island Campus	
00-4-12019-5500	GRAND ISLAND-NURSING	Examsoft Worldwide LLC	The Essential Solution Setup and ongoing maintenance of the integration between ExamSoft and the client supported Learning Management System	P0306514	\$17,998	Grand Island Campus	

Account Number	Area	Vendor	Item	Purchase Order#	PO Total	Campus/Center	Comments
00-8-63607-5281	ADMIN SERVICES-GEN INSTITUT EXP	Cline Williams Wright Johnson and Oldfather LLP	Legal Services through October 31, 2025	P0306668	\$18,342	Grand Island Campus	
31-8-64608-5284	ADMIN SERVICES-IT SERVICES	StreamLink Software, Inc	Grants Management - Amplifund	P0306756	\$18,625	Grand Island Campus	
80-4-76500-5532	CAP. IMPROV. FUND-GRAND ISLAND-CAPITAL PROJECTS	Matheson Tri-Gas Inc	Starland BC36 bin cabinet	P0306803	\$18,845	Grand Island Campus	
00-8-52525-5284	ADMIN SERVICES-NEBRASKA MATH READINESS	Pearson Education	CCC - Fall 2025 Subscription Payment for the Nebraska Math Readiness Project	P0307104	\$18,900	Grand Island Campus	
006-11111-5284 006-11117-5284 006-12050-5340 006-11100-5284 006-11122-5284 006-11104-5284	ELS II-ENGLISH ELS II HISTORY ELSII HEALTH SERVICES AND SAFETY ELS II MATHEMATICS GRAND ISLAND SPEECH BIOLOGICAL SCIENCES ELS ELS II	Aurora Public Schools	Services Rendered-25/FA CCC classes taught at the high school	P0307028	\$19,800	Grand Island Campus	
31-2-12343-5540	HASTINGS-DENTAL HYGIENE CLINIC	Patterson Dental Company Inc	Intraoral View ScanX by Airteq	P0307188	\$22,380	Hastings Campus	
31-8-64608-5284	ADMIN SERVICES-IT SERVICES	Tandem Cyber, LLC	Cybersecurity Operations and Response Safeguard	P0307081	\$22,820	Grand Island Campus	
801-76500-5284 K-26-680	CAP. IMPROV. FUND-KEARNEY-CAPITAL PROJECTS; Remodel Eship 107/CLASSROOM	Kidwell Inc	Replacement of outside wall wash lights in the front of the main entrance at the Kearney center.	P0306772	\$27,235	Kearney Center	
PURCHASES \$30,000+ - Nov 5, 2025 - Jan 9, 2026							
80-4-76500-5532 G-25-653	CAP. IMPROV. FUND-GRAND ISLAND-CAPITAL PROJECTS-EQUIP&FURN/INVEN TAG-G - Welding Bldg ARPA Funds	Matheson Tri-Gas Inc	Airflow System PCH-2 1.5 hp Motor with 10ft arm - Semi self-cleaning filter System	P0306734	\$31,050	Grand Island Campus	
804-76500-5284 G-26-715	CAP. IMPROV. FUND-GRAND ISLAND-CAPITAL PROJECTS	Inteconex LLC	Replace the two Dell/Avigilon camera servers on the Grand Island Campus.	P0306799	\$32,792	Grand Island Campus	
80-4-76500-5532 G-25-653	GRAND ISLAND-CAPITAL PROJECTS - Welding Bldg ARPA Funds	Matheson Tri-Gas Inc	Lonestar Spitfire 4x4 w/PM 105 Sync	P0306707	\$33,311	Grand Island Campus	
31-2-12369-5284	HASTINGS-CST HOUSE	Kucera Painting Inc	Materials and Labor for Drywall/Painting for 2025-2026 Hastings CCC Construction House	P0306819	\$39,733	Hastings Campus	
00-8-51418-5284	VP OF STUDT SUCC & ENR MNGMT	NCHERM Group, LLC	Year One of Three Year Agreement for Interim Services; Off-Site Policy Work; Off-Site Consulting; Paraprofessional Services; Hearing Officer/Decision Maker/Advisor/Appeals; and, Investigation Services	P0306972	\$50,000	Grand Island Campus	
05-8-52577-5284	ABA APPRENTICESHIP	Southeast Community College	Apprenticeship Reimbursement for 2025-26 1st Qtr	P0306935	\$54,986	Grand Island Campus	
80-4-76500-5532 G-25-653	GRAND ISLAND-CAPITAL PROJECTS - Welding Bldg ARPA Funds	Matheson Tri-Gas Inc	AD1043-25-Classmate Saw Trainer with Flextec 650X	P0307075	\$56,260	Grand Island Campus	
31-8-55309-5399	CAFETERIA-REUSE & RESALE	Chartwells Dining Services	Student Board Billing September 2025	P0306512	\$58,039	Columbus Campus	
31-8-55309-5399	CAFETERIA-REUSE & RESALE	Chartwells Dining Services	Student Board Billing Oct 2025	P0306511	\$58,778	Columbus Campus	
80-4-76500-5284 G-26-686	GRAND ISLAND-CAPITAL PROJECTS-Storage Bldg Weld	Cleary Building Corp	Labor and material to build a 24 x 30 building on the Grand Island campus.	P0306855	\$64,750	Grand Island Campus	Storage for Welding
00-4-75809-5532 314-63102-5532	GRAND ISLAND-GROUNDSKEEPING GRAND ISLAND AUCTION ACCOUNT	Midwest Turf & Irrigation Inc	Toro Groundsmaster 7210 No Deck (T4); Model #30695; Polar Trac Cab; #30474; Polar Trac Kit; #30675	P0306748	\$65,858	Grand Island Campus	
28-3-76300-5535 C-25-665	COLUMBUS-REVENUE BOND PROJECTS-EQUIPM	Eakes Office Solutions	D1 - Answer Desking U-Shaped Desk; Worksurface: (1) Pencil drawer, (1) Box Box File, (1) File File;	P0306975	\$76,788	Columbus Campus	
05-8-52577-5284	ADMIN SERVICES-ABA APPRENTICESHIP	Northeast Community College	Apprenticeship Reimbursement 2025-26 1st Qtr	P0306912	\$81,837	Grand Island Campus	
31-8-55309-5399	ADMIN SERVICES-CAFETERIA-REUSE & RESALE	Chartwells Dining Services	CHARTWELLS NOVEMBER 2025 RESIDENCE HALL MEAL PLAN BILLING	P0306859	\$93,961	Hastings Campus	
31-8-55309-5399	ADMIN SERVICES-CAFETERIA-REUSE & RESALE	Chartwells Dining Services	RESIDENCE HALL OCTOBER 2025 MEAL PLAN BILLING	P0306509	\$98,085	Hastings Campus	
00-8-63607-5284	ADMIN SERVICES-GEN INSTITUT EXP	Allied Universal Security Services	October billing for security services 17749420	P0306568	\$101,356	Grand Island Campus	

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00-8-63607-5284	ADMIN SERVICES-GEN INSTITUT EXP	Allied Universal Security Services	Allied Security November billing 17858215	P0306929	\$102,829	Grand Island Campus	
28-4-76300-5284 G-25-670	REVENUE BOND FUND-GRAND ISLAND; Dorm Planning	Wilkins Architecture Design Planning	Services to provide all documents for new dorm on the Grand Island campus. This includes but not limited to schematic drawings, bidding documents, construction documents, and construction administration. the fee is 6.25% of construction and construction is estimated at \$17,000,000	P0306753	\$1,062,500	Grand Island Campus	