

**METROPOLITAN COMMUNITY COLLEGE AREA
BOARD OF GOVERNORS
OFFICIAL MEETING MINUTES
NOVEMBER 18, 2025**

Italicized text is not part of the original conversation.

A meeting of the Board of Governors of the Metropolitan Community College Area was called to order at 6:30 PM.

Chair Reinhardt asked Cari Henry to call the roll:

MEMBERS PRESENT

Martha Bruckner
Ralph Kleinsmith
Theresa Love-Hug, Assistant Secretary
Linda McDermitt, Treasurer
Maureen Monahan, Secretary
Jessica Powell
Zach Reinhardt, Chair
Tammy Wright
Jeff “Boomer” Strawn, Faculty Ex Officio
Samuel Pembele, Student Ex Officio

MEMBERS ABSENT

Kristen DuPree
Phillip Klein
Fred Uhe, Vice Chair

Also Present: Randy Schmailzl, College President

Agenda Item 1 — Preliminaries

Agenda Item 1d — Announcement of Posted Location of Open Meetings Act

Following the Pledge of Allegiance, the Chair reported that a copy of the Nebraska Open Meetings Act had been posted in the rear of the room.

Agenda Item 1e — Recording of Notice of Public Meeting

The Chair then reported on the recording of the Notice of Public Meeting and stated the following:

1. *Proof of Publication, pursuant to Policy 10503 of the Board of Governors, in the form of an affidavit of an employee of the Omaha World-Herald, to the effect that notice of this meeting was published in that newspaper on November 7, 2025, and on the Omaha World-Herald's website.*

2. *Affidavit of College employee Cari Henry, to the effect that a copy of the published Notice of Meeting was transmitted to each member of the Board of Governors in a manner specified by Policy 10503 of the Board of Governors.*

The notice of the meeting stated that an agenda for this meeting, kept continually current, was available for public inspection at the principal office of the Board of Governors, Building No. 30, 30th and Fort Streets, Omaha, Nebraska, by making prior arrangements by calling 531-622-2415.

Without objection, the Chair of the Board ordered that the affidavits be attached to the minutes of the meeting and made a part of the official proceedings of the Board of Governors.

Agenda Item 2 — Public Comments

There were no public comments.

Agenda Item 3 — Report Agenda

Agenda Item 3a — Ex Officio Board Members' Reports

Student Ex Officio Representative Report

Samuel Pembele, student ex officio representative, shared highlights from his written report, which included the election of the 2025-26 Student Advisory Council, the induction of new Phi Theta Kappa members, and MCC's 5th Annual Student Leadership Conference. He noted that he was grateful for the chance to serve as the student ex officio during the past year and introduced the incoming student ex officio, Dontania (Nina) Petrie. Powell thanked Pembele for his service and asked what's next for him. He announced that he will run for the position of Phi Theta Kappa's Division III International Vice President.

Faculty Ex Officio Representative Report

Boomer Strawn, faculty ex officio representative, introduced Gary Sparks, Program Director for the MCC Cybersecurity Center. Sparks was present to talk about MCC's Cybersecurity Associate Degree program and its recent national ranking in Cybersecurity Guide's 2026 rankings.

In 2018, MCC was designated as a National Center of Academic Excellence in Cyber Defense Education. At that time, 50-100 students were enrolled in the Cybersecurity Associate Degree program. The five-year designation prompted a re-designation process beginning in January 2023, which ended in MCC being re-designated through 2028.

Last year, 329 students were enrolled in the program and 38 of them graduated from it. 28 students finished the program during the 2024-25 spring quarter, and 20 students finished during the 2025 fall quarter. While some continue their education at Bellevue University or the University of Nebraska Omaha (UNO), others go straight into the field. The program has produced senior cybersecurity analysts, cybersecurity managers, incident response analysts, and IT auditors.

In late October 2025, Cybersecurity Guide ranked MCC's Cybersecurity Associate Degree program 16th in the nation for 2026. To determine the rankings, reviewers considered each program's designation status, instructional formats, and tuition costs, as well as its admission, retention, and graduation rates.

Powell asked Sparks if cost was a reason that just 38 students out of 329 graduated last year. He said no, the reason is that life just happens. Sometimes people land a job and stop attending school; however, he stressed that he wants his students to be well prepared because cybersecurity is a national and economic defense issue that often goes unnoticed, but the consequences of an attack could be severe. Powell then asked about the program's partnerships. Sparks said it receives valuable guidance from and maintains strong connections with industry partners and the academic focus area's advisory committee, which includes members such as the cybersecurity and digital forensics expert from the Pottawattamie County (Iowa) Sheriff's Office.

Bruckner congratulated Sparks on the program's recognition and asked whether the Cybersecurity Center collaborates with high school students or UNO. He confirmed that high school students do take classes and added that UNO, Northeast Community College, and Bellevue University are among over 400 schools nationwide that are also designated as National Centers of Academic Excellence in Cyber Defense Education. MCC works with them to address challenges and share solutions.

Wright asked if students are finding job opportunities at the federal level; Sparks said such opportunities are available within Offutt Air Force Base and U.S. Strategic Command as well as financial areas like First National Bank of Omaha.

Kleinsmith said for the program to be ranked 16th in the nation was outstanding and asked if this was the first time MCC had been in the top 20; Sparks said this is the first time Cybersecurity Guide ranked the community college programs, so it was a big thing for him. Kleinsmith inquired if completing MCC's Cybersecurity Associate Degree program gives students a stronger advantage in obtaining scholarships for further education; Sparks responded that it does help open doors to grant opportunities and internships.

Agenda Item 3b — Chair of the Board's Report

Reinhardt attended MCC's Veterans Day Celebration on November 11, noting that it was a meaningful and enjoyable event. It provided a chance to honor veterans and listen to their stories, as well as recognize the College's support for them and their families. He expressed appreciation to everyone involved and encouraged others to attend next year.

Reinhardt also thanked Pembele for his time as student ex officio representative and presented him with a plaque noting appreciation for his service from December 2024 through November 2025.

Agenda Item 3c — Board Members' Reports

Love-Hug walked with the MCC group in Olde Towne Bellevue's Veterans Day Parade on the morning of November 8. She said MCC had an impressive turnout despite the cold, wet weather. She encouraged others to volunteer for next year's parade and said she plans to participate for years to come. She then attended MCC's Veterans Day Celebration and found it incredible to hear personal stories from veterans, as well as from a military-connected spouse.

Powell also attended the Veterans Day Parade and the Veterans Day Celebration. On November 15, she and Wright both attended the 100 Black Men of Omaha's annual gala fundraiser for the organization's mentoring programs.

Monahan went to a legal seminar at Creighton University, where one of the presenters was Deana Agarwal, Director of Adult Education at MCC. Monahan works with children in foster care or the justice system who often want to go back to school if/when their situations stabilize. She said the GED program often provides the most effective route to success and praised MCC's Adult Education and Workforce Graduation Ceremonies. She felt it was wonderful that these aspects of her life could intersect so those she works with could see the positive impact MCC has on the populations it serves.

Kleinsmith reported that MCC had been in meetings with the executive team from Lozier Corporation, his employer, discussing moving forward in smart manufacturing. He expressed appreciation for the work accomplished in these meetings and the feedback shared, noting that his employer's success relies on its partnership with MCC and calling it rewarding to be able to see the results firsthand.

Agenda Item 3d — President's Report

Support Services Available for Food Insecurity

Kyran Connor, Executive Director of South Omaha Campus, provided details on the internal resources available to students facing food insecurity at MCC.

Student Services office staff can provide Vending Bucks, which Connor described as Monopoly money for the vending machines. Students can use them to grab a snack if needed to tide them over while they're on campus. Hy-Vee gift cards in \$5 and \$10 increments are also available for students, thanks to the MCC Foundation's Student Food Insecurity Fund. Salads are distributed to students through the salad program on Tuesdays at 11:00 AM. A total of 4,200 salads were handed out over the last three quarters, with 1,500 salads projected for this quarter. All of these resources get into the hands of students through observation and campus-specific communication. For example, Connor noticed a student had been in a commons area for several hours, so he asked the student if he had eaten lunch. When the student said no, Connor gave him Vending Bucks, building a connection in the process. MCC also maintains a list of local food pantries and will have its own pop-up food pantries coming soon. The 180 Re-entry Assistance Program holds food drives. Counselors have snacks. The Veterans and Military Resource Center has snacks for everyone.

Connor said all of this reflects the strong commitment MCC has to its students. Staff members (the "troops on the ground") anticipate their needs and are proactive in providing assistance, making sure support is convenient for students without requiring them to prove their need. This approach embodies MCC's culture of care.

McDermitt asked if these resources are available on all campuses; Connor answered in the affirmative. Wright asked about a possible barbecue for students happening before the weather changes; Connor said there were no plans for one, but different pop-up events are scheduled from time to time.

Agenda Item 3e — Regular Monthly Reports

This agenda item was inadvertently overlooked by the Chair and no questions or comments about it were raised by the Board.

Agenda Item 3f — Fiscal Year 2024-25 Audit Report

Brian DeNio, College Controller, directed the Board's attention to the fiscal year 2024-25 audit report that was included in their packet of materials. He noted that the report was completed during a period of significant transition, including a major enterprise resource planning system conversion and staffing changes. He thanked his staff for their efforts and the Board for its commitment to the modernization and improvement of the College's finance office before turning the floor over to Dallas Duggar and Bryant Sanchez of the College's independent auditor, Weaver, to go over the results of the audit. The two appeared via Zoom.

Duggar outlined the timeline for completing the audit and Sanchez summarized the audit scope and process. Duggar then relayed the audit results. Weaver will issue clean opinions on the financial statements and the enrollment statements in accordance with applicable guidelines. It will issue its report on internal control over financial reporting and on compliance and other matters based on an audit of financial statements

performed in accordance with government auditing standards, noting one material weakness (a lack of sufficient controls over the financial close and reconciliation process) but no compliance findings or other matters. It will also issue its report on compliance for each major program and on internal control over compliance required by uniform guidance. The results of that report are pending the release of the 2025 Compliance Supplement.

Bruckner asked whether the large numbers regarding the financial close and reconciliation process are as concerning as they appear. DeNio provided context, noting that MCC has \$380 million in total assets. He acknowledged that the numbers are large but explained that the deficiencies can be attributed to three separate issues. The first relates to incorrect technical accounting for IT subscription agreements. To facilitate the audit, he and his staff provided a provisional trial balance and informed the auditors that adjustments would be required. Second, staff turnover affected journal entries for tuition and fees, but DeNio emphasized that these were presentation issues and did not affect operations. Third, grants accounting during the transition between Colleague (the old system) to Workday (the new system) required reconciliations to ensure the numbers were accurate and complete. Management was made aware of these issues and has begun taking steps to address them.

Kleinsmith asked if Workday will resolve a lot of the current issues by this time next year; DeNio said yes, the finance office will be able to use the new Workday system to its advantage rather than trying to reconcile output from two separate systems.

Agenda Item 3g — Nebraska Community College Insurance Trust Report

KT Nelson, Director of Administrative Services, provided the annual report on the Nebraska Community College Insurance Trust (NCCIT). The NCCIT was established in 1995 under the Nebraska Intergovernmental Risk Management Act to operate as a self-insurer. As of 2002, all six Nebraska community colleges are members and owners of the NCCIT. Nelson stated that the Trust remains strong, benefits all members, ensures reliable ongoing coverage, and protects against insurance market fluctuations. Until now, Nelson's exposure to the Trust has been related to claims and its annual renewal; however, going forward, she will be MCC's representative to the Trust Board. Schmailzl cited a past campus roof collapse as an example of when MCC utilized the Trust.

Agenda Item 3h — Dual Enrollment Report

Jordan Pirtle, Dean of Secondary Partnerships, delivered an overview of Dual Enrollment at MCC.

MCC offers multiple pathways for high school students to earn college credit tuition-free. 30 different Career Academies allow juniors and seniors to explore a career field and gain relevant knowledge and skills before graduating from high school. Through CollegeNOW!, high school students can enroll in MCC course sections alongside the College's general student population. More than 65% of MCC's dual enrollment

students participate in Concurrent Enrollment, where MCC-approved high school instructors teach in high school classrooms, and students earn both high school and college credit at the same time. Gateway to College is a high school diploma completion program, and Kickstart Online is an online semester-based series of courses for students that are transferable and count toward most MCC degrees.

Early College is a dual credit associate degree completion program for students at Millard South High School and Northwest High School. Students begin and finish as a cohort, progressing through the required courses together. Northwest High School currently has three cohorts in place, and a fourth is being recruited for the 2026-27 academic year. Participants have a dedicated homeroom and classrooms on the first floor of Building 10 on the Fort Omaha Campus, along with a full-time high school navigator and a full-time MCC navigator who provide comprehensive student support.

Dual enrollment has seen strong, consistent growth at MCC. From 2020-21 to the 2024-25 academic year, it saw a 111% increase in student participation. In 2024-25 alone, 9,525 unique high school students enrolled in at least one MCC credit course, for a combined total of over 129,600 college-level credits. More than half of these students were seniors, who earned over 62,000 of those credit hours. 73% of them continued on to college, and among students choosing a two-year institution, 85% enrolled at MCC. During the same year, the Take It Further Scholarship awarded \$200,000 to more than 400 dual-enrolled seniors who continued their education at MCC.

The 2024–25 academic year posted an overall course success rate of 89%, which includes students who withdrew from the program. When withdrawals are excluded, the success rate rises to 94%. Pirtle clarified that a withdrawal is not always an academic issue; external factors, such as a student moving out of the district, are often responsible. Further, dual enrollment received a positive evaluation during the Higher Learning Commission’s additional locations accreditation visit in October, with the Commission noting MCC’s high level of student support.

After attending the Association of Community College Trustees Leadership Congress, Wright was able to confirm that dual enrollment had reached a national level. She called the program “amazing” and said she wished it had been available when she was in high school.

Bruckner inquired about the number of dual enrollment navigators, their employment status, and who funds their positions. Pirtle explained that MCC funds eleven full-time navigators – eight are true dual enrollment navigators and the remainder focus on early career programs in trades education. Each navigator, except for the early college navigators at Millard South and Northwest, supports four to five schools.

Agenda Item 4 — Consent Agenda Items

Items remaining on the consent agenda are 6a, 6b, 6c, 6d, 6e, 6f, 6g

Agenda Item 5 — Items Removed from Consent Agenda (if any)

No agenda items were moved from the consent agenda.

Agenda Item 6 — Action Agenda

Agenda Item 6a — Consideration of Approval of Minutes of October 28, 2025 Board of Governors Meeting, Board Doc. 8170

Agenda Item 6b — Consideration of Resolution Approving Personnel Appointments, Board Doc. 8171

WHEREAS, per Board Policy 60205, the Board of Governors shall have final approval of all full-time contracts for administrative, support, and faculty personnel.

NOW THEREFORE BE IT RESOLVED that the following appointments and employment contracts be approved and/or ratified by the Board of Governors:

<u>Position</u>	<u>Name</u>	<u>Start Date</u>	<u>Annual Salary</u>
Accountant II	Kellie Johnston	12/01/2025	\$ 75,000.00
Director of Campus Development	Christopher Kriegler	12/01/2025	\$115,000.00
Operating Budget Analyst	Shao Zhi Finken	12/01/2025	\$ 73,500.00
Success Navigator	Jonathan Bergeron	11/29/2025	\$ 55,011.59

Accountant II – *The Accountant II performs advanced accounting, analysis, and reporting for state, private, and federal awards, while serving as a mentor and resource for other staff. This position plays a key role in building a collaborative, service-focused culture that is accurate, solutions-oriented, and responsive to campus needs. The Accountant II guides grant managers in effective system use, reconciliations, and reporting. (Kellie Johnston)*

Director of Campus Development – *The Director of Campus Development is responsible for overseeing the planning, development, and expansion of the physical campus infrastructure. This position manages capital projects, strategic campus planning initiatives, and ensures the overall growth alignment with the College’s long-term goals. The director collaborates with departments across the College and external contractors and architects to ensure successful execution of campus development projects. (Christopher Kriegler)*

Operating Budget Analyst – *The Operating Budget Analyst plays a key role in the planning, development, implementation, and management of the College’s all-funds operating budget. This position promotes responsible fiscal stewardship, enables data-informed decisions, and ensures regulatory compliance. (Shao Zhi Finken)*

Success Navigator – This Success Navigator onboards new students into the College. This position provides proactive, ongoing, individualized support assisting them through the complexities of the College environment. The Navigator connects students to services and resources as necessary and ensures students are on track with their individualized education plan. (Jonathan Bergeron)

Agenda Item 6c — Consideration of Resolution Establishing the College’s Academic Calendar for 2026-27, Board Doc. 8172

WHEREAS, per Board Policy 40402 (Academic Annual Calendar and Course Offerings Schedule), the Metropolitan Community College Area Board of Governors shall approve an annual calendar designating the length of academic terms;

WHEREAS, the College’s Academic Council, as well as College administration, has unanimously recommended the calendar under consideration;

WHEREAS, the calendar under consideration includes the required number of faculty work days and instructional days;

BE IT RESOLVED that the Board of Governors of the Metropolitan Community College Area hereby authorizes the College to establish the 2026-27 Academic Calendar; same being identified as Board Document No. 8172a.

Agenda Item 6d — Consideration of Resolution Amending Board of Governors’ Policy 90302 (Selection of Architects), First Reading, Board Doc. 8173

BE IT RESOLVED by this Board of Governors of the Metropolitan Community College Area that it hereby amends Board Policy 90302 as is shown below (deletions stricken through and additions underlined):

90302 Selection of Architects

The Board shall review architectural-engineering firms for campus long-rangemaster planning, building construction and site development, and make the final selection.

(Amended 2/25/14: / /)

Agenda Item 6e — Consideration of Resolution Amending Board of Governors’ Policy 90303 (Master Plans), First Reading, Board Doc. 8174

BE IT RESOLVED by this Board of Governors of the Metropolitan Community College Area that it hereby amends Board Policy 90303 as is shown below (deletions stricken through and additions underlined):

90303 Facilities Long-Range PlansMaster Plans

The President shall submit ~~a Facilities Long-Range Planmaster plans~~ and subsequent changes for development of College campuses and other property to the Board. Improvements on each Campus shall be in conformity with the ~~Facilities Long-Range PlanMaster Plan~~, Design Guidelines, and Design Review Procedures for such campus as most recently approved by the Board. No improvement to any campus or property shall be inconsistent with the ~~Facilities Long-Range PlanMaster Plan~~, Design Guidelines, and Design Review Procedures as most recently adopted.

(Adopted June 2003; Amended 2/25/14; / /)

Agenda Item 6f — Consideration of Resolution Amending Board of Governors' Policy 90305 (Final Plans and Specifications), First Reading, Board Doc. 8175

BE IT RESOLVED by this Board of Governors of the Metropolitan Community College Area that it hereby amends Board Policy 90305 as is shown below (deletions stricken through and additions underlined):

90305 Final Plans and Specifications

The Board shall review and approve all final plans and specifications for new site acquisition, new site development and/or new building construction. Any such acquisition, development, and/or construction shall meet or exceed the then current best practices for environmental standards and sustainability.

~~Unless a waiver is approved by the affirmative vote of at least a two-thirds majority of the full membership of the Board of Governors, any such acquisition, development and/or construction after July 1, 2002, shall be designed as to achieve at least the minimum level of certification specified under the then current version of the Leadership in Energy & Environmental Design ("LEED") Green Building Rating System promulgated by the U.S. Green Building Council.~~

(Amended 6/25/02; 2/25/14; / /)

Agenda Item 6g — Consideration of Resolution Accepting the Independent Auditors' Reports on the Financial Statements and the Statements of Reimbursable FTE Student Enrollment, Reimbursable Educational Units, and Dual Enrollment FTE Student Enrollment for the Year Ended June 30, 2025, Board Doc. 8176

BE IT RESOLVED, that the Board of Governors of Metropolitan Community College hereby accepts the Independent Auditors' Reports on the Financial Statements and the Statements of Reimbursable Full-Time Equivalent Student Enrollment and Reimbursable Educational Units for the year ended June 30, 2025, Board Doc. No. 8176a, as presented by Weaver.

MOTION: Monahan moved to approve the consent agenda; McDermitt seconded the motion.

Ralph Kleinsmith – yes
Theresa Love-Hug – yes
Linda McDermitt – yes
Maureen Monahan – yes
Jessica Powell – yes
Zach Reinhardt – yes
Tammy Wright – yes
Martha Bruckner – yes

Motion carried unanimously.

Agenda Item 7 — Adjournment

MOTION: Love-Hug moved to adjourn the meeting; Wright seconded the motion.

Roll Call vote on Adjournment:

Theresa Love-Hug – yes
Linda McDermitt – yes
Maureen Monahan – yes
Jessica Powell – yes
Zach Reinhardt – yes
Tammy Wright – yes
Martha Bruckner – yes
Ralph Kleinsmith – yes

Motion carried unanimously. The meeting was adjourned at 7:56 PM.

Maureen Monahan
Secretary, Board of Governors

Date

These minutes are unofficial and are subject to revision and approval at the next meeting of the Board of Governors

**AFFIDAVIT OF TRANSMISSION OF NOTICE
OF MEETING OF BOARD OF GOVERNORS
OF METROPOLITAN COMMUNITY COLLEGE AREA**

STATE OF NEBRASKA)
) SS
COUNTY OF DOUGLAS)

Cari Henry, being first duly sworn upon oath, deposes and states as follows:

- 1. That pursuant to direction received from the Chair of the Board of Governors of the Metropolitan Community College Area, I caused the following Notice to wit:**

NOTICE OF MEETING

Notice is hereby given that the Board of Governors of the Metropolitan Community College Area will meet on Tuesday, November 18, 2025, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32nd & Sorensen Parkway, in the Mule Barn, Building 21, Room 112, Omaha, Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continually current, is readily available for public inspection at the principal office of said Board of Governors, 30th & Fort Streets, Building 30, Omaha, Nebraska, during normal business hours.

Zach Reinhardt
Chair, Board of Governors

PUBLISH on Friday, November 7, 2025

to be published in the *Omaha World-Herald* on November 7, 2025; and that the order to said newspaper was made by electronic transmission on November 4, 2025.

- 2. That on November 4, 2025, a copy of such Notice was addressed and sent by e-mail or, if so requested, by personal delivery to each member of the Board of Governors.**

Further affiant sayeth not.

Cari Henry

SUBSCRIBED AND SWORN TO before me this 4th day of November, 2025.

State of Nebraska – General Notary
JOLYNN EMERY
My Commission Expires
November 30, 2026

Jolynn Emery
Notary Public



AFFIDAVIT

State of New Jersey, County of Camden, ss:

I, Yuade Moore, being of lawful age, being duly sworn upon oath, hereby depose and say that I am agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Omaha World Herald, a legal daily newspaper printed and published in the counties of Douglas and Cass and State of Nebraska, and of general circulation in the Counties of Douglas, and Sarpy and State of Nebraska, and that the attached printed notice was published in said newspaper on the dates stated below and that said newspaper is a legal newspaper under the statutes of the State of Nebraska.

PUBLICATION DATES:
Nov. 7, 2025

NOTICE NAME: 11 18 25 MCC BOG Meeting OWH Notice

PUBLICATION FEE: \$40.20

(Signed) Yuade Moore

VERIFICATION

State of New Jersey
County of Camden

SHARONNE THOMAS-POPE
NOTARY PUBLIC
STATE OF NEW JERSEY
My Commission Expires January 23, 2027

Subscribed in my presence and sworn to before me on this: 11/12/2025

SM S. R. Poe
Notary Public

Notarized remotely online using communication technology via Proof.

NOTICE OF MEETING

Notice is hereby given that the Board of Governors of the Metropolitan Community College Area will meet on Tuesday, November 18, 2025, commencing at 6:30 o'clock P.M. at the Fort Omaha Campus, 32nd & Sorensen Parkway, in the Mule Barn, Building 21, Room 112, Omaha, Douglas County, Nebraska, which meeting will be open to the public. An agenda for such meeting, kept continually current, is readily available for public inspection at the principal office of said Board of Governors, 30th & Fort Streets, Building 30, Omaha, Nebraska, during normal business hours.

Zach Reinhardt
Chair, Board of Governors
2025, (11) 7 - Fridays, ZNEZ