

# PUBLIC NOTICES

## Notice to Contractors

Sealed bids will be received in the city offices, 309 North 5th Street, Norfolk, Nebraska, until 11:00 a.m. on the 9th day of February, 2024 to furnish labor, materials, use of contractor's equipment, plant, and all else necessary to properly construct all of the improvements for:

2 MG Treated Water Storage Tank at which hour, or as soon as possible hereafter, the bids will be opened, read aloud, and tabulated, in the presence of all attending bidders to furnish bid labor, materials, and equipment broken down to accurately reflect unit prices for all estimated quantities.

A mandatory pre-bid meeting will be held at the Norfolk West Water Treatment Plant at 300 S. 49th St., Norfolk, NE 68701 at 1:00pm central me zone on February 20th, 2024.

This project consists of:

1. 2 MG above grade treated water storage tank and foundation.

a. Base Bid: Prestressed Concrete tank

b. Bid Alternate A: Steel Tank.

2. Work includes design and installation for 2 MG treated water storage tank and foundation (and galvanic cathodic protection system for bid alternate A).

3. Associated work includes tree removal, clearing and grubbing, excavation and fill for structures, mixer installation, piping and appurtenance installation, and disinfection and pressure testing.

All work called for in the plans and specifications shall be furnished in strict accordance with the plans and specifications prepared by the Engineering Division of the Public Works Department of the City of Norfolk, and bids will be received only upon the forms furnished by the City.

Each bid must be accompanied by a bid bond or certified check on a bank whose deposits are insured by the Federal Deposit Insurance Corporation in the amount of 5% of the total bid price and must be payable without condition to the Treasurer, City of Norfolk, Nebraska, as evidence of good faith of the bidder and as agreed liquidated damages in case the bidder whose proposal is accepted by the City of Norfolk fails to enter into contract within ten (10) days from the Notice of the Award or fails to furnish acceptable bond to complete the work and pay for all labor and materials used, said bond to be in the amount of 100% of the total bid price.

The bid security (i.e. bid bond or certified check) as outlined in Articles I and III of these specifications shall be submitted in a separate envelope along with the proposal. The bid security shall be clearly marked and accessible without needing to open the envelope containing the proposal. Any proposal that does not have bid security

specifications, and contract documents may be obtained from the Issuing Office for a non-refundable charge of \$150.00.

The City of Norfolk, Nebraska, reserves the right to waive informalities and to reject any or all bids.

Dated this 5th day of February, 2024.

Brianna Duerst  
City Clerk  
ZNEZ  
(February 9, 16, 23, 2024)

IN THE DISTRICT COURT OF  
MADISON COUNTY, NEBRASKA  
MEGAN L. KILONZO,  
Plaintiff,

vs.

MUSYOKI KIMUYU KILONZO,  
Defendant,  
CASE NO. C124-10

NOTICE

TO: MUSYOKI KIMUYU KILONZO AND  
ALL OTHER INTERESTED PARTIES

You are hereby given notice that on or about January 5, 2024 Megan L. Kilonzo filed a petition seeking dissolution of marriage. The petition will be heard on April 12, 2024 at 1:00 p.m., or as soon thereafter as can be heard, in the Madison County District Court, Madison, Nebraska.

Patrick P. Carney, #20356  
Carney Law P.C.  
P.O. Box 1776  
109 S. 5th St.  
Norfolk, NE 68702-1776  
(402) 379-5600  
(Jan. 26; Feb. 2, 9, 2024) ZNEZ

## NOTICE OF MEETING

The Northeast Community College Board of Governors has scheduled its Meeting for Thursday, February 15, 2024 in Suite 197 of the Lifelong Learning Center, located on the campus of Northeast Community College, 801 East Benjamin Avenue, Norfolk, NE. Topics and estimated times for the meeting include:

o 11:00 a.m.-Board Education/Information/Committee Reports/Monitoring Reports

o 3:00 p.m.-College Reports/Action Items

The current agenda for the meeting, kept continually current, shall be available for public inspection at the Lifelong Learning Center, Suite 189, 801 East Benjamin Avenue, Norfolk, NE, during normal business hours, as well as on the Northeast website at [www.northeast.edu](http://www.northeast.edu).

Nicole Sedlacek  
Board Secretary  
ZNEZ  
(February 9, 2024)

LEGAL NOTICE  
ADULT NAME CHANGE  
IN THE DISTRICT COURT OF  
MADISON COUNTY, NEBRASKA  
Case Number: C124-27  
IN RE NAME CHANGE OF:

## Public Hearing

The Norfolk Planning Commission will hold a public hearing on Wednesday, February 21, 2024, at 7:30 a.m. in the City Council Chambers, 309 N 5th Street, Norfolk, Nebraska at the request of Flatrock Group, LLC, to consider a waiver of Highway Corridor Overlay District requirements on property addressed as 2409 N. 13th St., legally described as:

Lot 2, Ablor Light Industry Site, Madison County, Nebraska  
(February 9, 2024) ZNEZ

## NOTICE OF ORGANIZATION

Notice is hereby given of the organization of FixKing, LLC, as a Nebraska limited liability company organized to engage in any lawful business authorized under the laws of Nebraska. The designated office of the limited liability company is 1104 W. Eisenhower Avenue, Norfolk, Nebraska 68701, and the registered agent at that office is Mason T. King. The limited liability company commenced its existence on January 17, 2024, and it has perpetual duration. The business affairs of the company will be conducted by a manager who initially is Mason T. King.

FIXKING, LLC  
Michael T. Brogan, Attorney  
BROGAN & STAFFORD, P.C.  
1400 North 9th Street  
P.O. Box 667  
Norfolk, NE 68702  
Phone: (402) 371-9688  
(Jan. 26; Feb. 2, 9, 2024) ZNEZ

## CERTIFICATE OF ORGANIZATION LIMITED LIABILITY COMPANY

Name of the limited liability company: Bezy's, LLC

Street and mailing address of the initial designated office: 409 Pierce Street Norfolk, NE 68701

Street Address: 409 Pierce Street Norfolk, NE 68701

Name of the initial agent for service of process: Beverly Braun

Street, mailing address and post office box of the initial agent for service of process: 409 Pierce Street Norfolk, NE 68701

Street Address: 409 Pierce Street Norfolk, NE 68701

STATE OF NEBRASKA ss SECRETARY'S OFFICE

Filing Date and Time: 01/11/2024 02:04 PM #9000990097

Beverly Braun  
Name of Organizer  
(Jan. 26; Feb. 2, 9, 2024) ZNEZ

## NOTICE OF ORGANIZATION OF TIEDGEN TRANSFER, L.L.C.

Notice is hereby given that TIEDGEN TRANSFER, L.L.C., a Nebraska Limited Liability Company, has been organized under the laws of the State of Nebraska, with its designated office at

## Public Hearing

The Norfolk Planning Commission will hold a public hearing on Wednesday, February 21, 2024, at 7:30 a.m. in the City Council Chambers, 309 N 5th Street, Norfolk, Nebraska at the request of BAS Holding, LLC., an Iowa limited liability company, to consider a zoning change from A (Agricultural District) to I-1 (Light Industrial District) on property addressed as 2200 S. Victory Road, legally described as follows:

Lot 2, Chaffin's Addition, Madison County, Nebraska  
(February 9, 2024) ZNEZ

## Public Hearing

The Norfolk Planning Commission will hold a public hearing on Wednesday, February 21, 2024 at 7:30 a.m. in the City Council Chambers, 309 N 5th Street, Norfolk, Nebraska at the request of Par.Lor & Libations LLC, to consider a zoning change from I-1 (Light Industrial District) to C-2 (Central Business District) on the property addressed as 714 W. Norfolk Ave. legally described as follows

Lot 11, Blk 8, Koenigsteins Second Addition, City of Norfolk, Madison County, Nebraska  
(February 9, 2024) ZNEZ

## PUBLIC NOTICE

THE REGULAR MEETING OF THE NORTHEAST NEBRASKA AREA AGENCY ON AGING BOARD OF DIRECTORS WILL BE HELD AT 10:00 A.M., THURSDAY FEBRUARY 15, 2024, IN THE ADMINISTRATIVE OFFICE OF THE NORTHEAST NEBRASKA AREA AGENCY ON AGING, LOCATED AT 119 WEST NORFOLK AVENUE IN NORFOLK, NEBRASKA. AN AGENDA FOR THE MEETING, KEPT CONTINUOUSLY CURRENT, IS AVAILABLE FOR INSPECTION AT THE ABOVE ADDRESS BETWEEN THE HOURS OF 8:00 A.M. TO 5:00 P.M., MONDAY THROUGH FRIDAY.  
(February 9, 2024) ZNEZ

## NOTICE OF PUBLICATION

To Carin Branson and all persons, real and true names unknown, having or claiming any interest in, lien or title to the real estate described below, defendants:

The Northwest Quarter of the Southwest Quarter of Section 24, Township 24 North, Range 2 West of the 6th P.M., Madison County, Nebraska, more particularly described by metes and bounds as: Commencing at the West Quarter Corner of said Section 24; thence South, on section line, on an assumed bearing of S 01°47'29" East a distance of 647.70 feet to the point of beginning; thence continuing South 01°47'29" East, on section line, a distance of 214.58 feet; thence North 88°17'12" East

## Meeting Notice

The Norfolk Area Visitors Bureau Advisory Committee will hold its regular meeting Tuesday, February 13th at 3:30 pm, at 609 W. Norfolk Avenue.  
(February 9, 2024) ZNEZ

## NOTICE

Notice of Organization: Notice is hereby given that, BPH Counseling, a Nebraska Limited Liability Company, has been organized under the laws of the state of Nebraska, with its initial designated office at 1909 Vicki Lane STE 105, Norfolk, NE 68701. The initial agent for service of process for the company is Brooke Pelster-Hess, 1909 Vicki Lane STE 105, Norfolk, NE 68701.  
(February 9, 16, 23, 2024) ZNEZ

## LEGAL NOTICE - ADULT NAME CHANGE

IN THE DISTRICT COURT OF  
MADISON COUNTY, NEBRASKA  
Case Number: C124-53

IN RE NAME CHANGE OF:  
Anthony Paul Salvatori

Notice is hereby given that on the 5th day of February, 2024, a petition was filed in the District Court of Madison County, Nebraska, the object and prayer of which is for the change of the petitioner's name from Anthony Paul Salvatori, to Annastasia Toph Salvatori.

A hearing will be had on said petition before the Honorable Mark A. Johnson, in courtroom no. 1 1313 N Main St #3, Madison, NE, 68748 on the 13th day of March 2024 at 10:30 a.m., or as soon thereafter as will be convenient for the court and that unless sufficient cause is shown to the contrary, the petitioner's name will be changed from that of Anthony Paul Salvatori, to Annastasia Toph Salvatori.

Anthony Paul Salvatori  
110 W Spruce Ave  
Norfolk, NE 68701  
402-452-9557  
(Feb. 9, 16, 23; Mar. 1, 2024) ZNEZ

## Public Hearing

The Norfolk Planning Commission will hold a public hearing on Wednesday, February 21, 2024, at 7:30 a.m. in the City Council Chambers, 309 N 5th Street, Norfolk, Nebraska at the request of Midwest Coatings Company Inc., an Iowa Corporation, for a Conditional Use Permit to operate an asphalt hot-mix facility at property generally located one quarter mile west of South Victory Road on East Monroe Avenue, legally described as follows:

A part of the North Half of the Southeast Quarter of Section Thirty-Five, Township Twenty-Four North, Range One West of the 6th P.M., Madison County, Nebraska, described as follows: Commencing at the Northwest corner of the North Half of the Southeast Quarter of said Section

Notice is here meeting of the Winside Zoning at 7:00 P.M. at nity Building. An be conducted f nness of a Speci kins Lots 16, 17 alley block 12. (February 9, 16,

Notice TO: Melissa M Last known a folk Avenue, No TO: Charlotte Last known i Street, Norfolk, TO: Gary Drah Last known a Avenue, Norfolk. You are here Property Manag wood Boulevard at public auction storage unit loc Boulevard, Norf

You may rec contacting John prior to the expi the date of thi are subject to rents and charge (February 9, 20:

## NOTICE OF

The following be sold at public bidder County North Nebras 2024,

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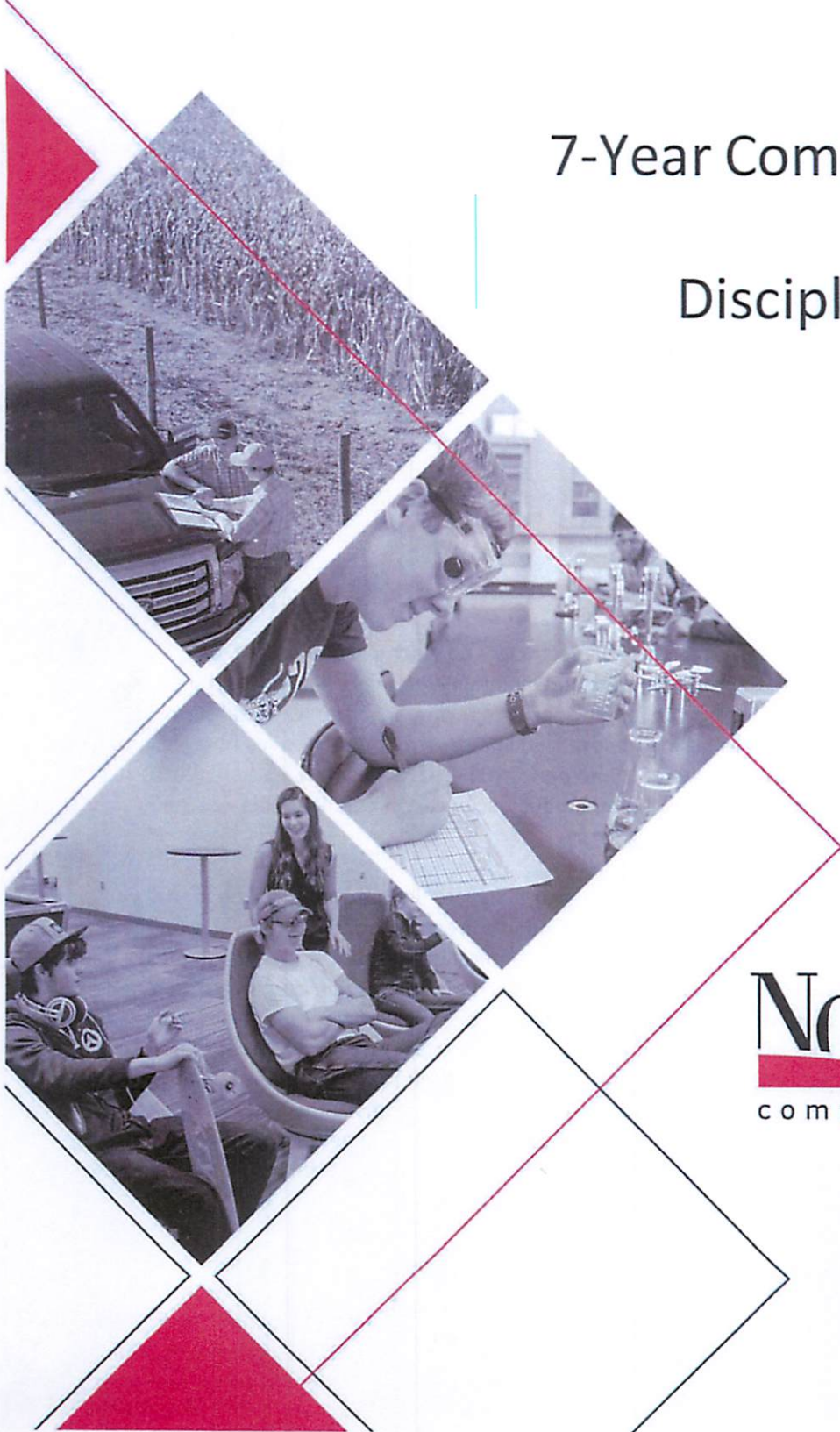
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# Utility Line 7-Year Comprehensive Program/ Discipline Review

2023-2024



**Northeast**  
community college





# Utility Line

Academic Year 2023-2024

Division	Applied Technology
Department/Program	Utility Line Program and Job Training and Safety
Dean & Program Director (if applicable)	Brad Ranslem
Prepared by	Matt Johnson
Credentials awarded by Program (list credit and non-credit)	AAS
Faculty (List/Indicate Full-time and Part-time)	On Campus-Tom McKeon, Cleve Stolpe, Kyle Voecks, Todd Pfeil, Matt Johnson Off Campus-Kory Hildebrand, Scot Ouderkirk, Matt Nelson, Larry Oetken

## I. Program Overview

### A. Program Description/Mission

Northeast utility line students will learn the basics of electricity and electrical equipment. Our experienced faculty teach students to install, operate and maintain electrical utility lines. The program consists of wiring, pole climbing, metering, rubber gloving, hot sticking, transformer installation, substations, trouble shooting, as well as basic and advanced line construction. These competencies are not only taught in the classroom, but the students also perform these skills as they learn about them. Instruction also includes practical application of mathematics, sciences, circuit diagrams, customer relations, personal finance, first aid/CPR, and English.

Northeast is one of the few programs that offer a two-year associate degree and is unique in that our curriculum consists of core classes in all terms that the students are enrolled. This fact has given the program national recognition as our students have a more comprehensive education and are most often chosen over students from other colleges. Successful completion of the program prepares the students for highly marketable careers installing, replacing, and repairing electrical power poles, lines, and equipment. Another benefit that Northeast graduates have is the class A CDL requirement of the program. This requirement means that Northeast students are required to pass a Federal Department of Transportation physical and are subject to drug and alcohol testing throughout their educational experience. This ensures employers that new hires are ready to perform the necessary safety-sensitive tasks required in the industry. Northeast faculty stay current with the trends of the industry to keep the program current in techniques, equipment, and design.

Northeast also has the off-campus portion of the Utility Line Program known as Job Training & Safety (JT&S). These off-campus instructors perform continuing education and specialty courses to line workers at local electric utility companies and municipalities in conjunction with the Nebraska Rural Electric Association (NREA) and the League of Municipalities across the state of Nebraska as well as surrounding states throughout the year. Larry Oetken serves as the Job Training and Safety Coordinator. Instructor Kory Hildebrand serves region 1 partners, Matthew Nelson serves region 2 partners, and Scot Ouderkirk serves region 3. All faculty have extensive electric utility experience in rural and municipal settings. For



**spring 2024, a total of 930 students are enrolled in the JT&S program. Of those 930 students, 663 students are enrolled through the NREA and 267 students are enrolled through other entities.**

**The Utility Line program was established in 1972 with 16 students and has grown to now accept 48 new students annually. The program has first class lab facilities both indoor and outdoor with an extensive fleet of line trucks and equipment for the students to utilize.**

**The current facilities were completed in 2007 which boasts of a computer lab, basic wiring lab, multiple classrooms, and a large indoor climbing lab. This facility is away from the main campus, where the program utilizes approximately 300 acres for active line stretched across the east side on Northeast property including some on the east side of main campus. Additional concentrated training spaces include two substations one located east of the utility line building and one northeast of the utility line building. Students are also trained in the underground training labs located both inside and outside of the utility line building in addition to multiple types of distribution systems as well as transmissions lines. Other training areas located both to the west and north of the utility line build provide additional safety training for our students and industry partners across the State through training provided by JT&S and Utility Line faculty. Within this larger area are also smaller focused labs for specific training needs which include two substations, multiple types of distribution systems of both overhead and underground as well as transmissions lines.**

**The Utility Line program was established in 1972 with 16 students and has grown to now accept 48 new students annually. The program has first class lab facilities both indoor and outdoor with an extensive fleet of line trucks and equipment for the students to utilize.**



## II. Program Support and Partnerships

### A. Program Advisory Committee

The Utility Line program has an active advisory committee with members who are keenly interested in the curriculum and quality of the graduates. The advisory committee members are supportive of the program in many ways. They regularly accept summer interns, hire graduates, donate material and even occasional trucks and equipment. The advisory committee often makes suggestions to update the curriculum and modify training for the students. The following is a current list of partners on the advisory committee:

- Southern Public Power District – Todd Barger
- Nebraska Public Power District – Scott Fritz, Mike McLaughlin
- Lincoln Electric System – Zac Slagle
- Cuming County Public Power District – Scott Haber
- Loup Power District – Dan Hellbusch
- Stanton County Public Power District – Don Dubas
- Elkhorn Rural Public Power District – Todd Knutson
- Cornhusker Public Power District – Mike Stockwell
- North Central Public Power District – Todd Zimmerer
- Omaha Public Power District – Don Nekola

### B. Community Partnerships

In addition to the JT&S program outlines above, the Utility Line program has a close relationship with the electric utility industry in Nebraska and nationwide. Students from across the United States come to Northeast to attend class in the Utility Line program and then return home to work. Many are supported with scholarships from local power companies as they have had positive results with previous Northeast graduates. Each year graduation surveys are sent to employers who have hired recent graduates to assess student learning, abilities, and employer satisfaction. A list of positive and negative comments is compiled from the surveys allowing faculty to make any necessary changes to the curriculum.

### C. Post-Secondary Partnerships

Post-secondary partnerships are primarily in the form of collaboration. While the Utility Line program does not maintain any direct articulation agreements with other colleges, faculty collaborate with other post-secondary schools in implementation of new trends in industry and in hosting and participating in the Collegiate Lineman Rodeo (hosted by Northeast every 4-5 years).

### D. K-12 Partnerships/Activities

The Utility Line program participates in several career day activities both on campus and at various high school locations. Faculty have participated in High school visits in Falls City and Cambridge over the past year. These visits provided an opportunity to present to and interact with a few hundred high school students to educate them on the industry and promote the Utility Line program at Northeast.

The Applied Tech career day is the largest recruiting event hosted by the division each year. This past event the utility line program hosted students during this event held three 45-minute sessions to approximately 45 students that attended the career day. Although the



Applied Tech career Day is generally the largest career day on campus there has been some decline in attendance at this event in the past few years. The division leadership and faculty have recently been working with the recruiting team and are looking at how we can improve upon or change this day to meet the needs of our schools to attend.

Other events or activities the program is included in are 9<sup>th</sup> grade career day and Hawk visit days hosted by the Marketing and Recruitment Team. Over this past year the program has provided approximately 50 individual campus tours to prospective students and their families.

#### E. Other Activities and Partnerships

- Utility Line instructors annually partner with other community colleges for off campus recruiting activities at various high schools across the state.
- There is a close working relationship with electric utilities and municipalities across the state to maintain internship locations for all students following satisfactory completion of their freshman year.
- The Utility Line department also has another unique partnership with the electric utility companies and municipalities across the state of Nebraska and into Wyoming, Colorado, and South Dakota. There are three off campus instructors that perform continuing education classes and training for these companies.
- The program has been in communication with leaders from SkillsUSA to potentially bring a Utility Line contest to Nebraska.

### III. Continuous Improvement

As with any successful program, there is the need to continually evaluate and modify as needed then re-evaluate changes to ensure that the students are getting the pertinent information and are able to retain and utilize it. This is done in part by our annual assessment of the program, graduation surveys, and input from the advisory board.

New this year are the Quality Improvement Opportunities, also known as QIOs. The QIOs section has the programs look at their resources and fiscal consideration needs for the next 5 years based on what the program data is showing. After analyzing the data, the program creates goals that align with the enVision strategic plan of Northeast Community College and how that goal will tie into the budget. The QIOs will improve as the programs get more familiar with the process.

There have been several improvements to the program over the past few years. The following is a list of program improvements:

- Increased the amount of underground training during both the first and second year.
- Updated the fleet of trucks to align with industry. This is important to ensure the program has functioning equipment and to ensure that newer equipment currently being utilized in industry is being taught to our students. The most recent purchase was a digger truck purchased from Stanton County PPD.
- Increased transformer training in courses.
- Re-configure outdoor lab facilities to maximize training for our students and reallocation of resources such as poles, crossarms, and all line hardware and equipment. This also allows the program to maximize the use of materials and equipment available.



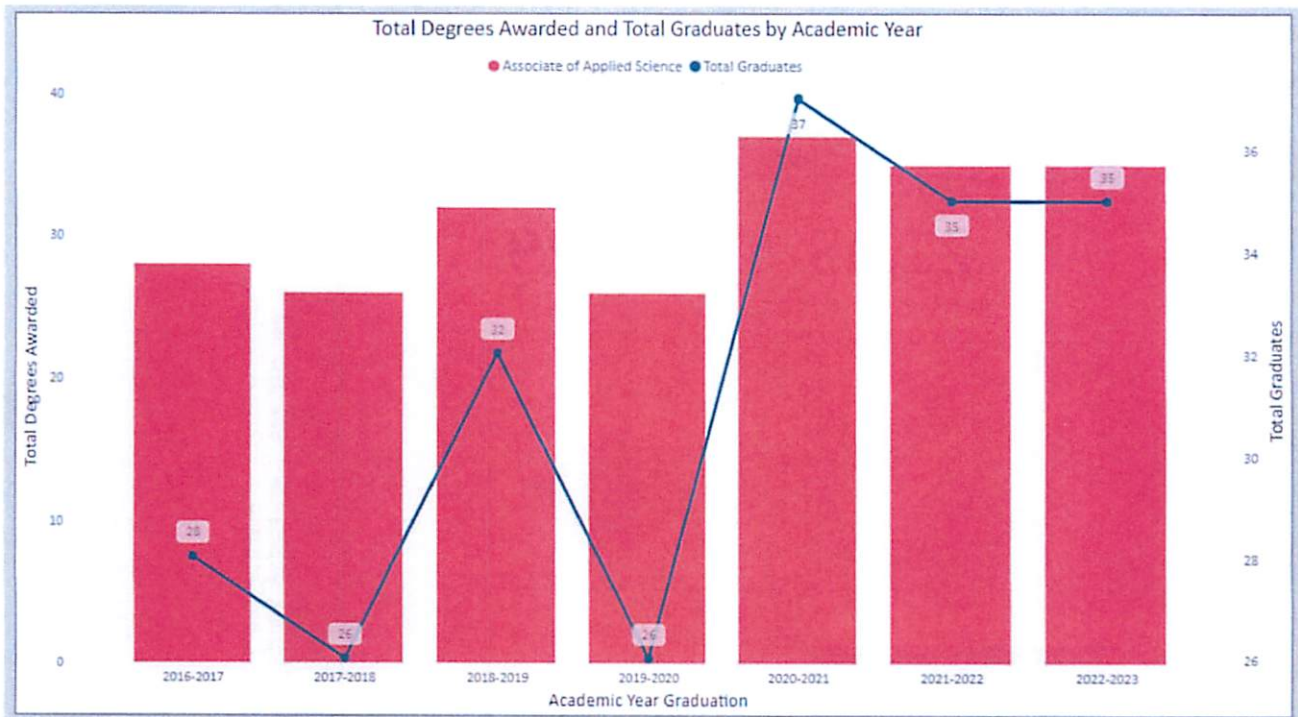
- More collaboration between on-campus and off-campus JT&S instructors in the planning and execution of training sessions to participating JT&S industry partners. Program faculty assist with providing safety meetings to our JT&S partners over the summer so increased collaboration helps to ensure coverage of all meetings and ensures complete understanding of the topics and desired outcomes of those meetings.

Faculty members also complete recommended and required training. Instructors attend conferences, conduct safety meetings throughout the summer months, attend CDL training courses, and maintain contact with industry for current material and work procedures. The training ensures the instructors stay up to date on the latest industry practices. We are also members of the Quad State Instructors group which allows us to exchange ideas with other members' electric utilities in the 26 states included in the membership.

**IV. Program Demand and Efficiency** Provide an analysis of demand from the following sources, and address the increase/decrease, including contributing factors, along with the existing strategy for improvement.

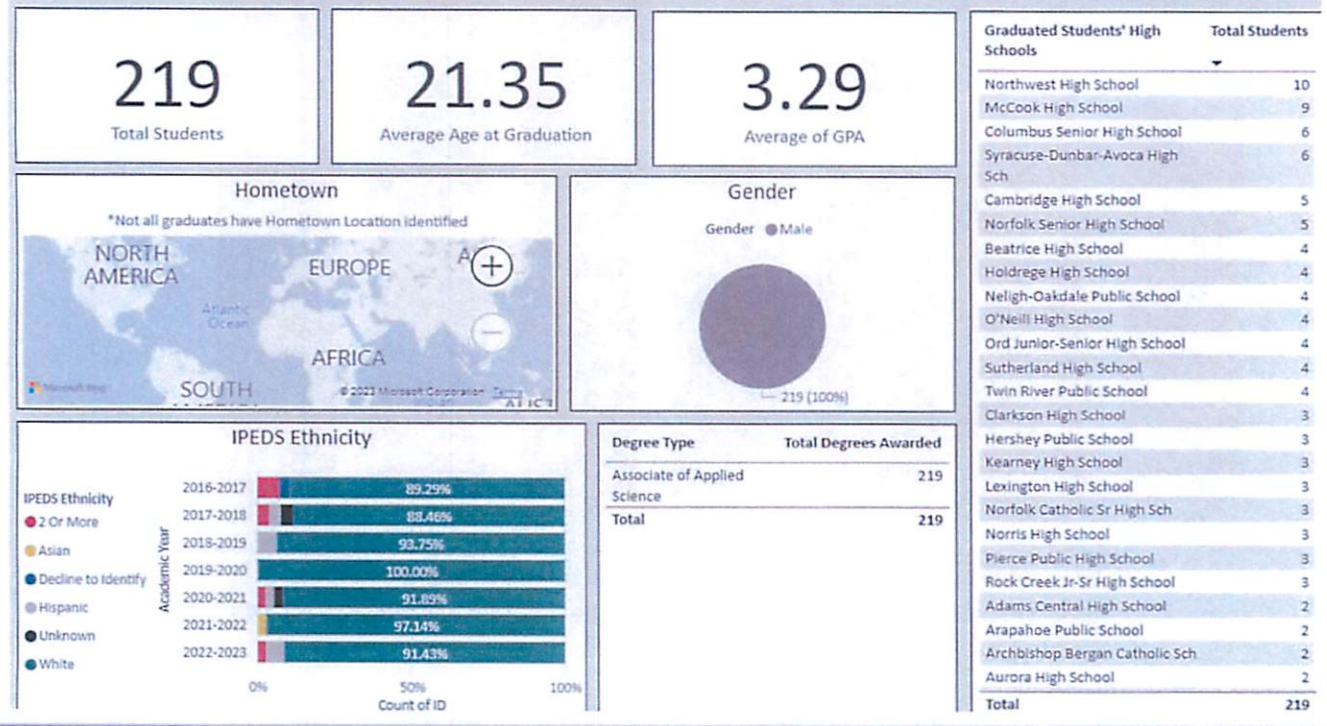
- Enrollment/FTE (and noncredit enrollment where applicable)
  - Enrollment in the program has been steady with full classes each year. Contributing factors include.
    - Reputation of a comprehensive program curriculum
    - Industry's hiring preferences for Northeast graduates
    - Facilities and equipment
    - Faculty members' industry experience
- Program Completions – Faculty have discussions internally and with the advisory board to determine changes leading to an increase in qualified graduates.
  - Award trends over the last 7 years average out to about 31 graduates (see graph on the next page).





- Graduates have been trending upwards. This trend increased when the program moved from taking 52 students in the program each year to only 48 starting in Fall 2022.
- Program completions have averaged around 68%.
  - Discussions with students and advisory committees about the program completion numbers have led to multiple interventions including increased discussion of industry expectations including soft skills at the start of the program, early intervention when students have attendance issues, and continued focus on responding to pressures in life that may impact the classroom.
  - Demographic of program completers (outlined in the graph on next page)





- Industry Outlook
  - According to the U.S. Bureau of Labor Statistics, employment of line workers is projected to grow 6% in the coming decade.
- Major Employers
  - Public power districts, municipalities, contractors, investor-owned utilities.

Provide an analysis of efficiency from the following sources, and address the increase/decrease, including contributing factors, along with the existing strategy for improvement:

- Faculty FTE
  - Analysis of the Faculty FTEs shows that the program has been consistent except for the 2018-19 and 2019-20 academic years. During these two years there was an increase as the program normally has 5 full-time faculty teaching but was down one faculty over those two academic years.
  - Before the start of the 2020-21 academic year, the program filled the vacant position, resulting in the Faculty FTE decreasing to historical norms. Since onboarding the new instructor, the previous two academic years Faculty FTE Average has been 6.77 which is again consistent with the years prior to 2018-19 and 2019-20 that had a Faculty FTE of 6.92 in the 2017-18 academic year. While this remains higher than the number of current full-time faculty teaching, the program in its current format can adequately meet the need.



- Credit Hours
  - The program has not needed to increase its overall number of credit hours. However, these hours have been rearranged as the faculty continue to look for ways to provide the students with the best educational experience possible.
  - In the 200-21 academic year, the required cooperative internship was reduced from 8 credit hours to 6 credit hours, allowing for the extra 2 credit hours Power Transformer class. This was based on results of both program assessment and feedback from industry partners. This change allowed the program to address an identified gap while also not increasing the cost or time requirements to our students.
  - The program has an average credit hour total of 2,444 and an average cost per FTE of \$8,626 (see graph below).



## Program Review - CCPE Indicators

Choose a Budget Organization Name **AND** Major/Concentration/Degree Combination

**2,444**  
Average of Credit Hours

**Budget filter:** Budget Organization Name: Utility Line On Campus

**Program Completion filters:** Completed Major: Utility Line, Completed Degree: All

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**7.10**  
Average of Faculty FTE

Fiscal Year	Average of Faculty FTE	Average of Credit Hours	StCH/Faculty FTE
2018-19	7.51	2,226.00	296.60
2019-20	7.70	2,514.00	326.45
2020-21	6.65	2,634.00	396.33
2021-22	6.86	2,427.00	353.62
2022-23	6.80	2,418.00	355.54
<b>Total</b>	<b>7.10</b>	<b>2,443.80</b>	<b>344.04</b>

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**\$8,626**  
Average of Dept Cost Per FTE

Fiscal Year	Average of Dept Cost Per FTE
2018-19	\$8,654
2019-20	\$7,128
2020-21	\$8,125
2021-22	\$9,362
2022-23	\$9,860
<b>Total</b>	<b>\$8,626</b>

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**Completions**

DEGREE_DESC	2018-2019	2019-2020	2020-2021	2021-2022	Total
Associate of Applied Science	32	26	37	35	130
<b>Total</b>	<b>32</b>	<b>26</b>	<b>37</b>	<b>35</b>	<b>130</b>

**Completions**

DEGREE_DESC	Avg_Completions
Associate of Applied Science	33



## V. Contributions to the Region

Provide an analysis of data from the following sources, and address the increase/decrease, including contributing factors, along with the existing strategy for improvement:

- Graduate survey data - % employed in Nebraska (if applicable, include larger reach)
  - 96.8 % of graduates seek and obtain employment in their field of study.
  - 84.6% of graduates were employed in Nebraska.
    - The demand for line workers fluctuates and depends on several factors. These include retirements, employees moving to other utilities, upward movement within a company, company growth or decline, and the financial stability of the company.
    - The program will continue to work with industry to ensure that there are properly trained graduates ready for the workforce.
  - 12.2% of graduates were employed out of state (see graph below).

	2018	2019	2020	2021	2022
Number of Graduates	26	32	26	37	35
Continuing Education	1	0	0	0	0
Employed In NE	23	27	19	29	34
Employed Out of State	2	5	3	8	1
% Employed/Cont. Ed	100%	100%	92%	100%	100%
% Related Employment	96%	94%	95%	89%	94%
High Wage	\$27.00	\$26.44	\$31.60	\$34.96	\$29.00
Low Wage	\$16.00	\$18.00	\$19.23	\$19.50	\$18.00
Average Hourly Wage	\$21.42	\$22.18	\$24.34	\$25.29	\$24.29

- Employer survey – While these numbers are very good the faculty continues to work closely with industry to ensure their satisfaction with the graduates and make program changes as needed and when possible.
  - 96.4% of all employers said they would hire our graduates in the future.
  - 87.7% of all employers said the graduates’ preparedness for the field is good to excellent (see graph on next page).
  - The program faculty continue to identify areas to improve overall employee satisfaction with employees including focused discuss on program improvement during advisory committee meetings (see graph below for overview of satisfaction)



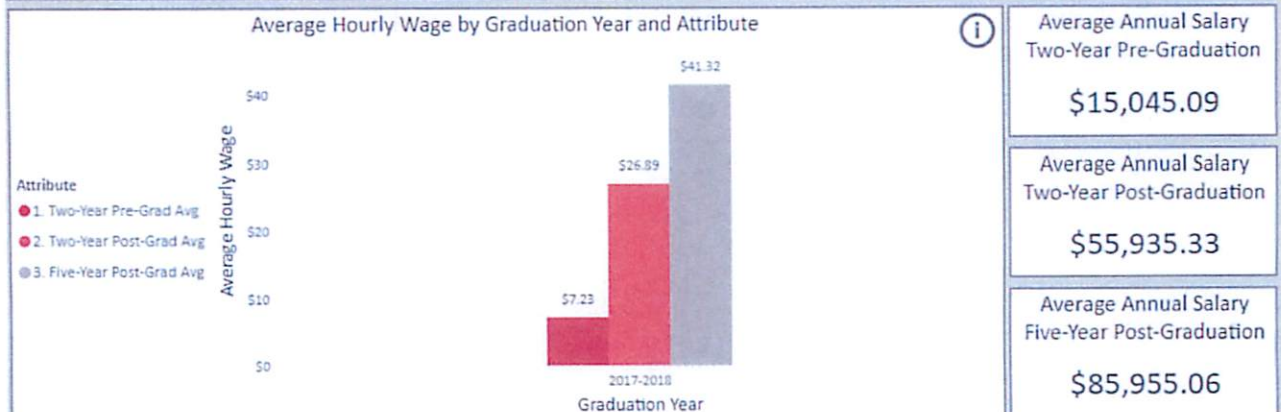


- Wage analysis 5 years post-program completion (compare to living wage - \$16.60)
  - The average hourly wage 5 years post-graduation for the 2017-18 graduating class was \$41.32. This is significantly higher than the living wage of \$16.60.
  - In 2017-2018 the average starting wages were \$21.42. This comparison to 5 years post-graduation shows a 92.90% increase in pay for that graduating class.
  - This average wage according to the 2023 graduation survey is \$27.23 (see Average, Minimum, and Maximum Wages below).

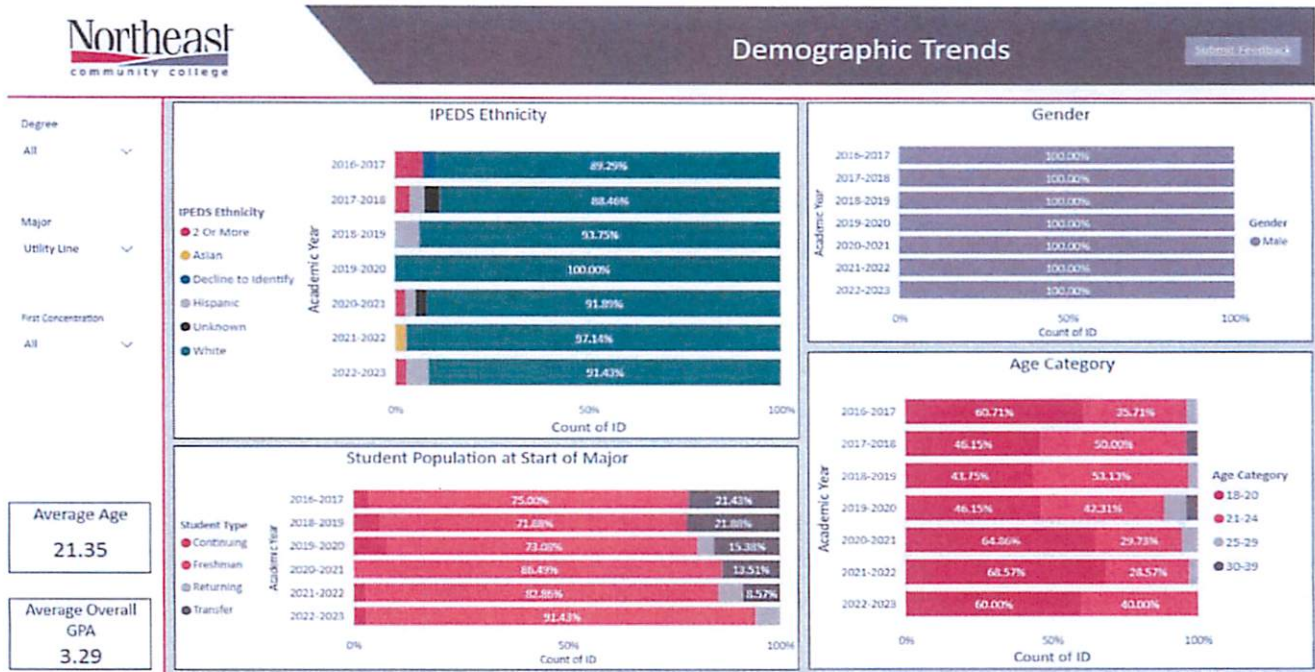


- Below is a graph comparing average pay 2 years pre-graduation, 2 years post-graduation, and 5 years post-graduation.

Program Name	Grad Year	Number of Graduates Identified	Two Yr Pre-Graduation - Two Yr Post-Graduation (% Change in Salary)	Two Yr Post-Graduation - Five Yr Post-Graduation (% Change in Salary)	Two Yr Pre-Graduation - Five Yr Post-Graduation (% Change in Salary)
Utility Line	2017-2018	26	271.78%	53.67%	471.32%



- Trends/demographic enrollment compared to Northeast aggregate, and 20-county service area
  - The electric utility industry in Nebraska and the Midwest is primarily white male (see graph below).



## VI. Student Outcomes and Success

Provide an analysis of data from the following sources, and address the increase/decrease, including contributing factors, along with the existing strategy for improvement:

- Certification / Licensure Rates (include industry credentials) All graduates must have:
  - Class A CDL-100% completion
  - First Aid / CPR-100% completion
- Average time to program completion.
  - Over the past 5 years the average time to graduation is 1.85 years (see graph on next page).

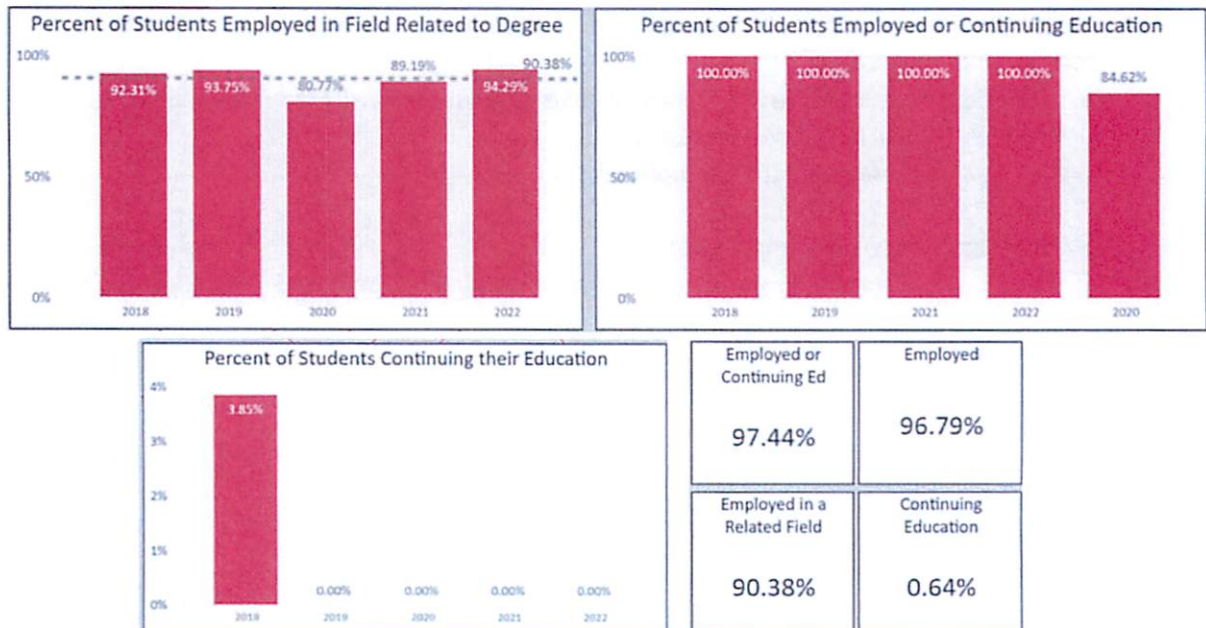


## Avg Years to Graduation, Degrees Awarded

BY ACADEMIC YEAR GRADUATION, ACADEMIC PERIOD GRADUATION, DEGREES AWARDED

Degrees Awarded Academic Year Graduation	Associate of Applied Science		Total	
	Avg Years to Graduation	Degrees Awarded	Avg Years to Graduation	Degrees Awarded
☐ 2018-2019	1.71	20	1.71	20
Spring 2019	1.71	20	1.71	20
☐ 2019-2020	1.85	24	1.85	24
Spring 2020	1.85	24	1.85	24
☐ 2020-2021	1.98	37	1.98	37
Spring 2021	1.98	35	1.98	35
Summer 2021	1.99	2	1.99	2
☐ 2021-2022	1.86	35	1.86	35
Fall 2021	3.32	1	3.32	1
Spring 2022	1.82	34	1.82	34
☐ 2022-2023	1.79	35	1.79	35
Fall 2022	2.33	1	2.33	1
Spring 2023	1.77	34	1.77	34
<b>Total</b>	<b>1.85</b>	<b>151</b>	<b>1.85</b>	<b>151</b>

- Graduation Rate  
68%
- Graduate survey data shows a 5-year average of 96.79 percent of the program graduates are employed with 90.38 percent of them being employed within a related field. Additionally, only 0.64 percent are continuing education. This reinforces that the program is both meeting the need of the industry partners we serve, and that the education received provides exceptional work opportunities for the graduates. Few students continue with education as an associate degree meets their employment needs.



## VII. Final Analysis

The Utility Line program at Northeast Community College is a comprehensive program with state-of-the-art equipment and lab facilities. Five-year goals for the program include continued focus on developing elements of the program to match industry standards including the addition of equipment including:

- Hydro excavation machine and mini excavator
  - These two items are now being used extensively in the industry for installing underground power cables. Currently the program has a trencher/backhoe. This piece of equipment is still being used in industry but in limited capacities. The department is still analyzing usage and costs for such equipment and was not ready to put the request in for the coming year.
- Tensioner puller
  - Installing overhead power lines under tension is becoming more prevalent. The department is in the process of gearing up for this type of installation. Two wire pulling sheaves are in the budget this year and we plan to request additional equipment in the next budget cycle. This will give additional time for more research on various types, brands, and available units.

Detail the justification for these items and why we should move toward them.

See justification above with each item.

Detail the strengths of the program (example – students graduate, and employers hire our graduates)

- Graduation rate 68%
- Employment rate within the industry 96.8%
- Positive relationship between faculty and industry
- Diversity of instructor's knowledge and experience, such as generation, transmission, and distribution. The individual experiences of individual faculty, including background from various industry partners, provides differing perspectives and learning opportunities for students to maximize learning outcomes industry wide.
- Consistency in teaching methods across individual faculty members ensure the quality of learning in the program
- Extensive outdoor and indoor lab facilities provide the opportunity for continuous year-round training. Students can do everything they can outside in this facility. This also allows for demonstrations and practice before applying that in the elements or in more difficult terrain.
- Fleet of various types of trucks and equipment
- Class size of 48 freshmen each year which. With the students being assigned to two different groups with alternating schedules this allows for a maximum of 12 students in Line Construction, which maximizes both safety and learning outcomes.
- Comprehensive curriculum regarding all aspects of the industry for apprentice line workers

Describe the challenges of the program (example – equipment limits student enrollment)

- The cost for equipment is high to both purchase and to maintain. In addition, the cost of materials



has significantly increased and continues to increase, making forecasting program costs a challenge.

- To ensure that there is enough functioning equipment for student learning and to ensure that the program offers a wide variety of equipment brands and current technology, the program attempts to replace one or more trucks each year. The program works with our industry partners to purchase replacement trucks at a lower cost. With costs higher and supply chains slower, industry partners have been holding onto equipment longer. This impacts Northeast in that there is less equipment being sold off in addition to that the equipment may be older and more run down when those industry partners are ready to part with it.
- Due to supply chain issues and inflation, the ability to procure supplies such as Poles, wire, hardware can be a challenge. This was the case last year when poles saw a 30 percent increase in cost and some pole lengths were also not available. As a result, the pole order was pushed until the 2025 fiscal budget.
- Changing demographic and background for incoming students
  - More students are taking dual credit courses.
  - One challenge of an increase in dual credit courses is a decrease in cohort enrollment in Tech Math I. While students can still be successful in both the program and Tech Math II, students who substitute a dual credit math instead of taking the cohort Tech Math I are struggling with the contextualized math in the program. This is a gap identified through assessment and faculty are working to determine student support to fill this gap.
  - Students currently enrolling in the program seem less prepared than pre-Covid. This is another area faculty members are monitoring and working to determine student success solutions.

Detail the opportunities for the program and the graduates. (example – apprenticeships with local employer)

- The program faculty will continue to develop relationships with local employers for placing students in summer internships
- Ensure that we continue to fulfill the needs of local electric companies and municipalities. Continue educating faculty and staff about the JT&S program, needs, and functionality.
- Continue to develop employment opportunities available for graduates across the country

List possible external threats to the program (example – wages are below the living wage threshold regionally/nationally)

- Raising costs to maintain program equipment and materials.
- Hiring qualified conscientious instructors- Pay higher in industry, hard to get instructors
- Other institutions or companies are looking to start new programs.

## VIX. Dean Recommendation

The Dean recommends the continuation of the Utility Line program. This program has been and continues to be well respected within the region, state, and nation. The program exceeds graduation and credit hours requirements in addition to boasting a 68 percent success rate. Industry continues to strongly support the utility line program by hiring our students as a 5-year average of 90.38 percent of graduates are employed within a related field.

## VIII. Appendix

### Guidelines for Review of Existing Instructional Programs

Commission Rule 4 (281 NAC 4: 00)

*This guidance document is advisory in nature but is binding on an agency until amended by such agency. A guidance document does not include internal procedural documents that only affect the internal operations of the agency and does not impose additional requirements or penalties on regulated parties or include confidential information or rules and regulations made in accordance with the Administrative Procedure Act. If you believe that this guidance document imposes additional requirements or penalties on regulated parties, you may request a review of the document.*

#### **Information Required from the Institution (see attached form):**

Evidence of:

- An established program review process that evaluates the program,
- the need for the program in the state of Nebraska and at the institution,
- the demand for the program by students,
- efficiency of the program, and
- justification if the program is below CCPE minimum performance standards.

The Commission welcomes any additional documentation an institution wishes to provide, including data for number of completers if not measured by the number of awards given. Information may be provided on the Commission's form, in any review format used by the institution, or a combination of the two. (If using an institutional form, please clearly mark the relevant sections.)

#### **Review Process:**

Upon receipt of the program review form, the Commission staff will evaluate the program to ascertain centrality to the role and mission of the institution and regarding the appearance of duplication.

- In some instances, staff may contact the institution for additional information regarding role and mission, need and demand, productivity, or unnecessary duplication.
- Upon review of the information submitted about the program:
  - The executive director will approve continuation of the program if all Commission performance standards have been met or if sufficient justification has been provided, OR
  - The Commission will determine if the program should be continued, if an interim report should be provided, or if an in-depth review should be conducted by the institution.

#### **Review Schedule:**

The Commission will continue to publish a schedule for review of existing programs on a seven-year cycle. Institutions may follow this schedule or propose an alternative schedule for Commission acceptance. If an alternative schedule is submitted, such as one that conforms to internal institutional review or accreditation reviews, the proposed exception to the schedule should be submitted to the Commission prior to the June 30 due date for reviews. Programs on alternative schedules must still be reviewed at least once every seven years.

#### **CCPE Minimum Performance Standards:**

Number of Degrees/Awards in this Program (the mean of the prior 5 years)		Student Credit Hour Production by Department Per Full-Time Equivalent Faculty (the mean of the prior 5 years)	
Less Than Two Years and Associate	10	All credit hours produced at the	
Baccalaureate and First Professional	7	baccalaureate levels and all credit hours the	
Masters Degree	5	associate level or below except those	300
Specialist	4	described below.	
Doctoral Degree	3	All credit hours produced at the associate	
		level and below in programs which utilize	
		contact hours that are converted to credit	
		hours for purposes of determining full-time	
		equivalency pursuant to Section 79-2637	
		(R.R.S.)	275





## Coordinating Commission for Postsecondary Education

### Review of Existing Instructional Programs

**Institution:** Northeast Community College      **Program:** Utility Line (154140) CIP (46.0303)

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on \_\_\_\_\_
- the governing board's action was: \_\_\_\_\_

Signed: \_\_\_\_\_ (Date)  
 (Chief Academic Officer or designated representative)

#### Evidence of Demand and Efficiency

		18-19	19-20	20-21	21-22	22-23	5 yr avg
<b>Student Credit Hours (SCH)</b>		2,226	2,514	2,634	2,427	2,418	2,443
<b>Faculty Full-time Equivalency (FTE)</b>		7.51	7.70	6.65	6.86	6.80	7.10
<b>SCH/Faculty FTE</b>		296.60	326.45	396.33	353.62	355.54	345.70*
<b>Number of Degrees and Awards</b>  <i>(list degrees/ awards separately)</i>	<b>Certificates</b>						
	<b>Diplomas</b>						
	<b>Associates</b>	32	26	37	35	35	33*
	<b>Total</b>	32	26	37	35	35	33*

**Evidence of Need** (provide a detailed explanation below or attach documentation)  
 Please see the attached narrative.

**Justification if the program is below either of the CCPE thresholds—complete page 2**

\* Both measures are above CCPE thresholds. Justification not needed.

\_\_\_\_\_  
 For CCPE use: reviewer/date



**Justification if the program is below CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document)**

- Program is critical to the role and mission of the institution
  
- Program contains courses supporting general education or other programs
  
- Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs)
  
- Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program
  
- Program provides unique access to an underserved population or geographical area
  
- Program meets a unique need in the region, state, or nation
  
- Program is newly approved within the last five years (no additional justification needed)
  
-

# UTILITY LINE

**Todd Pfeil, Cleve Stolpe, Kyle Voecks, Tom McKeon, Matt Johnson  
Larry Oetken, Kory Hildebrand, Scot Ouder Kirk, Matt Nelson**

**NORTHEAST.EDU**

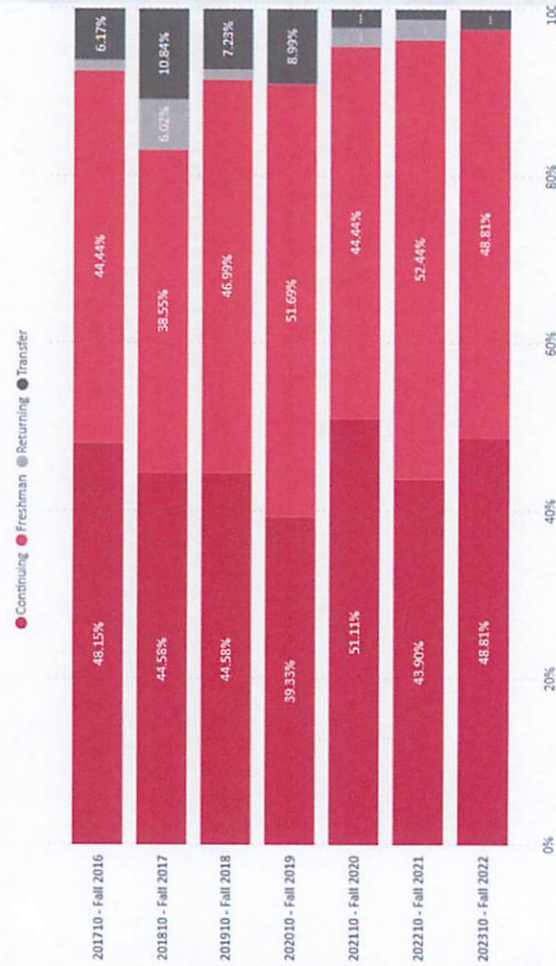
**Northeast**  
community college

**50**  
YEARS

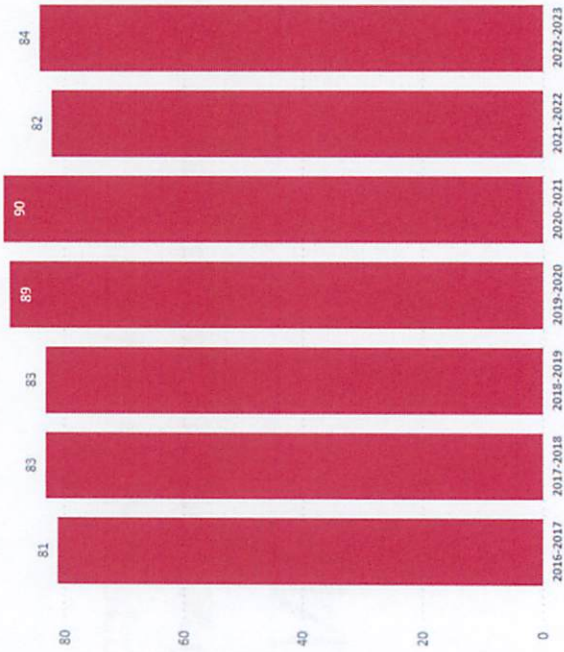


# ENROLLMENT TRENDS

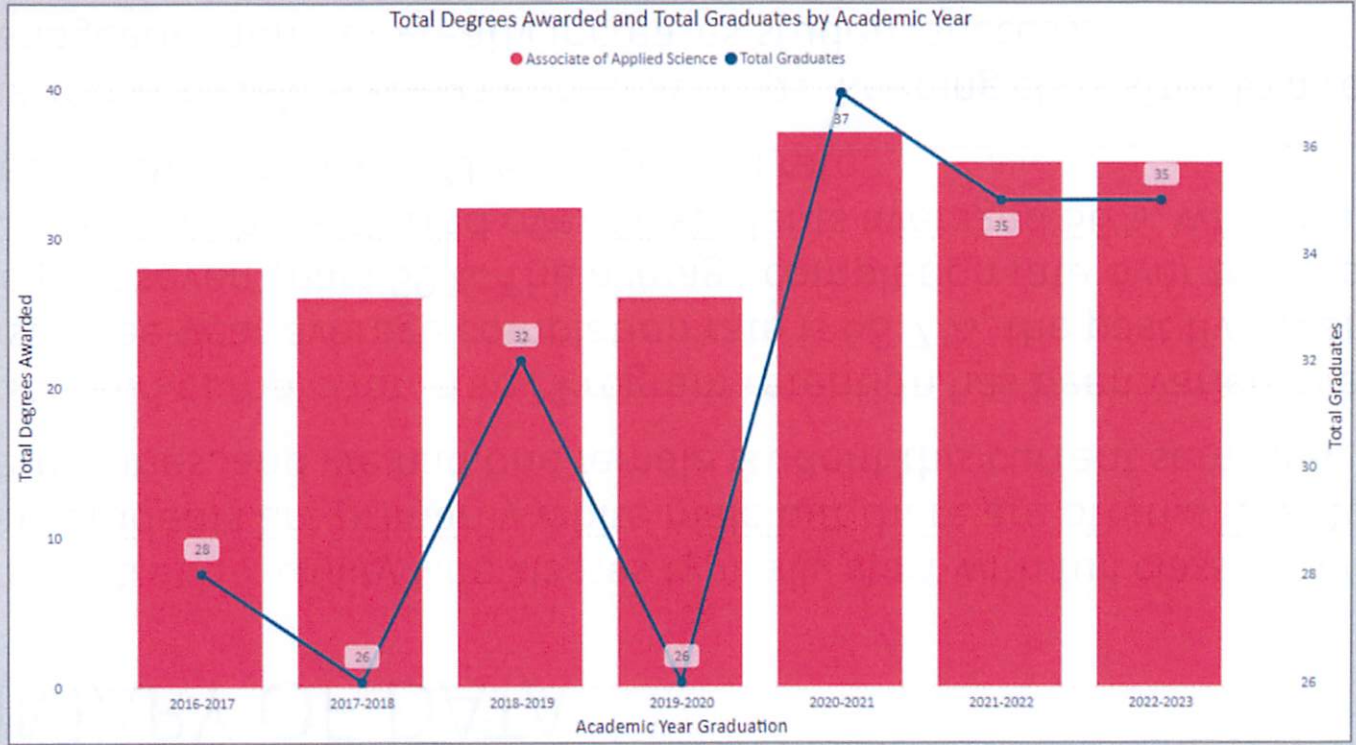
Percent of Students by Student Population per Academic Period



Enrollment per Academic Year



# DEGREES AWARDED AND TOTAL GRADUATES





# SUMMARY OF DATA

- **Enrollment trends:** Utility Line classes typically start with full classes of 48 students each fall. Students are primarily white male but there are often a few students of other ethnicities, and we had one female student this current semester.
- **Retention and completion stats:** Program retention has been varied over the years. The past three-year average completion rate is 68.7 %, the past five years is 62.1%, and the past seven years 59%. The average completion rate over the past 24 years is 67%. Classes that have started over 48 students averaged 56%, while classes with 48 or fewer students had a 71% completion rate.
- **Information with take-a-ways and next steps:** Keeping class sizes to a reasonable and manageable number greatly increases student success.



# MAJOR PROJECTS

- Bring in vendors, utilities, and other industry personnel for information sessions and/or demonstrations for students.
- Assist with the biennial Power and Equipment show.
- Search out off campus projects for students to complete in conjunction with local electric utilities.
- Assist with JT&S summer courses for those currently working in the industry.



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# QUALITY IMPROVEMENT OPPORTUNITIES

- Continue to update trucks and equipment.
- Build and maintain different types of structures, power lines, and mini-labs to enhance the students experience here at Northeast.
- Attend training and professional development opportunities.
- Maintain contact with industry to ensure an excellent education for all our students. In
- Continue interaction with industry and advisory board, to adjust and enhance curriculum based on their recommendations ensuring comprehensive education for all our students.

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Northeast  
community college

50  
years



---

## MISSION MOMENTS

- Helping students who are struggling to grasp the concepts and finally seeing the light turn on.
- Watching students encourage other students to keep on through the tough times.
- Seeing our graduates walk across the stage and receive their degrees at graduation each year.
- Knowing 91% of graduates are gainfully employed in the industry.



THANK YOU ALL FOR  
YOUR SUPPORT OF THE  
UTILITY LINE  
PROGRAM OVER THE  
PAST 51 YEARS!

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**AMENDMENT TO  
THE NEGOTIATED AGREEMENT**

**BY AND BETWEEN**

**THE BOARD OF GOVERNORS OF THE  
NORTHEAST COMMUNITY COLLEGE AREA**

**AND**

**THE NORTHEAST COMMUNITY COLLEGE FACULTY ASSOCIATION**

**FOR THE**

**2023-2024, 2024-25, and 2025-26  
CONTRACT YEARS**

**THIS AMENDMENT is entered into by and between the Board of Governors of the Northeast Community College Area (the “Board”) and the Northeast Community College Faculty Association (the “Association”).**

**WHEREAS, the Board and the Association previously entered into a Negotiated Agreement dated July 13, 2023, for the 2023-24, 2024-25 and 2025-26 Contract Years (the “July 13, 2023 Agreement”); and**

**WHEREAS, pursuant to Section 4.8 of the July 13, 2023, Agreement the Board and the Association have undertaken further negotiations in good faith with respect to total compensation for all Members for the 2024-2025 and 2025-2026 Contract Years; and**

**WHEREAS, as a result of such further negotiations, the parties have agreed to terms of total compensation for the 2024-2025 and 2025-2026 Contract Years, and desire to have the agreement reached during the course of their further negotiations reduced to writing;**

**NOW, THEREFORE, the Board and the Association agree as follows:**

**1. Section 4.8 of the July 13, 2023, Agreement currently provides as follows:**

**“4.8 Total Compensation. Total compensation shall include base salary, benefit dollars as referenced in Article V, Section 5.1, the cost of employer provided life insurance and disability insurance, the cost of the employer share of FICA, and the employer match of the retirement plan referenced in Article VI, Section 6.1. The parties shall engage in further negotiations to determine the total compensation for all Members for the 2024-2025 and 2025-2026 Contract Years. The parties agree that total compensation shall be the only subject of negotiation for the 2024-2025 and 2025-2026 Contract Years.**



2. Section 4.8 of the July 13, 2023, Agreement is hereby amended to read as follows:

**“4.8 Total Compensation. Total compensation shall include base salary, benefit dollars as referenced in Article V, Section 5.1, the cost of employer provided life insurance and disability insurance, the cost of the employer share of FICA, and the employer match of the retirement plan referenced in Article VI, Section 6.1. The parties shall engage in further negotiations to determine the total compensation for all Members for the 2024-2025 and 2025-2026 Contract Years. The parties agree that total compensation shall be the only subject of negotiation for the 2024-2025 and 2025-2026 Contract Years. Pursuant to such further negotiations, the total compensation increases shall be as follows:**

**2024-2025 Contract Year: 3.25% total compensation increase; and  
2025-2026 Contract Year: 3.25% total compensation increase.”**

3. All other terms of the July 13, 2023, Agreement shall remain in full force and effect.

4. This Amendment is contingent upon formal approval by the Board of Governors of Northeast Community College.

**Board of Governors of the Northeast Community  
College Area**

By: \_\_\_\_\_  
**Chairperson**  
Printed Name: \_\_\_\_\_  
Date: \_\_\_\_\_

**Northeast Community College Faculty Association**

By: \_\_\_\_\_  
**President**  
Printed Name: \_\_\_\_\_  
Date: \_\_\_\_\_



Monthly Financial Report  
January 31, 2024

Administrative Services



**NORTHEAST COMMUNITY COLLEGE  
MONTHLY FINANCIAL REPORT  
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**Disclaimer:**

The following consolidated statements of financial condition and operations are unaudited and no auditor has opined that these unaudited financial statements present fairly, in all material aspects, the financial position and the results of the operations of the College for the periods reported in accordance with the generally accepted accounting principles.

**Definitions:**

**These are meant to define the uses of the various fund types within this report.**

**General** – Funds available for general operating purposes expendable in the short term for the primary mission of the institution. Uses include personnel, operating expenses, supplies, travel and equipment.

**Auxiliary** – Provide a service to students, faculty, or staff and charge a fee directly related to the cost of the services; managed as essentially self-supporting, e.g. Residence Halls, Food Service, Bookstore, etc.

**Restricted** – Resources which have externally imposed limitations, e.g. grants and scholarships.

**Plant** – Resources available to acquire, replace or renew long-lived capital assets such as land, buildings, or retirement of debt.

**Agency** – Funds held in custody for others, e.g. student clubs and organizations.

**These are meant to define the uses of the various program types within this report.**

**Instruction** - Includes all activities that are part of an institution's instructional program.

**Academic Support** - Includes support services for the institution's primary missions: instruction, research, and public service. (ex. Libraries, Academic Administration, Center for Enterprise)

**Student Services** - Includes those activities whose primary purpose is to contribute to the student's emotional and physical well-being and to his or her intellectual, cultural, and social development outside the context of the formal instructional program. (ex. Athletics, Financial Aid, Counseling, Disability Services)

**Institutional Support** - Includes 1) central executive-level activities concerned with management and long-range planning of the entire institution. (ex. Executive Management, Fiscal Operations, General Administrative and Logistical Services, Administrative Computing Services, Public Relations/Development, Registrar)

**Operation and Maintenance of Plant** - Includes the operation and maintenance of physical plants for all institutional activities. (ex. Physical Plant Administration, Building Maintenance, Custodial Services, Safety, Security, Utilities, Landscape and Grounds, Major Repairs and Renovation)

**Northeast Community College**  
**Balance Sheet**  
**January 31, 2024**

<u>Assets</u>	<u>January 2024</u>	<u>January 2023</u>	<u>Annual Change</u>	<u>Increase (Decrease) from Prior Month</u>
Unrestricted Cash	\$ 11,733,998.50	\$ 7,179,762.50	63.4%	\$ 6,665,187.86
Restricted Cash	-	6,149.37	-100.0%	(4,253.07)
Money Market Accounts	20,469,555.96	13,632,634.76	50.2%	69,812.96
Petty Cash and Change Funds	9,700.00	9,800.00	-1.0%	-
Cash on Deposit County Treasurer	323,660.65	237,110.75	36.5%	-
Certificates of Deposit	12,750,000.00	17,700,000.00	-28.0%	(200,000.00)
Short Term Investments Other	8,529,042.03	7,001,768.76	21.8%	39,638.13
Receivables	1,576,823.87	1,751,261.11	-10.0%	(4,701,211.39)
Uncollected Taxes	9,319,762.32	9,427,437.63	-1.1%	-
Loans	-	2,900.00	-100.0%	(600.00)
Inventories	1,273,002.06	1,262,496.59	0.8%	-
Prepaid and Clearing	556,884.42	681,965.11	-18.3%	(4,610.26)
Due From Fund	376,500.33	-	N/A	299,895.33
<b>Total Assets</b>	<b><u>\$ 66,918,930.14</u></b>	<b><u>\$ 58,893,286.58</u></b>	<b><u>13.6%</u></b>	<b><u>\$ 2,163,859.56</u></b>
 <u>Liabilities</u>				
Accounts Payable	\$ 220,089.08	\$ (141,805.27)	-255.2%	\$ 169,198.12
Unapplied Payments	110,907.73	58,078.79	91.0%	105,255.92
Payroll Withholding	204,097.97	297,310.36	-31.4%	(33,450.99)
Payroll Taxes Payable Employer	412,700.00	288,393.22	43.1%	(6,902.75)
Accruals	3,496,081.17	3,230,303.67	8.2%	223,914.75
Deferrals and Deposits	50.00	-	N/A	-
Other Liabilities	297,012.83	332,286.74	-10.6%	267,979.61
Due From Fund	-	-	N/A	-
<b>Total Liabilities</b>	<b><u>\$ 4,740,938.78</u></b>	<b><u>\$ 4,064,567.51</u></b>	<b><u>16.6%</u></b>	<b><u>\$ 725,994.66</u></b>
 <u>Fund Balances</u>				
General Funds	\$ 22,173,985.15	\$ 27,242,540.02	-18.6%	\$ 2,041,752.14
Auxiliary Funds	23,288,609.98	21,122,307.20	10.3%	(937,302.63)
Grants and Contracts	7,773,700.48	286,152.21	2616.6%	(406,260.80)
Scholarships and Financial Aid	(969,397.05)	(4,659,280.96)	-79.2%	(700,128.15)
Student Loans	7,260.00	7,260.00	0.0%	-
Student Clubs	149,806.02	158,453.81	-5.5%	(3,735.16)
Other Agencies	133,099.73	134,861.23	-1.3%	(9,501.00)
Capital Improvement	10,726,442.63	13,286,189.69	-19.3%	(348,784.51)
ADA Hazard	-	4.39	-100.0%	-
Restricted Plant	(1,301,927.51)	(1,203,318.04)	8.2%	259,779.80
Debt Retirement	196,411.93	(1,546,450.48)	-112.7%	1,542,045.21
<b>Total Fund Balance</b>	<b><u>\$ 62,177,991.36</u></b>	<b><u>\$ 54,828,719.07</u></b>	<b><u>13.4%</u></b>	<b><u>\$ 1,437,864.90</u></b>
<b>Total Liabilities and Fund Balance</b>	<b><u>\$ 66,918,930.14</u></b>	<b><u>\$ 58,893,286.58</u></b>		<b><u>\$ 2,163,859.56</u></b>



**NORTHEAST COMMUNITY COLLEGE**  
**Statement of Changes in Fund Balances-Summary**  
**July 01, 2023 to January 31, 2024**

		Current Unrestricted		Current Restricted		Agency		Plant		
		General Funds	Auxiliary Funds	Grants and Contracts	Scholarships and Financial Aid	Student Clubs	Other Agencies	Capital Improvement	Restricted Plant	Debt Retirement
Revenues	Tuition	6,722,048.11	66,908.00							
	Fees	393,152.31	539,851.18					549,617.85		
	Government Appropriations	20,453,585.46						3,360,171.43		
	Grants Contracts and Gifts	81,566.94	28,030.83	12,116,515.70	10,631,571.59	7,742.78	48,378.45			
	Other Income	469,803.86	7,936,951.57	42,957.70		28,867.93	1,928.00	76,111.52	-	1,055.94
	<b>Total Revenues</b>	<b>28,120,156.68</b>	<b>8,571,741.58</b>	<b>12,159,473.40</b>	<b>10,631,571.59</b>	<b>36,610.71</b>	<b>50,306.45</b>	<b>3,985,900.80</b>	<b>-</b>	<b>1,055.94</b>
Personnel Expense	Salaries and Wages	23,081,776.61	1,020,557.96	992,855.52	26,427.59		(139.69)			
	<b>Total Personnel Expense</b>	<b>23,081,776.61</b>	<b>1,020,557.96</b>	<b>992,855.52</b>	<b>26,427.59</b>	<b>-</b>	<b>(139.69)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Expense	Operating Expense	7,650,762.19	669,766.10	502,387.85	200.00	20,383.71	32,249.56	398,653.70	54,241.46	234,922.60
	Supplies and Materials Expense	1,262,178.37	1,375,091.42	89,685.96		16,799.51	10,425.45	807.10	10,123.05	
	Travel Expense	282,122.71	1,798.33	38,226.63		1,343.59				
	Capital Outlay Expense	688,822.44	123,245.76	115,470.75			5,776.15		318,885.00	
	Plant Related Costs		324,206.91					3,365,130.76	3,565,824.21	
	Student Aid Expense	53,992.00			11,596,647.29	(1,000.00)				
	Other Expense									1,330,000.00
	Auxiliary Cost of Sales and Service		1,449,343.58			2,177.50				
	<b>Total Expense</b>	<b>9,937,877.71</b>	<b>3,943,452.10</b>	<b>745,771.19</b>	<b>11,596,847.29</b>	<b>39,704.31</b>	<b>48,451.16</b>	<b>3,764,591.56</b>	<b>3,949,073.72</b>	<b>1,564,922.60</b>
Transfers	Mandatory Transfers In				16,238.50					1,757,031.76
	Non-mandatory Transfers In	100,550.33	11,856.54			7,445.25			2,647,146.21	
	Mandatory Transfers Out	(16,238.50)	(1,116,811.76)					(640,220.00)		
	Non-mandatory Transfers Out	(75,104.41)	(44,327.71)	(2,647,146.21)			(420.00)			
	<b>Total Transfers</b>	<b>9,207.42</b>	<b>(1,149,282.93)</b>	<b>(2,647,146.21)</b>	<b>16,238.50</b>	<b>7,445.25</b>	<b>(420.00)</b>	<b>(640,220.00)</b>	<b>2,647,146.21</b>	<b>1,757,031.76</b>
	<b>Net Increase (Decrease) in Fund Balance</b>	<b>(4,690,290.22)</b>	<b>2,458,448.59</b>	<b>7,773,700.48</b>	<b>(975,464.79)</b>	<b>4,351.65</b>	<b>1,574.98</b>	<b>(418,910.76)</b>	<b>(1,301,927.51)</b>	<b>193,165.10</b>
	Beginning Fund Balance	27,064,275.37	20,830,161.39	-	6,067.74	145,454.37	131,524.75	11,145,353.39	-	3,246.83
	<b>Ending Fund Balance</b>	<b>22,173,985.15</b>	<b>23,288,609.98</b>	<b>7,773,700.48</b>	<b>(869,397.05)</b>	<b>149,806.02</b>	<b>133,099.73</b>	<b>10,726,442.63</b>	<b>(1,301,927.51)</b>	<b>196,411.93</b>

**Northeast Community College**  
**Monthly Budget Status Report - Expenses**  
**As of January 31, 2024**

**Board of Governors - Expenses:**  
**General Norfolk - Expenses:**

Account		Budgeted Amount	Current Month Actual	Fiscal Year Actual	Encumbrances	Budget Balance	Percent Available
Operating Expenses	Advertising	\$500.00	\$246.62	\$659.99	\$347.85	(\$507.84)	(101.57%)
	Memberships and Dues	75,844.00	0.00	74,865.03	0.00	978.97	1.29%
	Printing Costs	500.00	49.51	49.51	0.00	450.49	90.10%
	Postage Expense	25.00	0.00	29,123.35	0.00	(29,098.35)	(116,393.40%)
	Prizes, Awards and Promotional Exp	250.00	120.00	120.00	0.00	130.00	52.00%
	Prof Development and Training	3,000.00	1,290.00	2,715.00	0.00	285.00	9.50%
	Contractual Services	30,000.00	0.00	33,750.00	0.00	(3,750.00)	(12.50%)
	Rent Expense	250.00	0.00	0.00	0.00	250.00	100.00%
Supplies Expense	Food Expense	\$7,000.00	\$514.50	\$4,678.82	\$3,321.18	(\$1,000.00)	(14.29%)
	Supplies	0.00	0.00	9.89	9.89	(19.78)	0.00%
	Minor Equipment	0.00	0.00	0.00	1,410.28	(1,410.28)	0.00%
	College Store Charges	100.00	49.15	49.15	0.00	50.85	50.85%
Travel Expense	Employee Travel Expense	\$18,000.00	\$1,712.87	\$13,086.10	\$0.00	\$4,913.90	27.30%
	Personal Vehicle Mileage	0.00	0.00	(56.00)	0.00	56.00	0.00%
<b>Total Expenditures</b>		<b>\$135,469.00</b>	<b>\$3,982.65</b>	<b>\$159,050.84</b>	<b>\$5,089.20</b>	<b>(\$28,671.04)</b>	<b>(21.16%)</b>



**NORTHEAST COMMUNITY COLLEGE**

**SUMMARY OF PAID BILLS REPORT FOR THE MONTH OF JANUARY 2024**

	<u>Amount</u>
General Funds	\$ 3,348,789.08
Auxiliary Funds	413,217.34
Grants and Contracts	83,746.75
Scholarships and Financial Aid	5,275.00
Student Loans	500.00
Student Clubs	4,142.05
Other Agencies	23,164.50
Capital Improvement	1,120,991.00
Restricted Plant	349,865.20
Debt Service	210,716.35
Payroll Fund	<u>3,687,411.67</u>
<b>Total:</b>	<u><u>\$ 9,247,818.94</u></u>

**NORTHEAST COMMUNITY COLLEGE**  
**PAID BILLS REPORT FOR THE MONTH OF JANUARY 2024**

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
1st Course Inc	00508889	10233105	Concessions	Concessions	63.50
		10233113	Concessions	Concessions	33.50
		10233114	Concessions	Concessions	33.50
4 Imprint	00508737	10231633	Ag Ceptional Conference	Dean of Science Tech Ag and Math	586.81
4MD Medical Solutions, LLC	00507059	10232983	General Norfolk	Physical Therapist Assistant	102.33
A.M. Leonard	00508810	10232707	General Norfolk	Grounds	75.44
AACC	00508737	10231635	NSF Urban Ag ATE	Agriculture	500.00
AEL Inc	00508744	10232459	General Norfolk	Maintenance	606.60
AHIMA	00508745	10232816	Retail Services	Retail Services	2,793.20
AKRS Equipment Solutions Inc	00508688	10232448	Agriculture Production	Agriculture	2,058.28
	00508746	10232541	Agriculture Production	Agriculture	72.15
	00508870	10232888	Agriculture Production	Agriculture	43.44
		10232888	General Norfolk	Agriculture	0.00
		10233248	Agriculture Production	Agriculture	19.36
APH Stores Inc	00508816	10232708	General Norfolk	Automotive Body	250.75
		10232709	Auto Body Repair Parts	Automotive Body	471.50
Academy of Criminal Justice Sciences	00508811	10232850	General Norfolk	Criminal Justice	172.00
Adafruit Industries LLC	00508737	10231636	General Norfolk	Preengineering	28.12
Adele Louise Anderson	10083809	10232585	General Norfolk	Allied Health Ed Noncredit	58.89
		10232586	General Norfolk	Allied Health Ed Noncredit	58.89
		10232588	General Norfolk	EMT Paramedic Noncredit Reimb	90.39
Advanced Audio Visual Inc	00508887	10232526	General Norfolk	Union 73	17,978.13
Ainsworth Community Schools	00508812	10232885	General Norfolk	Building Construction	1,674.75
		10232885	General Norfolk	English General Academic	1,435.50
		10232885	General Norfolk	English Vocational	358.88
		10232885	General Norfolk	Health Information Mgmt Systems	717.75
		10232885	General Norfolk	Math Vocational	1,435.50
		10232885	General Norfolk	Music	358.88
Alexa Taylor Anderson	00508873	10233168	General Norfolk	Soccer Womens	653.89
Alexis Marie Huisman	10083815	10232575	General Norfolk	Counseling	53.71
	10084158	10232822	General Norfolk	Counseling	116.49
All Makes Office Equipment Co.	00508871	10233246	College of Nursing Reserve Equip	College of Nursing Operations	108,380.15
Allied 100 LLC	00507059	10232884	General Norfolk	Utility Line Off Campus	379.95
Allo Communications LLC	00508889	10232480	College Center Operations	College Center Operations	382.26
		10232480	General Norfolk	Network and Infrastructure	481.20
		10232480	General Norfolk	Network and Infrastructure Acad	153.74
Amanda Ellen Vogelar	10084280	10233223	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	268.86
Amazon.com LLC	10083576	10232475	Retail Services	Retail Services	243.23

06.1-1-11.3

	10232477	Retail Services	Retail Services	62.55
	10232478	Retail Services	Retail Services	1,217.67
	10232479	Retail Services	Retail Services	222.62
10084174	10231955	Student Services	Student Services Student Activity	1,037.95
	10232533	General Norfolk	Building Construction	416.64
	10232533	NIFA Teaching Nebraska Trades	Building Construction	1,510.85
	10232710	General Norfolk	Network and Infrastructure	341.83
	10232710	General Norfolk	Network and Infrastructure Acad	113.95
	10232711	General Norfolk	Service Center	33.50
	10232711	General Norfolk	Service Center Academic	22.33
	10232712	General Norfolk	Service Center	214.27
	10232712	General Norfolk	Service Center Academic	142.65
	10232713	General Norfolk	Electromechanical	99.48
	10232714	General Norfolk	Business Admin Mktng Mngmt	288.88
	10232715	General Norfolk	Accounting	13.99
	10232716	General Norfolk	Library Services	122.64
	10232717	General Norfolk	Library Services	518.88
	10232718	General Norfolk	Library Services	37.94
	10232719	General Norfolk	Truck Driving Noncredit Reimb	9.25
	10232720	General Norfolk	Truck Driving Noncredit Reimb	107.29
	10232721	General Norfolk	Network and Infrastructure	29.98
	10232721	General Norfolk	Network and Infrastructure Acad	9.99
	10232722	General Norfolk	Accounting	94.47
	10232723	General Norfolk	Counseling	301.11
	10232724	General Norfolk	Maintenance	1,359.99
	10232725	General Norfolk	Diesel Technology	94.49
	10232726	General Norfolk	Inst Research and Analytics Acad	111.74
	10232726	General Norfolk	Institutional Research and Analytic	111.74
	10232727	General Norfolk	Business Admin Mktng Mngmt	18.24
	10232728	General Norfolk	Workforce Development Admin	103.00
	10232729	General Norfolk	Veterinary Technician	40.94
	10232785	Student Services	Student Services Student Activity	478.00
	10232788	General Norfolk	Automotive Technology	397.58
	10232787	General Norfolk	English General Academic	21.88
	10232788	General Norfolk	Automotive Body	378.62
	10232790	General Norfolk	Electromechanical	7.79
	10232888	Retail Services	Retail Services	1,123.21
	10232889	Retail Services	Retail Services	715.50
	10232900	Retail Services	Retail Services	99.99
	10232901	Retail Services	Retail Services	888.51
	10232903	Retail Services	Retail Services	31.07
	10232922	Retail Services	Retail Services	45.99



	10064294	10232153	General Norfolk	Allied Health Ed Noncredit	192.02
		10232153	General Norfolk	Allied Health Educ Administration	17.68
		10232153	General Norfolk	Allied Health Education Credit	337.71
		10232153	General Norfolk	EMT Paramedic Administration	8.99
		10232153	General Norfolk	Paramedic	60.97
		10232789	General Norfolk	Accounting	21.88
		10232802	Retail Services	Retail Services	24.38
		10232888	General Norfolk	Counseling	124.95
American Airlines	00508737	10231925	General Norfolk	Soccer Mens	2,025.75
		10231925	General Norfolk	Soccer Womens	2,025.75
American Heart Association Inc	10083577	10232480	Retail Services	Retail Services	120.00
	10084295	10233204	Retail Services	Retail Services	917.28
		10233205	Retail Services	Retail Services	40.00
		10233208	Retail Services	Retail Services	40.00
American National Red Cross	00508747	10232538	Allied Health Nonreimbursable	Allied Health Nonreimbursable	445.20
		10232539	Allied Health Nonreimbursable	Allied Health Nonreimbursable	327.60
		10232540	Allied Health Nonreimbursable	Allied Health Nonreimbursable	325.00
American Physical Therapy Association	00508813	10232730	General Norfolk	Physical Therapist Assistant	800.00
American Safety Council Inc	10084288	10233149	Retail Services	Retail Services	685.00
American Technical Publishers	00508814	10232923	Retail Services	Retail Services	588.25
American Welding Society	00508748	10232551	General Norfolk	Welding	455.00
	00508972	10233094	Foundation Sch	Financial Aid	1,375.00
Angela L Shaffer	10063822	10232583	General Norfolk	Business Admin Mrktng Mngmt	69.85
	10064288	10233155	Phi Beta Lambda	Student Clubs and Organizations	109.80
Apogee Telecom Inc.	00508680	10232467	Residence Life	Residence Life	3,292.98
Archetype Innovations LLC	00508817	10232924	Retail Services	Retail Services	265.00
		10232981	Retail Services	Retail Services	70.00
Ariel Marie Widhalm	10064292	10233224	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	268.68
Auto Glass Solutions LLC	00508818	10232855	General Norfolk	Truck Driving Noncredit Reimb	50.00
Automationdirect.Com Inc	00508819	10232731	General Norfolk	Applied Eng Training Noncredit	380.00
B & H Foto & Electronics Corp	00508737	10231826	General O'Neill	O'Neill Extended Campus	3,109.32
		10231826	General South Sioux	South Sioux City Extended Campus	3,109.32
		10231827	General Norfolk	Service Center	(1,034.55)
		10231827	General Norfolk	Service Center Academic	(688.70)
	00507059	10233052	General Norfolk	Service Center	155.21
		10233052	General Norfolk	Service Center Academic	103.47
		10233053	General Norfolk	VP of Educational Services	809.19
		10233054	Restr Plant LLC Remodel Phase 1	Nondepartmental	7.71
		10233054	Restr Plant LLC Remodel Phase 2	Nondepartmental	7.71
B2D Solutions	00507059	10232895	General Norfolk	Maintenance	738.72
Bancroft-Rosalie Community Schools	00508820	10232888	General Norfolk	Allied Health Education Credit	897.19
		10232888	General Norfolk	English Vocational	897.19

		10232888	General Norfolk	Math General Academic	1,435.50
		10232888	General Norfolk	Math Vocational	1,435.50
Bamhill Enterprises LLC	00508821	10232889	General Norfolk	Music	117.88
Battle Creek Farmers Cooperative N/S	00508891	10232488	Transportation Center	Transportation Center	8,512.00
	00508822	10232851	DOL Apprenticeship Building America	Workforce Development Admin	3,000.00
Bentson Termite & Pest Control Inc	00508823	10232732	College Center Operations	College Center Operations	165.00
Bernard J Thyen	10064189	10232835	Ag Education Complex Concessions	Agriculture Complex Concessions	437.92
Berry Dunn McNeil & Parker LLC	00508750	10232815	General Norfolk	VP of Admin Services	9,000.00
Big Red Printing Inc	00508892	10232489	General Norfolk	VP of Admin Services	47.15
	00508824	10232733	General Norfolk	Diesel Technology	47.15
		10232733	General Norfolk	Music	47.15
Black Hills Energy	00508893	10232470	General West Point	Utilities	432.24
		10232481	General Norfolk	Utilities	7,097.89
		10232482	General Norfolk	Utilities	708.79
		10232483	General Norfolk	Utilities	412.88
		10232484	General Norfolk	Utilities	389.54
		10232485	General Norfolk	Utilities	205.49
		10232486	General Norfolk	Utilities	99.33
		10232487	Residence Life	Residence Life	119.02
		10232488	General Norfolk	Utilities	110.00
		10232489	General Norfolk	Utilities	394.34
		10232490	General Norfolk	Utilities	209.99
		10232491	General Norfolk	Utilities	32.16
		10232492	General Norfolk	Utilities	384.33
		10232493	General Norfolk	Utilities	158.73
	00508974	10233157	General O'Neill	Utilities	1,030.89
		10233187	General Norfolk	Utilities	11,121.12
		10233188	General Norfolk	Utilities	1,050.18
		10233189	General Norfolk	Utilities	719.42
		10233190	General Norfolk	Utilities	747.14
		10233191	General Norfolk	Utilities	288.24
		10233192	General Norfolk	Utilities	149.53
		10233193	Residence Life	Residence Life	185.11
		10233194	General Norfolk	Utilities	162.80
		10233195	General Norfolk	Utilities	511.68
		10233198	General Norfolk	Utilities	320.09
		10233197	General Norfolk	Utilities	175.19
		10233198	General Norfolk	Utilities	755.80
		10233199	General Norfolk	Utilities	257.08
Bloomfield Community Schools	00508825	10232805	General Norfolk	Math General Academic	2,831.75
Blowout Medical LLC	00507059	10232888	General Norfolk	Nursing	32.88
Blue Cross & Blue Shield of Nebraska	00508894	10232432	General Norfolk		929.15

Blue Icon Advisors LLC	00508975	10233161	General Norfolk	Financial Aid	840.00
Board of Regents of University of Nebraska	00506737	10231917	General Norfolk	Network and Infrastructure	471.00
		10231917	General Norfolk	Network and Infrastructure Acad	157.00
	00508828	10232855	Retail Services	Retail Services	2,139.91
	00508976	10233170	General Norfolk	Development Office	2,600.00
	00507059	10233014	General Norfolk	Network and Infrastructure	471.00
		10233014	General Norfolk	Network and Infrastructure Acad	157.00
Bomgaars Supply Inc	00508895	10232394	General O'Neil	Grounds	(19.54)
		10232395	General O'Neil	Maintenance	19.54
		10232398	General O'Neil	Maintenance	88.88
	00508827	10232734	General Norfolk	Utility Line On Campus	87.88
		10232735	General Norfolk	Building Construction	1,329.90
		10232791	General Norfolk	Maintenance	36.16
Boyd County Schools	00508628	10232870	General Norfolk	Math General Academic	1,794.38
		10232870	General Norfolk	Social Sciences	2,871.00
Bradley Dean Korth	10064274	10233150	General Norfolk	Teaching and Learning	78.00
		10233151	General Norfolk	EMT Paramedic Noncredit Reimb	52.40
Brandon E Keller	10064160	10232824	General Norfolk	Student Assistance Study Abroad	405.45
Breanna Rose Ehmen	00508888	10233127	Workforce Development Nonreimburse	Workforce Development Nonreimburse	80.00
Brittany Michelle Pasch	10063604	10232550	Maas Memorial	Nondepartmental	500.00
Broadcast Music Inc	00508829	10232852	General Norfolk	VP of Student Services	1,097.17
Brodart Company	00508830	10232853	General Norfolk	Library Services	65.20
Brooklyn Alyric Raye Nolting	10064279	10233186	NE DHHS School Nurse Scholars	Nursing	2,800.00
Bruce Sillery	00507038	10233181	General Norfolk	Student Assistance Study Abroad	268.94
Burwell Public Schools District 100	00508831	10232871	General Norfolk	English Vocational	1,435.50
		10232871	General Norfolk	Math Vocational	1,435.50
		10232871	General Norfolk	Social Sciences	1,435.50
		10232871	General Norfolk	Speech and Debate	1,078.83
		10232553	General Norfolk	Athletics	855.00
Busco Inc	00508977	10233128	General Norfolk	Athletics	1,372.00
		10233129	General Norfolk	Athletics	855.00
		10233200	General Norfolk	Basketball Mens	1,553.00
		10233201	General Norfolk	Basketball Womens	1,553.00
		10233202	General Norfolk	Basketball Womens	2,660.00
		10233203	General Norfolk	Basketball Mens	2,660.00
		10232494	College Center Operations	College Center Operations	14.55
		10232495	General South Sioux	Custodial Services	29.70
Byrne Electrical Specialists, Incorporated	00507059	10233055	Restr Plant LLC Remodel Phase 1	Nondepartmental	528.55
		10233055	Restr Plant LLC Remodel Phase 2	Nondepartmental	528.54
CHS Inc	00508980	10233171	DOL Apprenticeship Building America	Workforce Development Admin	3,000.00
CI Sport	00508840	10232925	Retail Services	Retail Services	1,453.34
CIE Norfolk GNS LLC	00508755	10232829	Agriculture Production	Agriculture	347.81



	00508881	10233225	Agriculture Production	Agriculture	328.29	
CMH Software Inc	00507059	10233056	General Norfolk	Electromechanical	299.00	
Calendly LLC	00508737	10231837	General Norfolk	Financial Aid	144.00	
		10231818	General Norfolk	Career Services	288.00	
Campbell-Eberly Insurance LLC	00508832	10232854	General Norfolk	Logistical Services	525.00	
Capital Business Systems Inc	00508687	10232488	Print Services	Print Services	6,273.75	
		10232545	Print Services	Print Services	0.02	
		10232548	Print Services	Print Services	89.82	
		10232547	Print Services	Print Services	97.49	
		10232548	Print Services	Print Services	25.00	
		10232549	Print Services	Print Services	2,850.05	
Carnegie Dartlet LLC	00508753	10225758	General Norfolk	Marketing	4,500.00	
		10232181	General Norfolk	Marketing	(4,500.00)	
		10232401	General Norfolk	Marketing	3,704.55	
		10232534	General Norfolk	Marketing	2,783.33	
		10232535	General Norfolk	Marketing	750.00	
		10232538	General Norfolk	Marketing	1,000.00	
		10232537	General Norfolk	Marketing	2,887.51	
Carol Annette Sibbel	00508830	10232833	General Norfolk	Board of Governors	105.88	
Carolina Biological Supply Company	00508833	10232737	General Norfolk	Veterinary Technician	1,043.70	
Castle Branch Inc	00508878	10233148	General Norfolk	Compliance	684.00	
		10233148	General Norfolk	Compliance	601.00	
		10233212	Physical Therapy Assistant	Physical Therapist Assistant	542.50	
Cedar County School District 45	00508834	10232947	General Norfolk	English Vocational	179.44	
Cedar Dist. 101 Wynot Public School	00508835	10232884	General Norfolk	Allied Health Education Credit	439.62	
		10232884	General Norfolk	English General Academic	1,435.50	
		10232884	General Norfolk	English Vocational	179.44	
		10232884	General Norfolk	Math Vocational	358.88	
		10233077	General Norfolk	Agriculture	27.90	
Celico Partnership	00508879	10233077	General Norfolk	Athletics	135.03	
		10233077	General Norfolk	Maintenance	151.29	
		10233077	General Norfolk	Marketing	53.85	
		10233077	General Norfolk	Recruiting	176.64	
		10233077	Residence Life	Residence Life	53.85	
		10233077	Retail Services	Retail Services	40.01	
		10233077	General Norfolk	Shipping Receiving Property Ctrl	53.85	
		10233077	General Norfolk	Truck Driving Noncredit Reimb	195.29	
		10233077	General Norfolk	Utility Line Off Campus	135.09	
		10233077	Nabraska Rural Electric Association	Utility Line Off Campus	13.95	
		Cengage Learning	00508754	10232593	Retail Services	Retail Services
00508838	10232926			Retail Services	Retail Services	1,895.00
10232927	Retail Services			Retail Services	1,818.51	

		10232883	Retail Services	Retail Services	1,834.34
		10232884	Retail Services	Retail Services	38.75
		10232885	Retail Services	Retail Services	341.83
Chad Barnhill	00508749	10232542	General Norfolk	Music	125.00
Chambers Public School	00508837	10232807	General Norfolk	Biology and Science	1,188.25
		10232807	General Norfolk	Math General Academic	358.88
Charlene Kay Widener	10063574	10232416	General Norfolk	VP of Educational Services	95.83
Charles River Laboratories	00508838	10232738	General Norfolk	Veterinary Technician	359.00
Chesterman Co	00508839	10232828	Retail Services	Retail Services	284.41
		10232851	Ag Education Complex Concessions	Agriculture Complex Concessions	280.84
Chewy Inc	00508737	10231838	General Norfolk	Veterinary Technician	1.74
		10231840	General Norfolk	Veterinary Technician	48.99
City of Norfolk	10063624	10232572	General Norfolk	Maintenance	40.19
City of O'Neill	00508888	10232293	General O'Neill	Utilities	(88.00)
		10232400	General O'Neill	Utilities	545.10
City of South Sioux City	00508756	10232813	College Center Operations	College Center Operations	3,301.79
		10232872	College Center Operations	College Center Operations	3,482.73
City of West Point	00508689	10232399	General West Point	West Point Extended Campus	9,000.00
Coach Master's Inc	00508700	10232428	General Norfolk	Truck Driving Noncredit Reimb	22,500.00
Cognex Corporation	00508841	10232745	General Norfolk	Electromechanical	5,164.48
Cole Papers Inc	00508842	10232792	General Norfolk	Custodial Services	117.24
Combined Health Agency Drive	10083578	10232455	General Norfolk		87.00
Compass Group USA Inc	00508843	10232708	General Norfolk	Board of Governors	514.50
		10232739	General Norfolk	Personnel Development	129.78
		10232740	General Norfolk	Personnel Development	258.18
		10232856	General Norfolk	Student Life	128.91
	00508882	10233130	Student Services	Stu Serv Student Leadership Assn	138.00
		10233131	Cafeteria	Cafeteria	80,820.88
		10233132	General Norfolk	Basketball Mens	600.00
		10233132	General Norfolk	Basketball Womens	440.00
		10233133	General Norfolk	Basketball Mens	300.00
		10233133	General Norfolk	Basketball Womens	220.00
		10233134	Residence Life	Residence Life	300.00
		10233207	General Norfolk	Recruiting	53.84
		10233208	General Norfolk	Personnel Development	7,140.66
Connor W Kreikemeier	00507001	10233120	Hawks Catholics	Student Clubs and Organizations	289.00
Control Management Inc	00508844	10232497	Maclay Building	Nondepartmental	6,480.40
		10232498	SSC CDL Driving Range	Nondepartmental	2,303.16
Cortlynn R Cadwallader	10084268	10233142	Student Services	Stu Serv Student Leadership Assn	33.00
Council for Opportunity in Education	00508701	10232404	General Norfolk	Student Success and Retention	3,350.00
County of Antelope School District 18	00508845	10232910	General Norfolk	Math General Academic	1,734.58
County of Cedar School District 54	00508846	10232876	General Norfolk	English Vocational	1,435.50

		10232876	General Norfolk	Math General Academic	2,033.63
		10232876	General Norfolk	Math Vocational	897.19
County of Cuming School District 1	00508847	10232897	General Norfolk	English General Academic	2,871.00
		10232897	General Norfolk	English Vocational	538.32
		10232897	General Norfolk	Math General Academic	3,528.84
		10232897	General Norfolk	Math Vocational	358.88
County of Holt School District 44	00508848	10232952	General Norfolk	English Vocational	358.88
		10232952	General Norfolk	Math Vocational	717.75
		10232952	General Norfolk	Social Sciences	358.88
County of Knox School District 13	00508849	10232872	General Norfolk	Agriculture	1,914.00
		10232872	General Norfolk	English General Academic	538.31
		10232872	General Norfolk	English Vocational	897.19
		10232872	General Norfolk	Health Information Mgmt Systems	538.31
		10232872	General Norfolk	Math General Academic	657.84
		10232872	General Norfolk	Math Vocational	1,076.63
County of Madison	00508737	10231828	General Norfolk	Automotive Body	18.00
		10231828	General Norfolk	Truck Driving Noncredit Reimb	37.00
County of Madison School District 5	00508850	10232887	General Norfolk	English General Academic	1,435.50
		10232887	General Norfolk	English Vocational	1,435.50
		10232887	General Norfolk	Math General Academic	3,170.08
		10232887	General Norfolk	Math Vocational	1,258.08
		10232887	General Norfolk	Music	1,435.50
		10232887	General Norfolk	Social Sciences	2,871.00
County of Pierce School District 2	00508851	10232889	General Norfolk	English Vocational	1,435.50
		10232889	General Norfolk	Math General Academic	2,512.13
Crofton Community School	00508852	10232808	General Norfolk	Allied Health Education Credit	457.57
Crucial Click LLC	00508737	10231641	Residence Life	Residence Life	9.89
		10231642	ECAP-Early College Access Project	Early College	9.89
		10231644	General Norfolk	Union 73	28.67
		10231646	General Norfolk	Network and Infrastructure	7.42
		10231646	General Norfolk	Network and Infrastructure Acad	2.47
	00507059	10232897	General Norfolk	Web and Enterprise Systems	15.82
		10232897	General Norfolk	Web and Enterprise Systems Acad	3.86
		10232898	General Norfolk	Teaching and Learning	9.89
		10232899	General Norfolk	Facility Reservation and Events	9.89
		10232899	General Norfolk	Music	9.89
		10233000	General Norfolk	Diesel Technology	9.89
		10233000	General Norfolk	Facility Reservation and Events	9.89
		10233000	General Norfolk	Operations	19.76
		10233001	General Norfolk	Accounting	9.89
Cummins Inc	00508853	10232747	General Norfolk	Diesel Technology	1,440.00
Cynthia Ann Hanson	10083812	10232570	General Norfolk	Workforce Development Admin	213.53



D & H Distributing Company	00508702	10232503	Retail Services	Retail Services	24.51
		10232504	Retail Services	Retail Services	5,938.60
D & L Equipment	00508883	10233208	College Center Operations	College Center Operations	44.89
D2UP LLC	00508703	10232408	Athletic Boosters	Athletics	2,450.00
DB Trailer Sales LLC	00508757	10232489	General Norfolk	Utility Line Off Campus	10,700.00
Daniel A Heikes	10083813	10232571	General Norfolk	Automotive Technology	58.65
Darlene L Lilienkamp	10083816	10232817	Adult Education State Leadership	Adult Education	41.54
Delbert J Ames	00508815	10232813	General Norfolk	Board of Governors	50.92
Delta T Corporation	00508737	10231928	General Norfolk	Soccer Mens	6,823.80
Denise Leagh Richling	10083820	10232581	General Norfolk	Tuition Reimbursement	1,716.00
Diane Davies	00508854	10232818	General Norfolk	Board of Governors	26.60
Dick Blick Company	00508704	10232505	Retail Services	Retail Services	183.32
Dinkel Implement Company	00508855	10232890	General Norfolk	Grounds	358.80
	00508884	10232891	General Norfolk	Grounds	45.71
		10233249	General Norfolk	Grounds	487.00
Dirk Allen Petarsen	00508915	10232829	General Norfolk	Board of Governors	325.80
Document Depot & Destruction Inc	00508856	10232783	College Center Operations	College Center Operations	49.00
Donovan Howard Ellis	00508881	10232820	General Norfolk	Board of Governors	25.48
Downs Government Affairs LLC	00508705	10232531	General Norfolk	Presidents Contingency	1,000.00
EBM Manufacturing Inc	00508985	10233172	DOL Apprenticeship Building America	Workforce Development Admin	3,000.00
EMS Products Inc	00508708	10232392	General Norfolk	Veterinary Technician	544.51
		10232393	General Norfolk	Veterinary Technician	2,319.09
ESCO Institute	00508737	10231647	General Norfolk	Heating Ventilation and Air Cond	214.70
Eakes Inc	00508708	10232449	General South Sioux	Custodial Services	16.88
	00508857	10232500	General Norfolk	Dean of Academic Outreach	358.20
		10232843	Retail Services	Retail Services	127.20
Easykeys.com Inc	00507059	10233002	College Center Operations	College Center Operations	36.90
Echo Healthcare Inc	00508758	10232814	General Norfolk	Paramedic	11,500.00
Economic Modeling LLC	10083579	10232426	General Norfolk	Instructional Services Contingency	6,125.00
		10232426	General Norfolk	Presidents Contingency	6,125.00
Educreations Inc	00508737	10231919	General Norfolk	Math General Academic	89.00
Edward James Lewis	10084161	10232825	General Norfolk	Truck Driving Noncredit Reimb	332.64
		10232825	General Norfolk	Utility Line On Campus	104.80
Electrical Engineering & Equipment Company	00508858	10232881	General Norfolk	Maintenance	37.25
		10232882	General Norfolk	Maintenance	283.02
		10232748	House Construction	Building Construction	2,184.45
		10232749	House Construction	Building Construction	2,883.45
Eli Mcphillips	10084276	10233123	Hawks Catholics	Student Clubs and Organizations	348.00
Elizabeth A Welke	10083573	10232407	General Norfolk	Tuition Reimbursement	1,071.00
	10084281	10233159	General Norfolk	Math General Academic	287.45
Elkhorn Feed Center Inc	00508859	10232752	General Norfolk	Veterinary Technician	60.30
		10232753	Agriculture Production	Agriculture	38.88

Elkhorn Rural Public Power	00508707	10232514	General Norfolk	Utilities	1,008.88	
		10232516	General Norfolk	Utilities	2,888.25	
		10232517	General Norfolk	Utilities	940.00	
Elkhorn Valley Public School	00508880	10232873	General Norfolk	Math General Academic	3,588.76	
		10232873	General Norfolk	Math Vocational	897.19	
Ellucian Company L.P.	00508887	10233088	General Sch	Financial Aid	250.00	
		10232447	General Norfolk	Web and Enterprise Systems	4,408.80	
	10083580	10232447	General Norfolk	Web and Enterprise Systems Acad	1,102.20	
		10084175	10232953	General Norfolk	Web and Enterprise Systems	1,423.60
	00507059	10232953	General Norfolk	Web and Enterprise Systems Acad	355.90	
		10233003	General Norfolk	Payroll	995.00	
Emily R Miller	00507013	10233176	Hawks Catholics	Student Clubs and Organizations	289.00	
Emma J Labenz	00507002	10233183	NE DHHS School Nurse Scholars	Nursing	2,800.00	
Enterprise Holdings Inc	00508888	10232574	General Norfolk	Soccer Womens	199.84	
Erin M McCartney Chapter 13 Trustee	00508889	10233104	General Norfolk		940.00	
Esacto North America Inc	00508882	10232754	General Norfolk	Veterinary Technician	150.00	
Evelyn Patricia McManigal	10084275	10233185	NE DHHS School Nurse Scholars	Nursing	2,800.00	
Expedia.com	00507059	10233015	General Norfolk	Academy for Professional Develop	450.04	
		10233015	General Norfolk	Physical Therapist Administration	188.29	
		10233015	General Norfolk	Physical Therapist Assistant	528.38	
F.A. Davis Company	00508880	10233075	Retail Services	Retail Services	1,738.80	
		10233078	Retail Services	Retail Services	2,129.76	
Family Physical Therapy & Sports Center	00508883	10232888	General Norfolk	Compliance	60.00	
Federal Express Corporation	00508759	10232579	Print Services	Print Services	288.30	
		10232580	Print Services	Print Services	30.87	
Field Roland May	10084182	10232859	General Norfolk	Tuition Reimbursement	1,487.00	
First National Bank Norfolk	00508709	10232434	General Norfolk		1,107.54	
		00508884	10232847	General Norfolk		898.00
		00508891	10233108	General Norfolk		1,944.99
Fisher Scientific Company LLC	00508882	10232332	General Norfolk	Veterinary Technician	89.75	
Fitness Plus Equipment Services Inc	00508737	10231848	General Norfolk	Health PE Rec	893.02	
Flexible Benefit Administrators Inc.	00508780	10232818	General Norfolk	Human Resources	328.25	
Foulk Bros Plumbing & Heating	00508885	10232944	College Center Operations	College Center Operations	585.99	
GNM LLC	00508783	10232387	General Norfolk	Maintenance	7.94	
		10232582	General Norfolk	Maintenance	44.58	
	00508888	10232794	General Norfolk	Truck Driving Noncredit Reimb	24.55	
Gallup Organization	00507059	10233004	General Norfolk	Business Admin Mktng Mngmt	3,750.00	
Georgia Holdings Inc	10083825	10232595	Retail Services	Retail Services	1,275.00	
		10232802	Retail Services	Retail Services	2,342.88	
		10084297	10232594	Retail Services	Retail Services	2,827.00
		10233074	Retail Services	Retail Services	1,725.00	
Gill Hauling Inc	00508781	10232589	College Center Operations	College Center Operations	228.18	

		10232589	General South Sioux	Utilities	99.25
Gina M Holtz	10083568	10232520	General West Point	West Point Extended Campus	50.00
Glass Edge Inc	00508762	10232638	Residence Life	Residence Life	1,123.00
		10232873	General Norfolk	Maintenance	900.00
Global Equipment Company	00508993	10233210	General Norfolk	Building Construction	(209.80)
		10233211	General Norfolk	Building Construction	1,231.95
Go4 Healthcare LLC	00508764	10232587	General Norfolk	Athletics	2,730.00
		10232588	General Norfolk	Athletics	2,488.00
Goodheart-Wilcox Company	00508765	10232603	Retail Services	Retail Services	829.02
Gordy's Towing & Repair	00508894	10233217	General Norfolk	Service Center	114.18
		10233217	General Norfolk	Service Center Academic	76.10
		10233221	General Norfolk	Service Center	152.88
		10233221	General Norfolk	Service Center Academic	101.91
		10233230	General Norfolk	Grounds	84.77
		10233232	Transportation Center	Transportation Center	63.33
		10233233	Transportation Center	Transportation Center	52.88
		10233235	Transportation Center	Transportation Center	68.28
		10233236	General Norfolk	Custodial Services	72.95
		10233237	General Norfolk	Maintenance	62.25
		10233238	Transportation Center	Transportation Center	67.75
		10233240	Transportation Center	Transportation Center	66.13
Guardian Angels Central Catholic High School	00508887	10232874	General Norfolk	Economics Vocational	957.00
		10232874	General Norfolk	English General Academic	1,435.50
		10232874	General Norfolk	English Vocational	717.75
		10232874	General Norfolk	Math General Academic	4,984.44
		10232874	General Norfolk	Math Vocational	538.31
H & H Publishing Co	00507059	10233005	General Norfolk	Student Success and Retention	229.50
HCI Construction	00508768	10232543	SSC CDL Driving Range	Nondepartmental	185,480.24
		10232544	Restr Plant EDA Industrial Bldg	Nondepartmental	90,484.28
HD Supply Facilities Maintenance Ltd	00508869	10232755	General Norfolk	Custodial Services	224.95
Harbor Freight Tools USA Inc	00508737	10231649	General Norfolk	Electromechanical	55.98
	00507059	10233006	General Norfolk	Electromechanical	44.99
		10233007	General Norfolk	Electromechanical	146.89
Hardware Distributors Ltd	00507059	10233057	General Norfolk	Maintenance	300.93
Hartington Telecommunications Co. Inc	00508710	10232457	General Norfolk	Network and Infrastructure	71.25
		10232457	General Norfolk	Network and Infrastructure Acad	23.75
Harvard Community Foundation Inc	00508888	10233098	Foundation Sch	Financial Aid	250.00
Hausmann Construction Inc	00508888	10232680	Maclay Building	Nondepartmental	1,110,485.60
Heartland Business Systems LLC	00508711	10232442	General Norfolk	Network and Infrastructure	38.44
		10232442	General Norfolk	Network and Infrastructure Acad	12.81
		10232443	General Norfolk	Network and Infrastructure	115.31
		10232443	General Norfolk	Network and Infrastructure Acad	38.44



		10232444	General Norfolk	Network and Infrastructure	188.75
		10232444	General Norfolk	Network and Infrastructure Acad	58.25
		10232445	General Norfolk	Network and Infrastructure	2,087.91
		10232445	General Norfolk	Network and Infrastructure Acad	695.97
	00508870	10232758	General Norfolk	Network and Infrastructure	69.37
		10232758	General Norfolk	Network and Infrastructure Acad	23.13
Hearland Fire Protection	00508767	10232591	General Norfolk	Maintenance	873.50
		10232637	Cafeteria	Cafeteria	1,838.88
		10232637	General Norfolk	Maintenance	353.05
Helm Inc	00508737	10231850	General Norfolk	Automotive Technology	800.00
Herrick Farms Inc	00508997	10233135	General Norfolk	Institutional Accreditation	300.00
Higher Learning Commission	00508768	10232668	General Norfolk	Institutional Accreditation	9,944.74
Homer Community School District 31R	00508871	10232911	General Norfolk	English General Academic	358.88
Huff Construction - Nebraska LLC	00508898	10233078	Northeast NE Innovation Studio	Nondepartmental	35,309.00
Huse Publishing Company	00508872	10232674	General Norfolk	Marketing	1,700.00
		10232675	General Norfolk	Board of Governors	82.34
	00508899	10233241	General Norfolk	Presidents Contingency	9.75
Husker Sliding & Home Improvement LLC	00508769	10232592	House Construction	Building Construction	1,540.00
Hy-Vee Inc	00508712	10232529	General Norfolk	Workforce Development Noncredit	11.98
	00508873	10232676	General Norfolk	Veterinary Technician	42.77
		10232677	Ag Education Complex Concessions	Agriculture Complex Concessions	214.72
IDSC Holdings LLC	00508770	10232598	Perkins Equipment	VP of Educational Services	12,500.10
		10232597	Perkins Equipment	VP of Educational Services	18,548.71
		10232598	General Norfolk	Wind Energy	7,687.40
Ideox Distribution Inc	00508874	10232757	Veterinarian Technician Services	Veterinary Technician	212.20
Infosec Learning Inc	00508875	10232882	Retail Services	Retail Services	378.00
Ingram Industries Inc	00508876	10232857	Retail Services	Retail Services	152.00
Institute of Study Abroad Ireland	00508737	10231830	General Norfolk	Center for Global Engagment	1,870.00
Integrated Medical Inc	00508877	10232858	Retail Services	Retail Services	238.16
Intellicom Computer Consulting Inc	00508878	10232758	General Norfolk	Network and Infrastructure	900.00
		10232758	General Norfolk	Network and Infrastructure Acad	300.00
International Medical Group Inc	00507059	10233058	Global Engagement	Center for Global Engagment	1,143.15
		10233058	General Norfolk	Student Assistance Study Abroad	235.48
Isalah Luke Skrdia	10084168	10232634	General Norfolk	Wind Energy	25.42
J.J. Keller & Associates Inc	00508879	10232859	Retail Services	Retail Services	1,402.50
JDS Industries Inc	00508737	10231851	Print Services	Print Services	45.80
JOMAST Corporation	00508881	10232880	Retail Services	Retail Services	200.42
Jadrien Paige Wilken	10084171	10232883	General Norfolk	Tuition Reimbursement	3,218.00
Jebro Inc	00508880	10232759	General Norfolk	Safety and Security Services	105.00
Jeffrey Max Scherer	00508928	10232830	General Norfolk	Board of Governors	98.48
Jenna Marie Jelinek	00508771	10232624	General Norfolk	Workforce Development Noncredit	3,900.00
Jennifer Lynn Schliewe	10084284	10233219	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	288.88

Jennifer Sue Scheer	10064283	10233154	General Norfolk	Math General Academic	583.63
Jessica Kay Dvorak	10064156	10232857	General Norfolk	Tuition Reimbursement	840.00
JiffyShirts.com	00508737	10231844	Retail Services	Retail Services	225.20
Jillian Marie Bertsch	10064264	10233125	General Norfolk	Tuition Reimbursement	2,116.00
Jmayla D Mimma	10064277	10233215	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	266.68
Johnson Controls US Holdings LLC	00508772	10232633	General Norfolk	Maintenance	1,694.40
Jones & Bartlett Learning LLC	00508882	10232881	Retail Services	Retail Services	532.31
Joseph Aaron Kenning	10064273	10233121	Hawks Catholics	Student Clubs and Organizations	349.00
Joshua Dewayne Richardson	00508784	10232560	General Norfolk	Workforce Development Noncredit	5,500.00
Joshua Michael Schlote	10064167	10232831	General Norfolk	Veterinary Technician	151.42
Juanitta Evelyn Chikaluma	10083586	10232403	General Norfolk	Tuition Reimbursement	884.00
Julie Younkin LLC	10083581	10232527	USDA NRCS C2A3 Workforce Training	Development Office	4,925.00
		10232528	USDA NRCS C2A3 Workforce Training	Development Office	2,200.00
Kahoot! AS	00507059	10233080	General Norfolk	Business Admin Mktng Mngmt	95.88
Katalyn E Gubbels	00506995	10233122	Hawks Catholics	Student Clubs and Organizations	349.99
Katherine A Towler	10064268	10233156	General South Sioux	South Sioux City Extended Campus	278.20
Kathleen Lynn Oberle	00507028	10233137	General Norfolk	VP of Educational Services	60.00
Katie Lynn Johnson	10064270	10233144	General Norfolk	Math General Academic	708.08
Kayla Marjorie Burdick	10083611	10232589	General Norfolk	Early College	192.57
Kelly Jaanne Perley	10064281	10233216	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	266.68
Kelly Supply Company	00508714	10232402	Agriculture Production	Agriculture	29.95
		10232450	General Norfolk	Maintenance	16.63
		10232451	General Norfolk	Maintenance	45.20
		10232452	General Norfolk	Maintenance	54.22
	00508863	10232683	General Norfolk	Maintenance	372.78
		10232684	General Norfolk	Maintenance	9.71
		10232685	General Norfolk	Maintenance	115.37
		10232686	General Norfolk	Maintenance	22.16
		10232687	General Norfolk	Maintenance	283.84
Kendall/Hunt Publishing Company	00508773	10232809	Retail Services	Retail Services	2,444.86
Kenneth A Wurdinger	10064172	10232884	General Norfolk	Tuition Reimbursement	72.00
Keya Paha County School	00508864	10232913	General Norfolk	Biology and Science	717.75
		10232913	General Norfolk	Math Vocational	538.31
Kory Jon Hildebrand	10083567	10232413	General Norfolk	Utility Line Off Campus	100.00
	10063614	10232573	General Norfolk	Utility Line Off Campus	465.85
	10064268	10233143	Perkins Prof Develop CTE	Dean of Applied Technology	1,738.11
		10233143	General Norfolk	Utility Line Off Campus	181.89
Larry Alan Oetken	10064280	10233153	General Norfolk	Utility Line Off Campus	84.34
		10233153	Nebraska Rural Electric Association	Utility Line Off Campus	2,239.97
Lee Enterprises Inc	00508774	10232871	General Norfolk	Board of Governors	20.88
Linguist Technologies	00508775	10232554	General Norfolk	Workforce Development Noncredit	2,715.00
Little Priest Tribal College	00508776	10231741	General Norfolk	Little Priest Tribal College	12,689.38

Long Lines Siouxland	00508777	10232827	College Center Operations	College Center Operations	83.95
Lorena Rivas	10084282	10233218	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	268.66
Lori Ann Trowbridge	10084170	10232838	Student Services	Stu Serv Student Leadership Assn	59.26
	10084289	10233158	Student Services	Stu Serv Student Leadership Assn	252.20
		10233158	General Norfolk	Student Life	100.00
Lucas John Reichlinger	10084186	10232861	General Norfolk	Tuition Reimbursement	3,177.00
Lutheran High Northeast High School	00508885	10232814	General Norfolk	Administrative Professional	897.19
		10232914	General Norfolk	Economics Vocational	598.13
MBS Textbook Exchange Inc	00507005	10232532	Retail Services	Retail Services	(22.10)
		10233081	Retail Services	Retail Services	180.73
		10233093	Retail Services	Retail Services	175.50
MWI Veterinary Supply Company	00508782	10232584	General Norfolk	Veterinary Technician	172.50
		10232585	General Norfolk	Veterinary Technician	303.00
		10232588	General Norfolk	Veterinary Technician	2,107.84
	00508894	10232746	General Norfolk	Veterinary Technician	35.86
		10232803	General Norfolk	Veterinary Technician	38.01
		10232804	General Norfolk	Veterinary Technician	700.91
		10232805	General Norfolk	Veterinary Technician	14.61
		10232887	General Norfolk	Veterinary Technician	6.15
Macmillan Holdings LLC	10084288	10233038	Retail Services	Retail Services	218.00
Madison Area Chamber of Commerce	00508888	10232858	General Norfolk	Workforce Development Admin	305.00
Madison County School District 13	00508887	10232877	General Norfolk	Biology and Science	1,914.00
		10232877	General Norfolk	Economics Vocational	1,435.50
		10232877	General Norfolk	Health Information Mgmt Systems	359.88
Madison Public Schools	00508888	10232916	General Norfolk	English General Academic	1,435.50
Magna Publications Inc	00508737	10231920	General Norfolk	Health Information Mgmt Systems	389.00
Major Refrigeration Company Inc	00508778	10232828	Cafeteria	Cafeteria	158.00
Maria Angeles Gonzalez	10084157	10232821	General Norfolk	Recruiting	100.50
Marlin P Jones & Associate Inc	00507059	10233008	General Norfolk	Electromechanical	230.60
		10233009	General Norfolk	Electromechanical	54.35
Marrons Convenience and Service LLC	00508779	10232864	General Norfolk	Utility Line Off Campus	176.50
Matheson Tri-Gas Inc	00508780	10232808	General Norfolk	Welding	7,350.00
		10232863	General Norfolk	Welding	307.11
Matthew J McCarthy	10084183	10232826	General Norfolk	Criminal Justice	1,473.75
Matthew S Nelson	10083818	10232577	General Norfolk	Utility Line Off Campus	300.00
	10084278	10233152	General Norfolk	Utility Line Off Campus	981.70
Matthew Wayne Jones	10084271	10233168	General Norfolk	Baseball	951.66
Maxient LLC	00507004	10233047	General Norfolk	Human Resources	3,000.00
		10233047	General Norfolk	Student Life	3,000.00
McKade Louis Pribnow	00507034	10233178	CCPE Gap Assistance	Workforce Development Noncredit	143.00
Mead Lumber Company Inc.	00508889	10232742	General Norfolk	Building Construction	474.69
Mechanical Sales Inc	00507006	10233239	General Norfolk	Maintenance	1,388.00



Medinfo, Inc.	00507059	10233088	Retail Services	Retail Services	873.75
Melissa Ann Keballi	10084159	10232823	Adult Education HS Equivalency	Adult Education	88.48
Menards CC	00508715	10232398	General Norfolk	Custodial Services	288.45
		10232398	General Norfolk	Maintenance	871.80
		10232398	Residence Life	Residence Life	47.97
Menards Inc	00508880	10232750	House Construction	Building Construction	114.81
		10232751	House Construction	Building Construction	781.03
		10232880	House Construction	Building Construction	27.98
	00507007	10233051	General Norfolk	Electromechanical	130.88
		10233173	House Construction	Building Construction	140.74
		10233174	House Construction	Building Construction	148.00
Merit Mechanical	00507008	10233049	General Norfolk	Major Repair and Renovation	955.00
Merri Beth Schneider	10083821	10232581	General O'Neill	O'Neill Extended Campus	104.80
Merrick Foundation Inc	00507009	10233087	Foundation Sch	Financial Aid	200.00
Michael Todd & Company Inc	00508891	10232894	General Norfolk	Grounds	1,547.12
Michela M Keeler-Strom	10083570	10232435	General Norfolk	Dean of Academic Outreach	98.25
		10084272	10233085	General Norfolk	Dean of Academic Outreach
Microsoft Corporation	00508737	10231931	General Norfolk	Information Technology	208.31
		10231931	General Norfolk	Web and Enterprise Systems	3.48
		10231931	General Norfolk	Web and Enterprise Systems Acad	0.87
	00507059	10233081	General Norfolk	Information Technology	107.70
		10233081	General Norfolk	Web and Enterprise Systems	3.20
		10233081	General Norfolk	Web and Enterprise Systems Acad	0.80
		10232700	General Norfolk	Maintenance	5,174.15
Mid Iowa Refrigeration Inc	00508892	10232461	SSC CDL Driving Range	Nondepartmental	9,982.00
Mid-State Eng & Testing Inc	00507010	10233231	Maclay Building	Nondepartmental	4,005.00
		10232885	College Center Operations	College Center Operations	2,280.29
MidAmerican Energy Company	00507011	10233124	General South Sioux	Utilities	355.11
		10233179	College Center Operations	College Center Operations	76.85
Midwest Alarm Company Inc	00507012	10232518	College Center Operations	College Center Operations	980.00
Midwest HVAC Solutions	00508717	10233242	College Center Operations	College Center Operations	785.00
Missouri River Ground Maintenance LLC	00507014	10233243	General South Sioux	Grounds	120.00
		10233244	College Center Operations	College Center Operations	765.00
		10233245	General South Sioux	Grounds	120.00
		10232000	General Norfolk	Security and Technology Serv Acad	427.50
Moran Technology Consulting Inc	00508718	10232000	General Norfolk	Security and Technology Services	3,847.50
		10232744	General Norfolk	Security and Technology Serv Acad	123.75
	00508893	10232744	General Norfolk	Security and Technology Services	1,113.75
NAEYC	00507059	10233018	General Norfolk	Early Childhood	150.00
NECC	00508721	10232409	General Norfolk	Workforce Development Admin	100.00
	00508722	10232410	General Norfolk	Workforce Development Admin	100.00
	00508723	10232411	General Norfolk	Facility Reservation and Events	11.00

		10232411	Residence Life	Residence Life	143.52
		10232411	eSports Club	Student Clubs and Organizations	49.22
		10232411	General Norfolk	Teaching and Learning	11.00
	00507019	10233106	Classified Staff Association	Nondepartmental	350.00
	00507020	10233117	Residence Life	Residence Life	3,950.00
NECC Foundation	10083582	10232453	General Norfolk		4,413.02
	00508724	10232428	ACH Clearing	Nondepartmental	6,180.00
	00508898	10232848	Foundation Credit Card Donations	Nondepartmental	166.67
NMG LLC	00506802	10232702	General Norfolk	Soccer Womens	154.09
NREA	00507027	10233103	General Norfolk	Utility Line On Campus	572.05
Nasco Education LLC	00508895	10232838	General Norfolk	Agriculture	68.15
Nasco Healthcare	00508719	10232476	Retail Services	Retail Services	5,040.00
Natalie Rose James	10084269	10233214	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	266.66
National Association For Campus Activities	00507015	10233177	Student Services	Stu Serv Student Leadership Assn	2,550.00
		10233177	Student Services	Student Services Student Activity	2,040.00
National Grants Management Association	00508763	10232556	General Norfolk	Accounting	174.00
National Organization for Student Success	00507059	10233017	General Norfolk	Dean of Business and Humanities	80.00
		10233018	General Norfolk	English Transitional	80.00
		10233019	General Norfolk	English Transitional	475.00
		10233020	General Norfolk	Dean of Business and Humanities	475.00
National Western Stock Show	00507059	10233021	Livestock Judging	Agriculture	600.00
Nayely Martinez Verdecia	00507003	10233184	NE DHHS School Nurse Scholars	Nursing	2,800.00
Nebraska Appliance Center Inc	00507016	10233115	Residence Life	Residence Life	2,561.00
Nebraska Chamber of Commerce & Industry	00508737	10231932	General Norfolk	Extended Campus	405.00
Nebraska Community College Insurance Trust	10084176	10232880	General Norfolk	Logistical Services	52.53
Nebraska Health Care Association	00508898	10232978	CCPE Gap Assistance	Workforce Development Noncredit	50.00
	00507017	10233059	Retail Services	Retail Services	8,608.50
Nebraska Indian Community College	00508784	10231805	General Norfolk	NECC and NICC Agreement	39,715.22
Nebraska Interactive LLC	00508737	10231833	General Norfolk	Operations	3.00
		10231933	General Norfolk	VP of Student Services	8.00
	00507059	10233082	General Norfolk	VP of Student Services	8.00
Nebraska Public Power District	00508765	10232867	General O'Neill	Utilities	685.43
		10232868	General Norfolk	Utilities	38.68
		10232869	General Norfolk	Utilities	262.82
		10232870	General Norfolk	Utilities	55.59
	00508897	10232929	General Norfolk	Utilities	45.00
		10232930	General Norfolk	Utilities	177.74
		10232931	General Norfolk	Utilities	3,292.02
		10232932	General Norfolk	Utilities	45,640.64
		10232933	General Norfolk	Utilities	2,374.24
		10232934	General Norfolk	Utilities	1,852.55
		10232935	General Norfolk	Utilities	144.51

	00507018	I0233033	General Norfolk	Utilities	58.23	
		I0233034	General Norfolk	Utilities	41.79	
		I0233035	General Norfolk	Utilities	111.87	
		I0233038	Residence Life	Residence Life	38.83	
		I0233037	General Norfolk	Utilities	148.84	
Nebraska School Counselor Association	00508737	I0231834	General Norfolk	Recruiting	100.00	
Nebraska State College Board of	00508720	I0232405	College Center Operations	College Center Operations	230.81	
		I0232405	General Norfolk	Dean of Academic Outreach	37.84	
NebraskaLink Holdings LLC	I0083826	I0232855	College Center Operations	College Center Operations	1,680.28	
		I0232855	General Norfolk	Network and Infrastructure	1,377.20	
		I0232855	General Norfolk	Network and Infrastructure Acad	458.07	
		I0232856	College Center Operations	College Center Operations	1,680.28	
		I0232856	General Norfolk	Network and Infrastructure	1,377.20	
		I0232856	General Norfolk	Network and Infrastructure Acad	458.07	
	I0084177	I0232808	College Center Operations	College Center Operations	1,680.28	
		I0232808	General Norfolk	Network and Infrastructure	1,377.20	
		I0232808	General Norfolk	Network and Infrastructure Acad	458.07	
Naligh Chamber of Commerce	00508786	I0232557	General Norfolk	Workforce Development Admin	75.00	
Naligh-Oakdale High School	00508899	I0232817	General Norfolk	Math General Academic	1,258.08	
		I0232817	General Norfolk	Math Vocational	538.31	
		00507021	I0233100	High School Sch	Financial Aid	1,050.00
Netnet Business Solutions	00507022	I0233126	General Norfolk	Student Accounts and Cashiering	250.82	
Nicole Joy Sedlacek	00508829	I0232832	General Norfolk	Board of Governors	105.88	
Nike USA Inc	00508737	I0231845	Retail Services	Retail Services	5,072.88	
	00507058	I0233071	Retail Services	Retail Services	(155.58)	
		I0233072	Retail Services	Retail Services	(116.79)	
Niobrara Public Schools	00508801	I0232845	General Norfolk	English Vocational	717.75	
Noel's Plumbing Supply Inc	00507059	I0233083	General Norfolk	Maintenance	238.64	
Noregon Systems, Inc.	00507059	I0233084	General Norfolk	Diesel Technology	150.00	
Norfolk Airport Authority	00508803	I0232884	Driver Training Noncredit Non Reimb	Driver Training Noncredit Non Reimb	0.00	
		I0232884	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	113.57	
Norfolk Area Chamber of Commerce	00508804	I0232821	General Norfolk	Human Resources	12.00	
		I0232821	General Norfolk	Inst Research and Analytics Acad	6.00	
		I0232821	General Norfolk	Institutional Research and Analytic	6.00	
Norfolk Area Human Resource	00508787	I0232558	General Norfolk	Career Services	125.00	
	00507023	I0233138	General Norfolk	Human Resources	325.00	
Norfolk Area United Way Inc	I0083583	I0232454	General Norfolk		195.17	
Norfolk Country Club	00507024	I0233228	General Norfolk	Presidents Office	6.52	
		I0233229	General Norfolk	Presidents Office	14.28	
Norfolk Lodge & Suites LLC	00508805	I0232878	General Norfolk	English General Academic	101.00	
Norfolk Public Schools	00508808	I0232879	General Norfolk	Administrative Professional	1,435.50	
		I0232879	General Norfolk	Allied Health Education Credit	2,891.58	



		10232879	General Norfolk	Biology and Science	1,914.00
		10232879	General Norfolk	Drafting	4,605.58
		10232879	General Norfolk	English General Academic	4,308.50
		10232879	General Norfolk	English Vocational	4,308.50
		10232879	General Norfolk	Health Information Mgmt Systems	1,435.50
		10232879	General Norfolk	Information Technology	538.31
		10232879	General Norfolk	Language	17,226.00
		10232879	General Norfolk	Math General Academic	17,525.08
		10232879	General Norfolk	Math Vocational	5,024.28
		10232879	General Norfolk	Speech and Debate	4,308.50
	00507025	10233088	High School Sch	Financial Aid	650.00
Norfolk Public Schools Foundation	00507028	10233095	Memorial Sch	Financial Aid	250.00
North Bend Central Public Schools	00508807	10232946	General Norfolk	English Vocational	1,435.50
O'Neill Public School	00508808	10232886	General Norfolk	Behavioral Sciences Gen Academic	1,435.50
		10232886	General Norfolk	Biology and Science	1,435.50
		10232886	General Norfolk	Building Construction	957.00
		10232886	General Norfolk	Math General Academic	1,435.50
		10232886	General Norfolk	Speech and Debate	1,435.50
ODP Business Solutions LLC	00508725	10232471	Retail Services	Retail Services	185.12
	00507029	10233082	Retail Services	Retail Services	11.85
		10233083	Retail Services	Retail Services	588.91
Oakland-Craig Public Schools	00508809	10232885	General Norfolk	English Vocational	1,435.50
		10232885	General Norfolk	Math General Academic	1,435.50
		10232885	General Norfolk	Social Sciences	1,435.50
Omaha Truck Center Company Inc	00508788	10232682	General Norfolk	Truck Driving Noncredit Reimb	57.18
Online Computer Library Center Inc	10063627	10232599	General Norfolk	Library Services	731.71
Onyx MDH LLC	00508728	10232513	General Norfolk	Maintenance	159.00
	00508910	10232899	General Norfolk	Maintenance	1,728.00
Oshkosh Tool Co Inc	00507030	10233175	General Norfolk	Utility Line On Campus	2,074.71
PNS & WSS Incorporated	00507059	10233089	Retail Services	Retail Services	684.02
Parker Jacob Lutz	10063617	10232576	General Norfolk	Grounds	95.00
PartnerShip LLC	00508911	10232809	Retail Services	Retail Services	384.85
	00508912	10232810	Retail Services	Retail Services	384.83
Parts Town LLC	00508737	10231852	General Norfolk	Maintenance	373.34
Pasco Scientific	00508737	10231853	General Norfolk	Chemistry	2,611.00
Pathways 2 Tomorrow Joint Public Agency	00508913	10232885	General Norfolk	Allied Health Education Credit	538.31
		10232885	General Norfolk	Emergency Medical Training	538.31
		10232885	General Norfolk	Health Information Mgmt Systems	1,435.50
		10232885	General Norfolk	Health PE Rec	179.44
Patricia Sue Wojcik	00508886	10232837	General Norfolk	Board of Governors	96.48
Pearson	00508789	10232805	Retail Services	Retail Services	(1,880.70)
		10232810	Retail Services	Retail Services	6,044.22

		10232611	Retail Services	Retail Services	5,114.70
		10232612	Retail Services	Retail Services	409.98
Pella Products Inc	00507031	10233092	Retail Services	Retail Services	2,821.50
Pender Public School	00506914	10232888	General Norfolk	Biology and Science	1,814.00
		10232888	General Norfolk	English General Academic	1,435.50
		10232888	General Norfolk	Math General Academic	1,258.08
Pens Etc. Inc	00506727	10232472	Retail Services	Retail Services	142.79
		10232473	Retail Services	Retail Services	6.88
	00507032	10233084	Retail Services	Retail Services	181.00
Performance Health Supply, Inc	10063628	10232619	General Norfolk	Athletics	33.92
		10232620	General Norfolk	Athletics	13.05
Phoenix Promotional Products	00508916	10232909	General Norfolk	Recruiting	729.98
	00507033	10232915	General Norfolk	Recruiting	622.78
		10232918	General Norfolk	Recruiting	790.04
		10232919	General Norfolk	Recruiting	1,778.28
Plainview Public Schools	00508917	10232890	General Norfolk	English General Academic	2,871.00
		10232890	General Norfolk	Math General Academic	4,605.57
Popplers Music Inc	00506728	10232424	General Norfolk	Music	70.00
		10232425	General Norfolk	Music	(48.00)
Precision Technology Inc	00508918	10232895	Residence Life	Residence Life	4,000.00
Prime Sanitation	00508790	10232641	Cafeteria	Cafeteria	507.29
		10232641	College of Nursing Operations	College of Nursing Operations	188.90
		10232641	Residence Life	Residence Life	1,373.63
		10232641	General Norfolk	Utilities	3,855.72
Professional Apparel Company	00508791	10232804	Retail Services	Retail Services	2,551.55
Putters Jewelry	00508792	10232642	General Norfolk	Board of Governors	120.00
Quadient Inc	00508919	10232880	College Center Operations	College Center Operations	315.85
		10232881	General Norfolk	Print Services	255.00
Quaisar Enterprises LLC	00508737	10231654	General Norfolk	Health PE Rec	312.42
	00507059	10233010	General Norfolk	Health PE Rec	(312.42)
Qwest Corporation	00508920	10232939	General Norfolk	Network and Infrastructure	167.10
		10232939	General Norfolk	Network and Infrastructure Acad	55.70
	00508921	10232940	General Norfolk	Network and Infrastructure	81.55
		10232940	General Norfolk	Network and Infrastructure Acad	27.19
		10232940	Residence Life	Residence Life	40.22
	00507035	10233107	General Norfolk	Network and Infrastructure	167.10
		10233107	General Norfolk	Network and Infrastructure Acad	55.70
	00507036	10233109	General Norfolk	Network and Infrastructure	688.40
		10233109	General Norfolk	Network and Infrastructure Acad	222.80
RBB LLC	00508922	10232612	General Norfolk	Career Services	4,455.00
		10232612	General Norfolk	Presidents Contingency	1,276.95
Ranchland Broadcasting Company Inc	00508793	10232559	General O'Neill	O'Neill Extended Campus	125.00

		10232558	General Norfolk	Workforce Development Admin	125.00
Rapsodo, Inc.	00507059	10233022	General Norfolk	Baseball	500.00
RefQuest LLC	10064299	10233180	General Norfolk	Baseball	2,000.00
		10233180	General Norfolk	Basketball Mens	1,000.00
		10233180	General Norfolk	Basketball Womens	1,000.00
		10233180	General Norfolk	Softball	2,000.00
Rentokil North America Inc	00508729	10232437	General South Sloux	Operations	41.00
	00508923	10232882	General Norfolk	Maintenance	258.25
		10232883	General Norfolk	Maintenance	121.92
		10232937	General O'Neill	Utilities	85.00
	00507037	10233089	Residence Life	Residence Life	6,534.00
Robert Bosch North America Corporation	00507059	10233085	General Norfolk	Automotive Technology	1,589.00
SESAC Inc	00508795	10232562	General Norfolk	VP of Student Services	604.79
SIRSI Corporation	00508931	10232698	General Norfolk	Library Services	2,943.87
SLM Inc	00508788	10232657	Baseball	Baseball	7,434.00
SSDigitizing/Sassy Stitches	00507059	10233070	Retail Services	Retail Services	20.00
Secred Heart Church of Norfolk	00508924	10232878	General Norfolk	Math General Academic	2,392.50
		10232878	General Norfolk	Speech and Debate	1,435.50
Sage Merry Lynn Wallis	00507055	10233139	Residence Life	Residence Life	108.97
Sage Publications Inc	10063584	10232474	Retail Services	Retail Services	1,792.00
Sandhills Broadcasting	00508925	10232977	General Norfolk	Human Resources	80.00
Sandra Kay Atkins	10064283	10233140	General Norfolk	EMT Paramedic Noncredit Reimb	135.34
Sarah Jo Sellin	10063572	10232408	General Norfolk	Tuition Reimbursement	1,800.00
Scenario Learning LLC	00508730	10232515	General Norfolk	Safety and Security Services	8,640.00
School District 8 County of Cedar	00508927	10232875	General Norfolk	Allied Health Education Credit	897.19
		10232875	General Norfolk	Behavioral Sciences Gen Academic	1,435.50
		10232875	General Norfolk	Biology and Science	1,674.75
		10232875	General Norfolk	Economics Vocational	957.00
		10232875	General Norfolk	English General Academic	1,435.50
		10232875	General Norfolk	Math General Academic	1,734.56
Scot Alan Ouderkirck	10063571	10232415	General Norfolk	Utility Line Off Campus	125.47
	10063819	10232578	General Norfolk	Utility Line Off Campus	324.07
	10064164	10232828	Perkins Prof Develop CTE	Dean of Applied Technology	1,055.55
Screenvision Direct	00508928	10232814	General Norfolk	Marketing	353.00
Scrubs AC Inc	00508737	10231855	General Norfolk	Health PE Rec	81.28
Sharps Compliance Inc	00508731	10232468	College of Nursing Operations	College of Nursing Operations	337.75
		10232468	General Norfolk	Safety and Security Services	337.74
Sheridan Louise Smajkal	10064287	10233182	Hawks Catholics	Student Clubs and Organizations	289.00
ShopBot Tools, Inc.	00508737	10231858	General Norfolk	Preengineering	217.88
Short's Travel Management Inc	00508737	10231935	General Norfolk	Athletics	54.00
		10231935	General Norfolk	Soccer Mens	1,566.00
		10231935	General Norfolk	Soccer Womens	1,458.00

SignsCom Inc	00507059	10233011	General Norfolk	Automotive Technology	48.10	
		10233011	General Norfolk	Electrical Construction and Control	48.10	
		10233011	General Norfolk	Machining and MFG Automation	48.10	
		10233011	General Norfolk	Wind Energy	48.10	
Siouxland Chamber of Commerce	00507039	10233138	General Norfolk	Dean of Academic Outreach	195.00	
Snap-On Incorporated	00507059	10233088	General Norfolk	Diesel Technology	900.00	
Society for College and University Planning	00508797	10232583	General Norfolk	Institutional Effectiveness	420.00	
Sonja Allison Corkle	10084155	10232818	Ainsworth	Ainsworth	227.94	
South Sioux City Community Schools	00508932	10232948	General Norfolk	Health Information Mgmt Systems	2,871.00	
South Sioux City Municipal Foundation	00508732	10232458	Student Activities College Center	Student Services Student Activity	200.00	
Southwest Airlines Co	00508737	10231921	Perkins Prof Develop CTE	Dean of Applied Technology	327.95	
		10231938	General Norfolk	Athletics	377.98	
		10231938	General Norfolk	Soccer Mens	17,980.70	
		10231938	General Norfolk	Soccer Womens	10,205.48	
		00507059	10233023	General Norfolk	Dean of Business and Humanities	327.80
		00508933	10232949	General Norfolk	Math General Academic	358.88
		00508733	10232440	Retail Services	Retail Services	1,147.00
Stadium Sports	00508798	10232441	Retail Services	Retail Services	298.00	
		10232823	Retail Services	Retail Services	154.00	
		10232839	Retail Services	Retail Services	156.00	
		10232840	Retail Services	Retail Services	2,571.00	
		00507040	10233090	General Norfolk	Basketball Womens	142.00
		10233091	General Norfolk	Softball	1,098.00	
		00508934	10232808	General Norfolk	Operations	215.50
Stanley Petroleum Maintenance	00507041	10233087	General Norfolk	Operations	129.20	
		10233088	General Norfolk	Operations	113.00	
		10232850	General Norfolk	Math General Academic	1,495.31	
Stanton Community Schools	00508935	10232850	General Norfolk	Retail Services	89.87	
Staples Contract & Commercial Inc	00507042	10233043	Retail Services	Network and Infrastructure	71.71	
State of Nebraska	00508734	10232522	General Norfolk	Network and Infrastructure Acad	23.90	
		10232522	General Norfolk	Network and Infrastructure	190.85	
		10232523	General Norfolk	Network and Infrastructure Acad	83.62	
		10232524	General Norfolk	Network and Infrastructure	108.80	
		10232524	General Norfolk	Network and Infrastructure Acad	38.27	
		10232525	College Center Operations	College Center Operations	39.08	
		00508936	10232892	General Norfolk	Assessment of Student Learning	688.00
		10232892	General Norfolk	Human Resources	3,084.00	
		00508937	10232920	General Norfolk	Network and Infrastructure	289.95
		10232920	General Norfolk	Network and Infrastructure Acad	89.98	
		00507059	10233024	General Norfolk	Horticulture	85.07
Stephanie Olson Speaking & Consulting	00508735	10233025	General Norfolk	Accounting	75.00	
		10232412	General Norfolk	Library Services	300.00	



Sterling Computers Corporation	10083585	10232482	General Norfolk	Service Center	8,138.88		
		10232482	General Norfolk	Service Center Academic	5,424.64		
		10232484	General Norfolk	Service Center	282.00		
		10232484	General Norfolk	Service Center Academic	188.00		
	10063629	10232483	General Norfolk	Service Center	338.00		
		10232483	General Norfolk	Service Center Academic	224.00		
	10064300	10232788	General Norfolk	Technology Services Contingency	2,889.68		
		10233119	General Norfolk	Technology Services Contingency	64,656.02		
	Strategy, LLC	10084178	10232888	General Norfolk	Information Technology	31.25	
	Stryder Corp	00508938	10232788	General Norfolk	Student Success	3,000.00	
Summerland Public School	00508939	10232856	General Norfolk	Allied Health Education Credit	897.19		
		10232856	General Norfolk	Math General Academic	1,435.50		
Sunny Meadow Medical Clinic P.C.	00508940	10232878	CCPE Gap Assistance	Workforce Development Noncredit	45.00		
		10232875	General Norfolk	Utility Line Off Campus	75.00		
SurveyMonkey Inc	00508941	10232784	General Norfolk	Inst Research and Analytics Acad	2,240.00		
		10232784	General Norfolk	Institutional Research and Analytic	2,240.00		
		10233222	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	266.68		
Susan Lynn Schmielt	10064285	10233038	Retail Services	Retail Services	92.23		
Sweet Pipes LLC	00507043	10232853	General Norfolk	Baseball	2,000.00		
Synergy Sports Technology LLC	10063830	10233145	General Norfolk	Electromechanical	1,921.38		
TIP Pius Corporation	00507048	10233080	College Center Operations	College Center Operations	1,911.57		
TK Elevator Corporation	00507050	10233112	General Norfolk	Workforce Development Admin	712.50		
Taylor Made Catering	00507044	10232800	General Norfolk	Grounds	5.00		
		10232801	General Norfolk	Grounds	5.00		
		10232808	General Norfolk	Dean of Academic Outreach	23.50		
		10232807	General Norfolk	Dean of Academic Outreach	30.75		
		10232830	General Norfolk	Presidents Contingency	5.00		
		10232832	General Norfolk	Presidents Contingency	9.00		
		10232834	General Norfolk	Presidents Contingency	5.00		
		10232835	General Norfolk	Presidents Contingency	38.00		
		00508942	10232897	General Norfolk	Agriculture	5.00	
			10232898	General Norfolk	Agriculture	5.00	
		Tekamah-Herman Schools	00508943	10232892	General Norfolk	Allied Health Education Credit	1,435.50
				10232892	General Norfolk	Biology and Science	1,914.00
				10232892	General Norfolk	English Vocational	717.75
10232892	General Norfolk			Math General Academic	2,033.63		
10232892	General Norfolk			Math Vocational	538.31		
Terry Fredrick Nelson	00508900	10232827	General Norfolk	Board of Governors	57.62		
TestOut Corporation	00508800	10232858	Retail Services	Retail Services	1,877.00		
The Chicago Lumber Company of Omaha	00508944	10232811	House Construction	Building Construction	87.97		
The Chronicle of Higher Education Inc.	00508801	10232859	General Norfolk	Presidents Contingency	2,315.00		
The Enterprise Publishing Company Inc	00508945	10232801	General Norfolk	Board of Governors	46.68		

	00508948	I0232802	General Norfolk	Board of Governors	46.88
The John F. Kennedy Center for the Performing Arts	00507059	I0233026	Northeast Players	Student Clubs and Organizations	500.00
		I0233027	General Norfolk	Theater	100.00
The Library Store Inc.	00508737	I0231657	General Norfolk	Library Services	83.24
The Predictive Index LLC	00507045	I0233048	General Norfolk	Human Resources	5,675.33
The Scully Estates Limited Partnership	00507048	I0233101	General Sch	Financial Aid	1,000.00
The Webstaurant Store Inc	00508737	I0231658	Cafeteria	Cafeteria	6,488.16
		I0231937	Cafeteria	Cafeteria	2,689.00
TherapyNotes LLC	00508737	I0231922	BHECN Hawks Counseling 83	Counseling	89.00
	00507059	I0233028	BHECN Hawks Counseling 83	Counseling	89.00
Theresa M Bane	I0083810	I0232587	General Norfolk	Behavioral Sciences Gen Academic	188.89
Tiden Citizen	00508947	I0232816	General Norfolk	Board of Governors	25.00
	00507047	I0233042	General Norfolk	Board of Governors	25.00
Tina Lea Bredehoeft	I0084265	I0233141	General Norfolk	Operations	132.64
Titan Machinery Inc	00507049	I0233050	General Norfolk	Grounds	4,034.61
Tonix Corporation	00508737	I0231946	Retail Services	Retail Services	54.35
Tonya Sue Hood-Hytrak	I0063589	I0232414	Adult Education HS Equivalency	Adult Education	131.00
Trane	00508738	I0232519	Cafeteria	Cafeteria	1,213.00
		I0232519	College of Nursing Operations	College of Nursing Operations	1,238.75
		I0232519	General Norfolk	Maintenance	11,731.75
		I0232519	Residence Life	Residence Life	754.75
	00507051	I0233111	General Norfolk	Maintenance	435.75
Trentee L Bush	I0084154	I0232815	General Norfolk	Student Assistance Study Abroad	1,626.78
Troy Biologicals Inc	00508802	I0232681	General Norfolk	Veterinary Technician	148.97
	00508948	I0232941	General Norfolk	Veterinary Technician	487.21
		I0232942	General Norfolk	Veterinary Technician	404.18
TrueDialog Inc.	00508949	I0232891	General Norfolk	Recruiting	744.50
		I0232891	General Norfolk	Student Success	744.50
U.S. Bank National Association	00508737	I0231529	General Norfolk	Nondepartmental	(188,814.75)
		I0231948	Retail Services	Retail Services	24.74
		I0232285	General Norfolk	Presidents Office	1,981.38
		I0232288	General Norfolk	Media Arts	11.76
		I0232288	Media Arts Club	Student Clubs and Organizations	98.47
		I0232287	General Norfolk	Student Success and Retention	280.23
		I0232287	TRIO SSS	Student Success and Retention	673.63
		I0232289	General Norfolk	Human Resources	(282.38)
		I0232290	General Norfolk	Enterprise Architect	179.00
		I0232290	General Norfolk	Inst Research and Analytics Acad	947.50
		I0232290	General Norfolk	Institutional Research and Analytic	947.50
		I0232290	General Norfolk	Security and Technology Serv Acad	(12.90)
		I0232290	General Norfolk	Security and Technology Services	(116.10)
		I0232290	General Norfolk	VP of Technology Services	148.89

10232280	General Norfolk	VP of Technology Services Academic	97.93
10232291	General Norfolk	Athletics	407.63
10232291	General Norfolk	Soccer Mens	423.46
10232294	Student Services	Student Serv Leadership Training	200.00
10232294	Student Services	Student Services Student Activity	58.82
10232298	General Norfolk	Workforce Development Admin	594.26
10232299	General Norfolk	Golf	31.68
10232301	General Norfolk	Human Resources	33.47
10232303	General Norfolk	Counseling	658.60
10232303	Active Minds Club	Student Clubs and Organizations	68.18
10232303	Northeast Food Pantry	Student Clubs and Organizations	233.35
10232307	General Norfolk	Human Resources	126.82
10232308	General Norfolk	Early College	195.00
10232311	General Norfolk	Athletics	2,022.43
10232311	General Norfolk	Presidents Office	1,737.39
10232311	General Norfolk	Soccer Mens	82.00
10232312	General Norfolk	Grants	2,568.77
10232314	General Norfolk	Dean of Applied Technology	179.97
10232316	General Norfolk	Student Success and Retention	21.39
10232316	TRIO SSS	Student Success and Retention	7,926.68
10232317	General Norfolk	Network and Infrastructure	192.34
10232317	General Norfolk	Network and Infrastructure Acad	84.11
10232318	General Norfolk	Truck Driving Noncredit Reimb	952.94
10232319	General Norfolk	Building Construction	40.00
10232319	Applied Tech Division Aux	Dean of Applied Technology	70.00
10232319	General Norfolk	Utility Line On Campus	40.65
10232319	General Norfolk	Welding	99.00
10232321	General Norfolk	Academy for Professional Develop	670.00
10232321	General Norfolk	Automotive Technology	59.02
10232321	Perkins Prof Develop CTE	Dean of Applied Technology	599.59
10232321	General Norfolk	Personnel Development	298.00
10232321	General Norfolk	VP of Educational Services	149.00
10232324	General Norfolk	Heating Ventilation and Air Cond	150.00
10232324	General Norfolk	Plumbing	243.22
10232326	General Norfolk	VP of Educational Services	160.40
10232326	TRIO SSS	Student Success and Retention	339.75
10232333	General Norfolk	Dean of Business and Humanities	186.36
10232335	General Norfolk	Board of Governors	645.00
10232335	General Norfolk	Development Office	880.56
10232335	General Norfolk	Presidents Office	645.00
10232337	General Norfolk	Criminal Justice	49.70
10232339	General Norfolk	Agriculture	239.32

	I0232339	Livestock Judging	Agriculture	198.91
	I0232341	General Norfolk	Volleyball	642.38
	I0232343	General Norfolk	Basketball Womens	677.46
	I0232344	General Norfolk	Softball	39.82
	I0232376	General Norfolk	Marketing	1,202.34
	I0232376	DOL Apprenticeship Building America	Workforce Development Admin	1,737.00
	I0232388	General Norfolk	Basketball Mens	1,445.83
	I0232387	General Norfolk	Soccer Womens	1,250.77
	I0232388	General Norfolk	Soccer Womens	24,072.31
	I0232389	General Norfolk	Nondepartmental	13.75
	I0232380	General Norfolk	Soccer Mens	24,275.25
	I0232439	General Norfolk	Nondepartmental	65,153.50
00507059	I0232892	General Norfolk	Nondepartmental	(65,153.50)
	I0233029	General Norfolk	Purchasing	180.00
	I0233073	Retail Services	Retail Services	3.64
	I0233250	General Norfolk	Development Office	180.00
	I0233250	General Norfolk	Presidents Office	914.70
	I0233251	General Norfolk	Media Arts	11.76
	I0233252	TRIO SSS	Student Success and Retention	517.88
	I0233253	General Norfolk	Basketball Mens	1,230.07
	I0233254	General Norfolk	Human Resources	3,378.59
	I0233255	General Norfolk	VP of Technology Services	384.85
	I0233255	General Norfolk	VP of Technology Services Academic	243.30
	I0233256	General Norfolk	Athletics	74.52
	I0233257	General Norfolk	Recruiting	231.91
	I0233258	General Norfolk	Accounting	519.20
	I0233258	General Norfolk	VP of Admin Services	375.00
	I0233259	Student Services	Student Services Fee	230.62
	I0233260	General Norfolk	Workforce Development Admin	457.63
	I0233281	General Norfolk	Golf	34.22
	I0233262	BHECN Hawks Counseling 83	Counseling	223.88
	I0233263	BHECN Hawks Counseling 83	Counseling	223.88
	I0233263	General Norfolk	Counseling	38.85
	I0233263	Student Services	Healthy Hawks	741.69
	I0233263	Active Minds Club	Student Clubs and Organizations	44.89
	I0233263	Northeast Food Pantry	Student Clubs and Organizations	348.85
	I0233264	General Norfolk	Teaching and Learning	238.46
	I0233265	General Norfolk	Workforce Development Admin	115.03
	I0233266	General Norfolk	Soccer Womens	2,888.71
	I0233267	Athletic Boosters	Athletics	81.00
	I0233268	General Norfolk	Grants	402.08
	I0233269	General Norfolk	Soccer Mens	524.50



		10233270	TRIO SSS	Student Success and Retention	17.45
		10233271	General Norfolk	Enterprise Architect	1,581.95
		10233271	General Norfolk	Financial Aid	1,581.95
		10233271	General Norfolk	Inst Research and Analytics Acad	660.00
		10233271	General Norfolk	Institutional Research and Analytic	680.00
		10233271	General Norfolk	Network and Infrastructure	24.07
		10233271	General Norfolk	Network and Infrastructure Acad	8.02
		10233271	General Norfolk	Payroll	552.98
		10233271	General Norfolk	Registrar	2,788.81
		10233271	General Norfolk	Teaching and Learning	4,745.85
		10233271	General Norfolk	Web and Enterprise Systems	3,470.95
		10233271	General Norfolk	Web and Enterprise Systems Acad	887.73
		10233272	General Norfolk	Truck Driving Noncredit Reimb	813.18
		10233273	General Norfolk	Academy for Professional Develop	835.00
		10233274	General Norfolk	Academy for Professional Develop	1,000.00
		10233274	General Norfolk	Automotive Technology	715.31
		10233274	General Norfolk	Building Construction	32.09
		10233274	House Construction	Building Construction	488.80
		10233274	Applied Tech Division Aux	Dean of Applied Technology	480.00
		10233274	Auto Technology Club	Student Clubs and Organizations	322.18
		10233274	General Norfolk	Welding	84.49
		10233275	Applied Tech Division Aux	Dean of Applied Technology	290.00
		10233276	General Norfolk	Personnel Development	189.00
		10233277	USDA NRCS C2A3 Workforce Training	Development Office	261.69
		10233278	DOL Apprenticeship Building America	Workforce Development Admin	478.22
		10233279	General Norfolk	Dean of Business and Humanities	288.00
		10233280	General Norfolk	Board of Governors	980.80
		10233280	General Norfolk	Development Office	342.05
		10233280	General Norfolk	Presidents Office	455.80
		10233281	General Norfolk	Board of Governors	1,130.79
		10233281	General Norfolk	Institutional Effectiveness	150.00
		10233282	General Norfolk	Agriculture	463.58
		10233282	Livestock Judging	Agriculture	418.57
		10233283	General Norfolk	Basketball Womens	1,038.34
		10233284	Athletic Boosters	Athletics	91.59
		10233285	General Norfolk	Nondepartmental	44,150.03
Ultimate Consulting IT	00508950	10231734	General Norfolk	Web and Enterprise Systems	884.00
		10231734	General Norfolk	Web and Enterprise Systems Acad	221.00
		10232704	General Norfolk	Web and Enterprise Systems	520.00
		10232704	General Norfolk	Web and Enterprise Systems Acad	130.00
Union Pacific Railroad Company	00507052	10233102	General Sch	Financial Aid	250.00
United Airlines	00508737	10231838	General Norfolk	Soccer Womens	9,354.40

United Parcel Service Inc	I0083588	I0232508	Retail Services	Retail Services	862.74	
		I0232507	Retail Services	Retail Services	28.82	
		I0232508	Print Services	Print Services	30.00	
		I0232510	Print Services	Print Services	32.80	
		I0083831	I0232552	Retail Services	Retail Services	1,789.30
			I0232555	Print Services	Print Services	32.80
		I0084179	I0232690	Print Services	Print Services	35.30
			I0232691	Retail Services	Retail Services	1,410.61
		I0084301	I0233040	Print Services	Print Services	32.80
			I0233041	Retail Services	Retail Services	735.18
Upper Midwest Regional Association	00508737	I0231659	Residence Life	Residence Life	270.00	
VH-Rosemont LLC	00507059	I0233087	USDA NRCS C2A3 Workforce Training	Development Office	1,500.00	
Varsity Brands Holding Co Inc	00508951	I0231693	Baseball	Baseball	2,498.97	
		I0231694	General Norfolk	Baseball	2,302.38	
		I0231698	General Norfolk	Baseball	2,260.64	
Verdigre Public School	00508952	I0232893	General Norfolk	English Vocational	717.75	
		I0232893	General Norfolk	Math Vocational	1,435.50	
		I0232893	General Norfolk	Social Sciences	1,435.50	
		I0232838	General Norfolk	Maintenance	229.18	
Veme Simmonds Co	00508953	I0232860	General Norfolk	Utilities	21,851.08	
Vista Energy Marketing LP	00508803	I0232821	Retail Services	Retail Services	2,159.88	
Vital Topco LP	00508804	I0232822	Retail Services	Retail Services	284.38	
		I0233226	Retail Services	Retail Services	2,641.08	
		I0233227	Retail Services	Retail Services	3,684.64	
		I0233247	Retail Services	Retail Services	2,377.00	
		I0233012	General Norfolk	Physical Therapist Assistant	181.88	
Vive Health	00507059	I0232638	General Norfolk	Maintenance	85.00	
Volkman Plumbing & Heating Inc	00508805	I0233220	Agriculture Production	Agriculture	142.21	
Voyager Fleet Systems Inc	00507054	I0233220	General Norfolk	Agriculture	42.78	
		I0233220	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	18.85	
		I0233220	General Norfolk	Grounds	180.76	
		I0233220	General Norfolk	Presidents Office	72.40	
		I0233220	Transportation Center	Transportation Center	238.16	
		I0233220	General Norfolk	Truck Driving Noncredit Reimb	3,091.91	
		I0233220	General Norfolk	Utility Line Off Campus	925.67	
		I0232458	General Norfolk	Chemistry	740.88	
W.W. Grainger Inc	00508738	I0232485	Residence Life	Residence Life	457.42	
WJAG Inc	00508885	I0232797	General Norfolk	Marketing	150.00	
		I0232798	General Norfolk	Marketing	130.00	
		I0232799	General Norfolk	Marketing	130.00	
		I0232800	General Norfolk	Marketing	150.00	
Wakefield Community School	00508954	I0232894	General Norfolk	Allied Health Education Credit	178.44	

		10232894	General Norfolk	English General Academic	1,435.50
		10232894	General Norfolk	Health Information Mgmt Systems	1,078.63
		10232894	General Norfolk	Math Vocational	1,078.63
Wal-Mart	00508737	10231660	Adult Education HS Equivalency	Adult Education	391.00
		10231939	College of Nursing Operations	College of Nursing Operations	68.00
	00508739	10232417	Student Activities Council	Student Clubs and Organizations	360.71
		10232418	Residence Life	Residence Life	39.76
		10232419	Residence Life	Residence Life	74.70
		10232420	Student Activities Council	Student Clubs and Organizations	63.31
		10232421	General Norfolk	Tutor and Writers Clinic	25.00
		10232422	General Norfolk	Tutor and Writers Clinic	97.30
		10232423	College Center Operations	College Center Operations	37.58
Walker Evan Raabe	10064165	10232887	Residence Life	Residence Life	58.84
Walmsley Hay Company Inc	00507056	10233234	Agriculture Production	Agriculture	294.00
Wausa Public School District 76R	00508955	10232862	General Norfolk	Math Vocational	1,258.68
Waveland Press Inc	00508740	10232438	Retail Services	Retail Services	1,208.88
West Holt High School	00508956	10232896	General Norfolk	English General Academic	1,435.50
		10232896	General Norfolk	English Vocational	1,078.63
		10232896	General Norfolk	Math General Academic	2,871.00
		10232896	General Norfolk	Math Vocational	717.75
Western Pathology Consultants	00508741	10232438	Applied Tech Division Aux	Dean of Applied Technology	88.00
	00508957	10232973	Applied Tech Division Aux	Dean of Applied Technology	128.00
Wetzel & Truax Jewelers	00508958	10232806	General Norfolk	Human Resources	262.00
Wheeler Central Public Schools	00508959	10232883	General Norfolk	English Vocational	358.88
Wichita Water Conditioning Inc	00508742	10232502	General O'Neill	O'Neill Extended Campus	8.00
	00508807	10232843	General Norfolk	Maintenance	65.00
		10232844	College of Nursing Operations	College of Nursing Operations	38.00
		10232845	General Norfolk	Maintenance	9.50
		10232846	General Norfolk	Maintenance	9.50
		10232847	General Norfolk	Maintenance	38.00
		10232848	Cafeteria	Cafeteria	19.00
		10232849	General Norfolk	Maintenance	9.50
		10232850	Residence Life	Residence Life	19.00
		10232851	General Norfolk	Maintenance	28.50
		10232852	General Norfolk	Maintenance	9.50
	00508960	10232817	General O'Neill	O'Neill Extended Campus	48.50
	00507057	10233044	Cafeteria	Cafeteria	171.00
		10233045	Residence Life	Residence Life	68.50
Wilkins Architecture Design Planning LLC	00508981	10232679	SSC CDL Driving Range	Nondepartmental	9,250.10
		10232889	Northeast NE Innovation Studio	Nondepartmental	15,988.91
Wilmes Hardware Inc	00508608	10232825	College Center Operations	College Center Operations	38.35
		10232826	General South Sioux	Maintenance	11.89

	00508662	I0232743	College Center Operations	College Center Operations	158.70
		I0232679	College Center Operations	College Center Operations	6.89
Winsupply Norfolk Ne Co	00506743	I0232427	General Norfolk	Maintenance	39.14
		I0232430	General Norfolk	Maintenance	28.22
		I0232431	General Norfolk	Maintenance	237.80
		I0232433	General Norfolk	Maintenance	519.75
	00508609	I0232654	General Norfolk	Maintenance	98.25
	00508683	I0232692	General Norfolk	Maintenance	17.98
		I0232693	General Norfolk	Maintenance	33.78
		I0232703	General Norfolk	Welding	4,459.51
	00507058	I0233147	General Norfolk	Plumbing	588.49
		I0233160	General Norfolk	Heating Ventilation and Air Cond	38.02
		I0233162	General Norfolk	Maintenance	300.98
		I0233183	General Norfolk	Maintenance	32.97
		I0233184	General Norfolk	Maintenance	6.77
		I0233185	General Norfolk	Maintenance	83.19
		I0233187	General Norfolk	Maintenance	45.04
		I0233189	General Norfolk	Maintenance	485.10
Wisner-Pilger Public Schools	00508984	I0232904	General Norfolk	Biology and Science	3,828.00
		I0232904	General Norfolk	Economics Vocational	957.00
		I0232904	General Norfolk	English General Academic	1,435.50
		I0232904	General Norfolk	English Vocational	887.19
		I0232904	General Norfolk	Math General Academic	2,831.75
		I0232904	General Norfolk	Math Vocational	717.75
Yelitza Correa	I0064267	I0233213	BHECN PLADC Student Support 382	Behavioral Sciences Vocational	268.68
Zoetis US LLC	00508987	I0232807	General Norfolk	Veterinary Technician	851.39
		I0232889	General Norfolk	Veterinary Technician	12.45
		I0232970	General Norfolk	Veterinary Technician	12.45
		I0232971	General Norfolk	Veterinary Technician	12.45
		I0232972	General Norfolk	Veterinary Technician	37.35
Zoro Tools Inc	00508737	I0231861	General Norfolk	Custodial Services	751.99
	00507059	I0233013	General Norfolk	Plumbing	158.00
Zoubek Oil Company	00508988	I0232974	Agriculture Production	Agriculture	1,258.00
iCIMS Inc	00508713	I0232530	General Norfolk	Human Resources	4,052.00
iM3 Inc	00507000	I0232795	General Norfolk	Veterinary Technician	71.11
AARON N KENNING	00204391	S0083699	Student Refunds		249.10
ADRIAN ALONZO	00204383	S0083479	Student Refunds		1,274.88
AMY A WILLIAMS	00204408	S0084029	Student Refunds		1,158.20
AMY J BEESON	00204407	S0083424	Student Refunds		3,705.00
AMY L PRITCHETT	00204408	S0083841	Student Refunds		3,122.00
ANGELA N LISTON	00204414	S0084031	Student Refunds		1,458.88
Aaliyah Marie Wagaman	00204945	S0084041	Student Refunds		3,329.04



Aaron M Bertschinger	10083675	S0083448	Student Refunds	70.01
Aaron Wesley Johanson	00204848	S0083370	Student Refunds	80.00
Abbie Lynn Seymour	00204875	S0083874	Student Refunds	578.25
Abbie Marie Robinson	10084022	S0084024	Student Refunds	2,122.47
Abby Jo Kaiser	00204681	S0083477	Student Refunds	2,517.50
Abigail Grace Lohan	00204712	S0083218	Student Refunds	3,677.00
Abigail Lilly Luna	00204721	S0083452	Student Refunds	2,140.78
Abigail R Coe	10083734	S0083887	Student Refunds	5,095.08
Abraham Michael Larson	00204700	S0083807	Student Refunds	2,161.00
Abrielle Olivia Nelson	00204774	S0083385	Student Refunds	1,250.00
Adam Curtis Arens	00204416	S0083584	Student Refunds	289.00
Addison Kay Cotton	10083740	S0084005	Student Refunds	4,488.23
	10084210	S0084300	Student Refunds	7,300.00
Addysen Dawn Clyde	10083731	S0083155	Student Refunds	2,016.83
Adin Charles Evans	10083780	S0083484	Student Refunds	3,893.45
Adreian Marie Eads	10083774	S0083913	Student Refunds	2,273.40
Adrian Pruneda	00204831	S0083570	Student Refunds	1,856.00
Adrian Jeremiah Robinson	00204849	S0083810	Student Refunds	24.07
Adrian Xavier Romero	00204854	S0083403	Student Refunds	2,928.83
Ahdriana Alejandra Medrano	10083843	S0083751	Student Refunds	978.61
Aidan Joseph Brainard	10083880	S0084027	Student Refunds	3,216.00
Aidan Michael Russell	10084035	S0083759	Student Refunds	1,552.00
Aiden Aleric Bear	00204432	S0084162	Student Refunds	1,811.00
Aiden J Meyer	00204753	S0083877	Student Refunds	1,634.00
Aileen Sanchez De La Isla	10084040	S0083407	Student Refunds	176.00
Aisha V Montenegro	00204784	S0083302	Student Refunds	57.00
Alaina Marie Ortgies	00204788	S0084167	Student Refunds	1,672.00
Alan Yahir Macias-Macias	00204728	S0083482	Student Refunds	3,657.00
Alana Dalene Johnson	00204850	S0083080	Student Refunds	1,280.77
Alana Michelle Graham	00204577	S0084035	Student Refunds	1,772.02
Alberto Isac Cartela	10083721	S0083482	Student Refunds	1,827.89
Aleah Georgia Druessel	10083789	S0083997	Student Refunds	1,442.00
Alec Roy Johnson	00204851	S0084117	Student Refunds	1,308.64
Alejandra Valadez	10084114	S0083883	Student Refunds	3,845.37
Alejandro Garcia	00204583	S0083552	Student Refunds	5,572.00
Aleksus Ann Wegener	00204953	S0083389	Student Refunds	2,985.00
Alena Grace Luchsinger	00204719	S0084133	Student Refunds	250.00
Alex Francisco Langan	00204899	S0083217	Student Refunds	1,138.88
Alex J Zoucha	10084153	S0083740	Student Refunds	1,000.00
Alex James Vinson	10084121	S0083784	Student Refunds	3,805.00
Alex Scott McKeown	10083938	S0083259	Student Refunds	2,248.08
Alexa Isabel Pulido	10084008	S0083389	Student Refunds	2,787.53

Alexa Joanna Martinez	I0063925	S0083662	Student Refunds	1,899.88
Alexa Rae Cunningham	I0063745	S0083475	Student Refunds	250.00
Alexander Vazquez	I0064118	S0083439	Student Refunds	2,813.50
Alexander Gerhardt Jurgensen	I0083674	S0083274	Student Refunds	384.00
Alexander Joseph Grosserode	00204380	S0083084	Student Refunds	303.00
	00204582	S0083124	Student Refunds	2,222.00
Alexandria K Arenas	00204415	S0083867	Student Refunds	1,484.44
Alexandria Nicole Altwine	00204404	S0083441	Student Refunds	809.54
Alexia Marie Martin	00204732	S0083587	Student Refunds	2,737.00
Alexis Jacqueline Bentley	I0083673	S0083754	Student Refunds	1,054.37
Alexis Jean Lind	I0083904	S0084179	Student Refunds	54.00
Alexis Lauren Luger	I0083912	S0083112	Student Refunds	4,354.75
Alexis Marie Julesgard	00205019	S0084289	Student Refunds	7,746.00
Alexis R Bohaty	I0083882	S0083774	Student Refunds	3,185.00
Alexis R Palliat	I0063975	S0083593	Student Refunds	1,350.00
Alexis ReaAnn Lilienthal	I0063903	S0084081	Student Refunds	750.00
	I0064223	S0084316	Student Refunds	750.00
Alexis Sue Woods	I0083582	S0083055	Student Refunds	500.00
Alexzander Koda Jessen	00204842	S0083428	Student Refunds	1,307.88
Alicia Lavema Kubes	00204892	S0083251	Student Refunds	1,885.60
Alisha M Dahlberg	I0063749	S0083775	Student Refunds	2,053.17
Alissa Marie Kasik	I0063876	S0083426	Student Refunds	97.70
Alivia Cathleen Gubbels	00204584	S0083602	Student Refunds	314.40
Aliyah Leigh Rodriguez	00204852	S0083673	Student Refunds	2,875.60
Alli Kay Petersen	00204812	S0083347	Student Refunds	1,407.13
Allison G Nachtman	I0083958	S0083522	Student Refunds	2,305.07
Allison Nicole O'Connor	I0083887	S0083119	Student Refunds	3,449.87
Allison Rose Brungardt	00204891	S0084260	Student Refunds	182.00
Aliy Joyce Maslonka	I0083930	S0083279	Student Refunds	2,044.89
Allyson Jessica Lynn Brainard	00204459	S0084050	Student Refunds	1,288.00
Alondra Chavez	I0083722	S0083921	Student Refunds	5,050.88
Alondra Figueroa	I0083766	S0083894	Student Refunds	3,765.00
Alondra Lizbeth Magana	I0083919	S0083195	Student Refunds	479.13
Alonso Barajas	I0083658	S0083481	Student Refunds	3,293.00
Alysa Mae Rieken	I0084017	S0084100	Student Refunds	5,808.00
Alyson Brooke McFarland	I0083934	S0083713	Student Refunds	5,477.30
Alyssa Christine Sullivan	I0064093	S0083486	Student Refunds	3,481.04
Alyssa Renee Gdanitz	00204585	S0083245	Student Refunds	877.17
Alyx Ann Kurpgewelt	I0083892	S0083221	Student Refunds	1,858.75
Amanda Rubalcaba	00204856	S0084089	Student Refunds	6,426.91
Amanda Lea Neumiller	I0083993	S0083242	Student Refunds	4,297.89
Amanda Sue Uecker	00204934	S0083581	Student Refunds	1,193.57

Amber Marie Sobotka	I0084075	S0083288	Student Refunds	4,389.10
Ana Lilia Biederman	I0083677	S0083128	Student Refunds	692.72
Andre Joseph Kittle	00204675	S0083264	Student Refunds	1,985.36
Andrea Dayana Gonzalez	I0083609	S0083750	Student Refunds	1,248.44
Andrew Alexander Estrada	00205001	S0084210	Student Refunds	384.00
Andrew Marcus Jones	00204657	S0083788	Student Refunds	250.00
Andreyra G Hernandez- Cahill	I0083836	S0083824	Student Refunds	3,033.30
Angel Lynn Lackey	I0083893	S0083084	Student Refunds	2,672.75
Angela Elaine Wilker	I0084142	S0083227	Student Refunds	5,191.71
Angela Lynn Flinchbaugh	00204552	S0083988	Student Refunds	1,354.09
Angela Marie Cauthon	00204894	S0084197	Student Refunds	1,081.00
Angelica Gonzalez	00204575	S0083935	Student Refunds	2,149.00
Angelique Marie Davis	I0083753	S0083095	Student Refunds	3,387.51
Angelita Lynn Peirce	I0083985	S0083989	Student Refunds	5,583.85
Anistyn Faith Klink	00204877	S0084154	Student Refunds	25.00
Ann Roisin Kicoin	I0083879	S0084047	Student Refunds	3,970.10
Annika Lynn West	00204957	S0083387	Student Refunds	250.74
Anthony Morrill	00204766	S0083235	Student Refunds	211.00
Anthony Eldon Strizek	I0084247	S0084339	Student Refunds	112.00
Anya Marie Pick	I0083991	S0083468	Student Refunds	5,694.91
Araina Jade Makelin	00204727	S0083765	Student Refunds	1,281.71
Ariana Jewel Amezcua	00204405	S0083388	Student Refunds	2,650.11
Arianna Elizabeth Greiner	I0083817	S0083225	Student Refunds	1,784.62
Ashlee Seim	I0084080	S0083849	Student Refunds	298.80
Ashlei Nicole Bower	00204455	S0084131	Student Refunds	1,349.93
Ashleigh Elizabeth Nelson	I0083992	S0083160	Student Refunds	1,731.91
Ashley Elaine Brachle	00204457	S0083198	Student Refunds	1,492.72
	00204989	S0084208	Student Refunds	193.84
Ashley J Tramp	00204929	S0083579	Student Refunds	2,172.00
Ashley Michelle Chlewski	I0083723	S0083561	Student Refunds	1,453.00
Ashley N Williams	I0084143	S0083304	Student Refunds	5,445.32
Ashley Raschelle Davis	I0083754	S0083088	Student Refunds	5,003.64
Ashlyn M Peterson	I0083999	S0083598	Student Refunds	899.41
Ashlyn Marie Shonebarger	I0084083	S0083184	Student Refunds	2,131.58
Ashlynn Ryann Timmerman	00204923	S0083478	Student Refunds	8,016.00
Ashton Sims	I0084089	S0083540	Student Refunds	1,626.51
Ashton Jarry Olson	I0084232	S0084283	Student Refunds	1,081.00
		S0084351	Student Refunds	500.00
Ashton Joseph Koch	00204388	S0083052	Student Refunds	370.00
Ashton Michael Toupal	00204927	S0083300	Student Refunds	1,319.26
Aubrey Lynn Jeannoutot	I0083862	S0083168	Student Refunds	2,588.00
Audia A Tejki	I0084097	S0083541	Student Refunds	162.00

Audriana Cali Funkhouser	00204559	S0084080	Student Refunds	813.00
Aurora Judith Hingst	00204813	S0083488	Student Refunds	69.67
Aurora S Slusarski	10084070	S0083835	Student Refunds	179.65
Austin J Hemmingsen	00204800	S0083870	Student Refunds	1,354.40
Austin Jacob Brennan	00204465	S0083807	Student Refunds	2,587.00
Austin M Harvey	10083835	S0083444	Student Refunds	250.00
Autumn Aeris Breukelman	10084201	S0084308	Student Refunds	2,000.00
Autumn Claire Hoppe	00204821	S0083289	Student Refunds	818.88
Autumn Irene Patzel	10083978	S0083335	Student Refunds	1,000.00
	10084235	S0084221	Student Refunds	250.00
Autumn R Dickmader	10083780	S0083329	Student Refunds	3,542.00
Ava Alise Podzimek	10084237	S0084322	Student Refunds	500.00
	00204822	S0084123	Student Refunds	4,707.14
Avery Grace Couch	00204501	S0084072	Student Refunds	514.41
Avery Kate Dierman	10083781	S0083844	Student Refunds	382.15
Avery Phillip Overfelt	10083974	S0083858	Student Refunds	3,452.00
Ayasha Nicole Garcia	10083802	S0083844	Student Refunds	2,291.83
BRANDON L ANDERSON	00204481	S0083401	Student Refunds	3,818.00
BRENDA L CAIN	00204483	S0083382	Student Refunds	3,458.00
BRIAN M KREIFEL	00204486	S0083918	Student Refunds	2,068.00
Bailey Hannah Richters	10084015	S0084147	Student Refunds	3,818.30
Bailey Maximus Paden	00204799	S0083280	Student Refunds	3,231.41
Bailey Nicole Lemburg	10084222	S0084230	Student Refunds	128.00
Barrett R Andel	00204409	S0083717	Student Refunds	643.00
	00204979	S0084255	Student Refunds	1,000.00
Beau Thomas Ruskamp	00205044	S0084337	Student Refunds	1,000.00
Becca Lynn McGinley	10083936	S0083709	Student Refunds	838.00
Benjamin Brian Wilcox	00204882	S0084187	Student Refunds	548.00
Benjamin David Stearns	10084084	S0083123	Student Refunds	2,489.08
Benjamin Gilbert Green	00204579	S0083511	Student Refunds	1,680.00
Benjamin Tim-Joseph Grashorn	10083814	S0083280	Student Refunds	2,048.00
Benjamin William Bruns	10083708	S0083357	Student Refunds	1,681.22
Berenice Joliette Jimenez-Castillo	00204846	S0083998	Student Refunds	653.00
Beth Ann Windedahl	10084148	S0083228	Student Refunds	768.00
Bethany Ellen Ymker	10084150	S0084088	Student Refunds	1,282.40
Blair Michelle Jordan	00204858	S0083737	Student Refunds	1,000.00
Blake Edward Ramaekers	00205040	S0084302	Student Refunds	228.00
		S0084352	Student Refunds	177.00
Blake Rylee Arens	00204417	S0083345	Student Refunds	900.00
Blake W Japp	00204830	S0083583	Student Refunds	1,287.51
Bianca Isela Sanchez	10084041	S0084048	Student Refunds	3,419.84
Blou Pow	10084000	S0083878	Student Refunds	2,832.01



Boden Alex Obst	00204781	S0083348	Student Refunds	750.00
Braden Matthew Waldow	00204848	S0083283	Student Refunds	1,851.22
Brady Nicholas Melby	10083844	S0083820	Student Refunds	1,000.00
	10084227	S0084287	Student Refunds	500.00
Branden Thomas Duhsman	00204889	S0084222	Student Refunds	1,000.00
Brandi Mae Doermann	00204516	S0083341	Student Refunds	388.68
Brandon James Nelson	00204775	S0083312	Student Refunds	1,576.10
Brandon Jon Weihs	10084132	S0083102	Student Refunds	3,583.78
Brandon Thomas Stephenson	00204889	S0083883	Student Refunds	1,309.00
Brandy Jo Nelson	00205032	S0084208	Student Refunds	384.00
Breanna Marie Krueger	10083880	S0083878	Student Refunds	1,403.74
Breana Kay Schwarzkopf	10084055	S0084132	Student Refunds	4,715.64
Brian Evan Turek	10084107	S0083788	Student Refunds	2,372.28
Brianna J Herrick	00204811	S0083309	Student Refunds	1,115.00
Brianna Jo Aguilera	00204384	S0083247	Student Refunds	1,440.18
Brianna Lea Kelly	10083877	S0083422	Student Refunds	541.00
Brianna Loriane Martinez	00204734	S0083804	Student Refunds	208.61
Brice Scott Waller	00204848	S0084004	Student Refunds	723.00
Bridget Kales Cook	10083737	S0083182	Student Refunds	5,047.92
Bridgett Nicole Long	10083807	S0084125	Student Refunds	924.49
Brittany Anne Foster	10083793	S0083243	Student Refunds	3,030.75
Brittany Marie Olson	00204783	S0083350	Student Refunds	2,248.58
Brittany Marie Preister	10084003	S0083387	Student Refunds	2,345.83
Brittany Michelle Pasch	10083876	S0084150	Student Refunds	4,351.08
Brittney Jo Uhing	10084108	S0083585	Student Refunds	1,500.00
Brock Marshall William Hudson	10083854	S0083888	Student Refunds	5,541.28
Brody John Koopman	10083888	S0083809	Student Refunds	4,842.00
Brook Lyn Beiermann	00204435	S0083455	Student Refunds	384.00
Brooke Danielle Brengelman	00204484	S0083805	Student Refunds	25.00
Brooke S Reddest	00204840	S0084173	Student Refunds	1,692.41
Brooklyn Denae Kumm	00204884	S0083230	Student Refunds	500.00
Bryant Cordell Leeper	00204704	S0083705	Student Refunds	508.28
Bryce Atlee Phillips	00204817	S0083885	Student Refunds	554.50
Bryon J Scott	00204873	S0083534	Student Refunds	582.00
		S0083535	Student Refunds	582.00
CHAD R CHRASTIL	00204482	S0084111	Student Refunds	1,513.78
CHRISTOPHER A PARKER	00204488	S0083354	Student Refunds	1,123.48
CHRISTOPHER G SWALLEY	00204480	S0083848	Student Refunds	5,013.00
CHRISTY L VILLANUEVA	00204491	S0084102	Student Refunds	1,685.41
Cade Russell	00205045	S0084258	Student Refunds	980.15
		S0084354	Student Refunds	250.00
Cade James Geiser	00204587	S0083582	Student Refunds	1,304.28

Cade Michael Bailey	00204428	S0083340	Student Refunds	3,417.77
Caden L Steiger	00204897	S0083707	Student Refunds	802.00
Caden Neal Ost	00205037	S0084284	Student Refunds	750.00
Caden Nicholas Shonka	10084065	S0083715	Student Refunds	1,849.08
Caden R Stankoski	10084082	S0083880	Student Refunds	4,051.00
Cailey G Anderson	00204880	S0084270	Student Refunds	298.40
Caitlin Elizabeth Macias	00205027	S0084238	Student Refunds	384.00
Caitlin Jayd Christian	00204487	S0084159	Student Refunds	1,920.00
Caleb Allan Perrin	00204810	S0084039	Student Refunds	1,893.00
Caleb N Nicola	00204780	S0083884	Student Refunds	348.41
Caleb T Cornwell	00204488	S0083517	Student Refunds	498.50
Caleb Vincent Dohmen	00204517	S0084021	Student Refunds	3,470.16
		S0084171	Student Refunds	232.74
Calle Booth	10083885	S0083525	Student Refunds	3,888.18
Calloway J Bohacek	00204448	S0083415	Student Refunds	2,549.41
Cameron James Wallace-Boyer	00204947	S0083165	Student Refunds	5,623.57
Cameron Lynn Donscheski	00204521	S0083888	Student Refunds	507.51
Cameron Michael Jordan	00204859	S0083744	Student Refunds	447.10
Cameron Sue Zbylut	00205083	S0084288	Student Refunds	25.00
Carl Wayne Gray	00204578	S0083881	Student Refunds	1,058.00
Carley Jo Hirschman	10084220	S0084285	Student Refunds	125.00
Carlos Delon Vargas	00204939	S0084186	Student Refunds	1,056.00
Carlos Mathew Jimenez	00204845	S0084053	Student Refunds	1,746.32
Carlotta Kaye Weidner	10084131	S0083072	Student Refunds	3,617.38
	10084255	S0084186	Student Refunds	384.00
Carly Johnson	00204852	S0083547	Student Refunds	1,505.85
Carly Jo Donoghue	00204520	S0084161	Student Refunds	3,788.00
Carly M Bayer	00204885	S0084332	Student Refunds	650.00
Carolina Ibarra	00204825	S0083932	Student Refunds	6,252.80
Caroline C Hobbs	10083848	S0083087	Student Refunds	1,066.00
Carrie Ann Knudl	00204880	S0083108	Student Refunds	328.40
Carson Earl Watts	10084128	S0083887	Student Refunds	1,167.10
Carson James Prochaska	00204829	S0083879	Student Refunds	1,017.11
Carson James Sudbeck	00204808	S0083465	Student Refunds	1,814.00
Carter Duane Boschult	00204452	S0083817	Student Refunds	584.41
Carter Gerald Stratman	00204802	S0083457	Student Refunds	3,750.00
Carter J Seim	00204874	S0084138	Student Refunds	1,185.00
Carter Joseph Badstieber	10083855	S0083915	Student Refunds	514.40
Carter Joseph Klug	00204878	S0083336	Student Refunds	3,000.00
Carter L Luber	00204717	S0083445	Student Refunds	732.00
Carter Michael Girard	00204572	S0083734	Student Refunds	789.12
Carter Thomas Werner	10084138	S0083353	Student Refunds	3,378.78

Caryanna Marie Rodriguez	I0084028	S0083168	Student Refunds	4,925.48
Carynn Sue Bongers	I0084198	S0084298	Student Refunds	4,045.00
		S0084341	Student Refunds	625.00
Cassy Asher Underwood	I0084111	S0083781	Student Refunds	889.18
Cash James Reynolds	I0084013	S0083271	Student Refunds	1,427.00
Cassandra Lee Ziemann	00204975	S0083999	Student Refunds	629.27
Catherine Elizabeth Ramirez	00204834	S0083979	Student Refunds	1,171.71
Catherine P Rutenbeck	I0084038	S0083520	Student Refunds	508.41
Cazden William Christensen	I0083724	S0083770	Student Refunds	2,113.78
Celina I Johnson	I0083887	S0083322	Student Refunds	1,765.32
Cesar Antonio Buol	I0083709	S0083138	Student Refunds	184.00
Chance Charles Schultz	I0084054	S0083821	Student Refunds	3,438.78
Charli Kate Webster	I0084129	S0083838	Student Refunds	1,500.00
	I0084254	S0084253	Student Refunds	500.00
Charlie Benedict Henkel	00204601	S0083803	Student Refunds	500.00
Chase Michael Firenze	00204550	S0083973	Student Refunds	278.88
	00205002	S0084295	Student Refunds	192.00
Chase R Kallweit	00204863	S0083872	Student Refunds	511.00
Chelsea Elizabeth Reardon	00204367	S0083059	Student Refunds	128.00
Chelsea Sue Hartmann	I0083834	S0084080	Student Refunds	1,188.50
Chelsye Hernandez Pina	I0083837	S0083702	Student Refunds	2,573.74
Cheyenne E Anderson	00204410	S0083573	Student Refunds	3,319.17
	00204981	S0084242	Student Refunds	384.00
Cheyenne Jordyn Drudix	00204522	S0083207	Student Refunds	5,029.51
Cheyenne Sioux Keil	00204689	S0083372	Student Refunds	465.86
Chloe Eileen Smith	00205049	S0084288	Student Refunds	175.00
Chom Poo Dah	00204504	S0083252	Student Refunds	917.01
Chris Monteroso Escobar	00204540	S0083708	Student Refunds	307.00
Chrissenna Charize Swalley	00204909	S0083949	Student Refunds	1,143.08
Christal Gale Brundage	I0083705	S0083914	Student Refunds	5,242.01
Christina Ann Lutchman	I0083915	S0083078	Student Refunds	3,683.16
Christina Kathryn Roberts	I0084019	S0083125	Student Refunds	5,837.50
Christopher Keanan Brown	I0083899	S0084114	Student Refunds	6,163.30
Christopher Lyle Steskal	I0084087	S0083147	Student Refunds	5,551.88
Christopher M Esch	00204539	S0083530	Student Refunds	3,055.51
Christopher Paul Nickolite	00204779	S0083572	Student Refunds	382.26
Christopher Stanley Prosocki-Lesiak	00204830	S0083928	Student Refunds	1,142.26
Chrystal Ann Bennett	I0083871	S0083109	Student Refunds	4,446.14
Ciara Lynn Pinkelman	00204820	S0083467	Student Refunds	2,193.88
Clay Alan Patrick	I0083977	S0083298	Student Refunds	2,965.20
Clayton Christensen	00204995	S0084334	Student Refunds	878.00
Cody R Nelson	00204776	S0083532	Student Refunds	2,204.58

	00205033	S0084240	Student Refunds	2,000.00
Cohen Calahan	00204476	S0083846	Student Refunds	3,888.00
	00204882	S0084271	Student Refunds	625.00
		S0084342	Student Refunds	625.00
Cole Grovjohn	00204563	S0083815	Student Refunds	1,680.00
Cole Miller	00204757	S0083258	Student Refunds	600.00
	00205030	S0084212	Student Refunds	212.75
Cole A Luptak	I0063914	S0084180	Student Refunds	25.00
Cole Anthony Rager	00204832	S0083800	Student Refunds	3,661.00
Cole James Fiene	I0063785	S0083558	Student Refunds	2,558.00
Cole S Pritchett	I0064005	S0083842	Student Refunds	2,577.78
Colten Charles Briggs	00204487	S0083289	Student Refunds	1,765.00
Coltin Timothy Konwinski	00204882	S0083388	Student Refunds	1,724.28
Condie A Jenkins	00204838	S0083397	Student Refunds	1,533.80
Connor Badyn Cooksley	00204488	S0084032	Student Refunds	3,657.04
Connor Joe Smith	00204882	S0083958	Student Refunds	300.00
	00205050	S0084291	Student Refunds	750.00
Connor Joseph Haag	00204587	S0083735	Student Refunds	4,710.00
Connor Thomas McCarthy	00204742	S0083389	Student Refunds	4,260.84
Consuelo Melissa Rodriguez	I0084027	S0083938	Student Refunds	1,114.10
Cort Robert McKeown	I0083939	S0083823	Student Refunds	2,500.00
Cortynn R Cadwallader	I0083560	S0083049	Student Refunds	7.00
Courtney Sue Kammann	00204865	S0083248	Student Refunds	813.00
Cree Silver Cline	I0063729	S0083929	Student Refunds	3,557.59
Crystal Marie Raper	00204838	S0083071	Student Refunds	4,991.04
Crystal Nicole Schaben	I0064046	S0083631	Student Refunds	5,872.54
Curtis Richard Luettel	00204720	S0084164	Student Refunds	640.00
DANA A ALLEN	00204505	S0084051	Student Refunds	3,889.00
DANIEL J SEIM	00204508	S0084137	Student Refunds	3,353.00
DEANNA M MASLONKA	00204510	S0083278	Student Refunds	3,275.00
Dadrian M Medel	00204747	S0083904	Student Refunds	864.00
Daily Martin Martinez	I0063924	S0083203	Student Refunds	3,454.03
Daisy Andrade	00204413	S0083822	Student Refunds	1,590.58
Dakota Christopher Fritzen	I0063797	S0083417	Student Refunds	816.32
Dalton Casch Anderson	00204411	S0083892	Student Refunds	4,580.00
Dalton Duane Nielsen	00204784	S0083819	Student Refunds	580.00
Dalton Kirk Gieselman	I0083605	S0083514	Student Refunds	1,828.00
Damien Michael Erickson	00204383	S0083051	Student Refunds	500.00
	00204538	S0083500	Student Refunds	3,789.55
Damon Vaughn Mickey	I0083947	S0084025	Student Refunds	1,123.47
DaniKa Jo Burrell	00204471	S0084119	Student Refunds	2,183.00
		S0084120	Student Refunds	2,481.91

Daniel Lynn Pavelka	00205038	S0084233	Student Refunds	1,250.00
Daniel Thomas Steffen	10084088	S0083470	Student Refunds	524.50
	10084248	S0084357	Student Refunds	273.00
Danielle K Donelson	10083764	S0083216	Student Refunds	1,402.02
Danielle Marie Franco	10083785	S0083287	Student Refunds	3,895.08
Davian Charels Gullicksen	00204586	S0083286	Student Refunds	482.00
Daxton B Behmer	00204434	S0083884	Student Refunds	2,713.78
Dayci Joy Luttrell	10083816	S0083712	Student Refunds	2,808.41
Dayton Vanosdall	10084117	S0083448	Student Refunds	1,188.88
DeAndre William Redwing	00204841	S0084082	Student Refunds	28.48
Dean A Kruger	10083891	S0083889	Student Refunds	188.00
Delaney M Mazza	00204741	S0084089	Student Refunds	25.00
Delaney Patricia Wells	00204855	S0083703	Student Refunds	5,535.78
Delliah Eliza Harper	10083831	S0083332	Student Refunds	884.82
Destanee Dawn Lustkenhaus	10083811	S0083181	Student Refunds	3,853.00
Devaney Jo Brown	00204468	S0083220	Student Refunds	488.50
Devin Charles Danielson	10083752	S0083871	Student Refunds	2,085.50
Devon James Borchers	00204448	S0083689	Student Refunds	88.00
Devon L Chambless	00204483	S0083575	Student Refunds	54.00
Devon Michael Bader	00204427	S0083513	Student Refunds	1,040.00
Devyn Michael Farrier	00204547	S0083849	Student Refunds	820.40
Diana Jamie Espinoza Diaz	00204543	S0083825	Student Refunds	721.00
Diego Pablo Valenzuela	00204838	S0084134	Student Refunds	1,812.00
Dillon Dale Santes	00204865	S0083848	Student Refunds	2,878.10
Dillon L Tonniges	10084104	S0083836	Student Refunds	1,410.28
	10084249	S0084289	Student Refunds	825.00
		S0084358	Student Refunds	625.00
Dillon M Dubbs	10083771	S0083889	Student Refunds	1,278.15
	10084211	S0084276	Student Refunds	750.00
Dottie Eldine Smith	10084071	S0084087	Student Refunds	5,475.79
Draevin James Roskens	10084032	S0083584	Student Refunds	2,800.10
Drew Oligmueller	00204782	S0083848	Student Refunds	2,880.30
Drew G Brown	10083700	S0083505	Student Refunds	435.81
Drew W Sharpe	10084082	S0083521	Student Refunds	218.26
Dru Jon Truax	00204932	S0083880	Student Refunds	958.28
Dylan H Naslund	10083859	S0083718	Student Refunds	2,100.00
Dylan M Santage	10084044	S0083918	Student Refunds	762.31
	10084241	S0084288	Student Refunds	500.00
Dylan Mical Hitz	10083847	S0083788	Student Refunds	1,383.44
Dylan Rudy Fuchs	00204557	S0083305	Student Refunds	2,509.82
		S0084188	Student Refunds	89.58
ELIZABETH M GOSHORN	00204530	S0083380	Student Refunds	952.30



ERBEY E SALINAS	00204535	S0083948	Student Refunds	1,818.00
ERIN M KRUEGER	00204538	S0083897	Student Refunds	3,024.00
Ean Joseph Goodrich	00204578	S0084007	Student Refunds	2,500.00
Easton Michael Faris	10083783	S0083885	Student Refunds	175.00
Edgar Alberto Meza	10084228	S0084328	Student Refunds	813.00
Edith Romero	10084030	S0083111	Student Refunds	5,754.88
Edward Eldon Reynolds	10084014	S0083358	Student Refunds	1,848.00
Eileen Ashlea Kimber	10083880	S0083200	Student Refunds	5,477.37
Elena Flores	10083789	S0083130	Student Refunds	6,174.46
Elijah Michael Clay	00204494	S0083760	Student Refunds	3,687.50
Elliott Allan Steinhoff	00204888	S0083804	Student Refunds	2,501.00
Elizabeth Ann Dabill	10083748	S0084049	Student Refunds	3,188.15
Elizabeth Eileen Mousel	10084231	S0084204	Student Refunds	2,227.00
	00204767	S0083159	Student Refunds	241.40
Elizabeth J Adamy	10083845	S0083499	Student Refunds	5,458.65
Elizabeth Katherine Schlamann	10084049	S0083320	Student Refunds	1,477.71
Emelle Ann Johnson	10083888	S0083411	Student Refunds	2,150.15
Emily Ann Ahlers	00204385	S0083473	Student Refunds	688.75
	00204878	S0084238	Student Refunds	500.00
Emily Anne Willis	00204868	S0083843	Student Refunds	415.58
Emily Jo Buhman	10084202	S0084244	Student Refunds	1,000.00
Emily Jo Hennig	00204802	S0083189	Student Refunds	383.40
Emily Kay Timm	10084100	S0083121	Student Refunds	5,050.79
Emily V Jones	10083872	S0084043	Student Refunds	954.88
Emma Claire Boggs	10083881	S0083290	Student Refunds	48.35
Emma Jo Meisgerd	10084228	S0084235	Student Refunds	914.41
Emma Lou Baumgart	00204431	S0083599	Student Refunds	2,715.89
Emma Rose Jedlicka	10083883	S0083726	Student Refunds	583.00
		S0083727	Student Refunds	2,227.00
Emmanuel Avila	00204422	S0083809	Student Refunds	3,784.88
Erbey Salinas	00204881	S0083947	Student Refunds	1,858.82
Erica Brittany Aguirre-Vargas	10083847	S0083398	Student Refunds	2,388.54
Erica Nicole Engelmeyer	00204532	S0083339	Student Refunds	1,000.00
Erick Damian Marxsen	10083828	S0084084	Student Refunds	418.00
Ericka Renee Braboy	10083889	S0084028	Student Refunds	6,208.00
Erika Y Chavez Barboza	00204485	S0084040	Student Refunds	1,446.00
Erin Nichole Thompson	00204918	S0083187	Student Refunds	2,340.02
Eternity K Hixson	10083848	S0083800	Student Refunds	4,842.10
		S0084188	Student Refunds	45.48
Ethan C Specht	10084080	S0083731	Student Refunds	750.00
Ethan James Uhler	00204935	S0083343	Student Refunds	1,856.20
Ethan Michael Emerick	00204531	S0084124	Student Refunds	3,074.59

Ethan Micheal Hintz	00204814	S0083767	Student Refunds	592.54
Ethan Richard Atkins	00204421	S0084170	Student Refunds	289.50
	00204982	S0084340	Student Refunds	128.00
Eva Barber Beckman	10083888	S0083888	Student Refunds	4,284.84
Evan J Haas	10083822	S0083518	Student Refunds	2,277.00
Evan Kenneth English	00204533	S0083456	Student Refunds	500.00
Fernanda Patricia Magana	10083920	S0083328	Student Refunds	1,551.45
Fernando Hernandez	10083839	S0083197	Student Refunds	5,747.00
Fernando Jovanny Sanchez	10084042	S0083809	Student Refunds	3,133.26
Fischer D Carson	10083720	S0083567	Student Refunds	2,990.80
Gabriel Matthew Forrest	00204554	S0083984	Student Refunds	1,318.00
Gabriela Marie Mendoza	00204752	S0084083	Student Refunds	1,139.60
Gabriela Leija	10083888	S0083847	Student Refunds	1,792.00
Gabriella L Wieck	00204980	S0083233	Student Refunds	1,052.75
Gage Erik Burns	10084203	S0084333	Student Refunds	500.00
Garet Lord Lockhart	10083908	S0083811	Student Refunds	800.80
Garret Curtis Lindberg	10083905	S0083888	Student Refunds	6,383.18
Garrett J Jareske	00204833	S0083856	Student Refunds	2,500.00
Garrett Lloyd Porter	10083988	S0083870	Student Refunds	1,425.20
Gauge F Bramble	00204480	S0083812	Student Refunds	3,301.90
Gavin L Cole	00204486	S0083526	Student Refunds	5,909.10
Gavin Michael Longsdorf	00204713	S0083352	Student Refunds	2,153.88
Gavin NI Geneaki	00204589	S0083142	Student Refunds	1,887.24
Gavin Raymond Flyinghawk	10083791	S0084126	Student Refunds	1,432.12
Georgie Shairly Stolze	00204801	S0084185	Student Refunds	150.00
Georgina Yamilith Garcia Flores	00204584	S0083295	Student Refunds	1,820.65
Gerard Michael Dunning	10083773	S0083880	Student Refunds	3,037.00
Gloria Yamilie Flores	10083790	S0083798	Student Refunds	2,011.00
Grace Dana Maxwell	10083832	S0083313	Student Refunds	2,318.50
Grace Elizabeth Nordhues	00204786	S0083268	Student Refunds	1,970.97
Grace Johanna Veik	10084119	S0083443	Student Refunds	3,092.00
Grace Nicole Ortiz	10083970	S0083253	Student Refunds	248.05
Gracie Jansen	00204829	S0083887	Student Refunds	1,388.69
Gracie Emma Park	00204801	S0083199	Student Refunds	1,093.00
Gracie Regina Stoffel	10084090	S0083232	Student Refunds	4,695.00
Grant David Gasper	00205006	S0084335	Student Refunds	289.50
Grant Hudson Arens	00204418	S0083813	Student Refunds	2,503.00
Grant M Snodgrass	00204885	S0083802	Student Refunds	777.41
Grant Matthew Roberts	10084020	S0083384	Student Refunds	634.51
Greily Afonso Peret	10083848	S0083724	Student Refunds	1,908.00
	10084195	S0084259	Student Refunds	3,000.00
Gustavo F Gomez	00204573	S0084013	Student Refunds	4,758.00

Guy William Bitz	00204443	S0083830	Student Refunds	1,981.00
HEIDI A KEIL	00204588	S0083371	Student Refunds	680.00
HEIDI N WILLIAMS-RAMIREZ	00204587	S0083813	Student Refunds	2,388.00
Hailee Joslynn Horst	00204822	S0083229	Student Refunds	1,509.00
Hailey K Shriner	00204879	S0083850	Student Refunds	450.01
Hailey L Gregory-Hamersma	I0083816	S0083238	Student Refunds	1,600.28
Hailey Marie Hunzeker	00204824	S0083482	Student Refunds	1,288.00
Hailey Marie Scofield	I0084057	S0083738	Student Refunds	3,841.48
Hailey Marie Torticill	00204926	S0083583	Student Refunds	2,104.73
Halany's Milian Auld	00204758	S0083685	Student Refunds	1,631.75
Halay Marie Lieman	00204708	S0083184	Student Refunds	4,825.91
Haley Morgan Bovee	00204454	S0083385	Student Refunds	933.98
Halle A Bellar	00204438	S0083773	Student Refunds	984.00
Hanna A Kroeger	00204888	S0083874	Student Refunds	4,016.19
Hannah Grace Beckenhauer	I0083685	S0083277	Student Refunds	1,752.73
Hannah Jo Barker	I0083858	S0083955	Student Refunds	1,414.41
Hannah Joy Taylor	I0084088	S0083782	Student Refunds	944.11
Hannah K Herron	I0083842	S0083288	Student Refunds	2,408.00
Hannah LeAnn Holdorf	I0083852	S0084044	Student Refunds	1,834.78
Hannah M Ericson	00204537	S0083538	Student Refunds	5,649.00
Hannah Michelle Ross	00204855	S0083438	Student Refunds	608.75
Hannah Tanola Santos	I0084045	S0083783	Student Refunds	2,884.00
Hayden Lee Allen	I0083850	S0084052	Student Refunds	2,381.00
Haydyn S Beaudette	00204888	S0084218	Student Refunds	258.00
Heather M Pederson	I0083883	S0083548	Student Refunds	541.00
Holly Ann Hoepfner	I0083851	S0083117	Student Refunds	5,281.00
Holly Anne Orwig	I0083872	S0083244	Student Refunds	1,443.00
Holly Diane Lewon	I0083900	S0083127	Student Refunds	1,402.75
Holly Jean Zoubek	I0084152	S0084010	Student Refunds	3,311.73
Horizon Ann Evans	I0083874	S0083435	Student Refunds	105.20
Hudson Brenner Stout	I0084092	S0083782	Student Refunds	6,032.10
Hunter Alexander Henrickson	00204803	S0083808	Student Refunds	2,588.20
	00205010	S0084248	Student Refunds	500.00
Hunter L Douglas	I0083786	S0083528	Student Refunds	1,277.60
Hunter M Bowers	00204458	S0083580	Student Refunds	582.78
Hunter O Ummel	00204838	S0083716	Student Refunds	743.51
Hunter William Holmgren	00204819	S0084088	Student Refunds	25.00
Ian Anthony Novak	00204788	S0084085	Student Refunds	1,849.41
Ian Douglas Morehead	00204785	S0084045	Student Refunds	1,343.50
Ian Matthew Buckley	00204489	S0083771	Student Refunds	1,880.51
Iris Lexus Stange	00204893	S0083789	Student Refunds	681.00
Isaac Saldana	00204860	S0083577	Student Refunds	287.83

Isaac Alexander Gonzalez	10083810	S0083888	Student Refunds	1,088.80
Isabel Diamond Calvillo	00204477	S0083881	Student Refunds	750.00
Isabela Munoz	00204769	S0083889	Student Refunds	418.50
Ismael A Ramirez	00204835	S0083814	Student Refunds	2,721.00
Ismael Gil	00204571	S0083888	Student Refunds	2,638.00
Issac Godínez-Ponce	10083608	S0083454	Student Refunds	4,380.00
Isak James Skalberg	00204881	S0083301	Student Refunds	1,912.95
Ivan Kane Hickey	10083844	S0083844	Student Refunds	1,385.44
Izabella Ann Brown	10083701	S0083817	Student Refunds	880.74
JANE L LECH	00204828	S0083588	Student Refunds	2,139.00
JEFFREY A BRAINARD	00204834	S0084028	Student Refunds	1,255.00
JEFFREY D WILLIS	00204835	S0083842	Student Refunds	4,841.00
JENNIFER C BAUER	00204838	S0083728	Student Refunds	388.07
JEREMIAH R HARDER	00204840	S0084019	Student Refunds	410.11
JEREMY RUSSELL	00204841	S0083758	Student Refunds	3,577.00
JESSICA B KAISER	00204843	S0083476	Student Refunds	3,529.00
JODEE J DUNKER	00204847	S0083840	Student Refunds	833.00
JOHN D ADAMY	00204848	S0083488	Student Refunds	487.00
Jabin Richard Sateran	00205047	S0084338	Student Refunds	512.00
Jace David Patterson	10084234	S0084318	Student Refunds	1,123.88
Jacey Elizabeth Wolf	00204888	S0083783	Student Refunds	25.00
Jaci Kaliynn Meyers	00204754	S0084081	Student Refunds	159.75
Jack Andrew Ritter	00204847	S0083459	Student Refunds	5,309.20
Jack M Lancaster	00204888	S0083875	Student Refunds	1,000.00
Jack S Borgmann	10083888	S0083853	Student Refunds	1,325.00
Jack William Ethofer	00204544	S0083185	Student Refunds	1,472.00
Jackson B Nelson	00205034	S0084280	Student Refunds	2.00
Jackson Michael James Soukup	00204891	S0083951	Student Refunds	2,113.50
		S0083952	Student Refunds	4,825.50
Jackson Tyler Ravenscroft	00204838	S0084001	Student Refunds	3,387.25
Jackson Wayne Velazquez	10084120	S0083241	Student Refunds	1,548.28
Jackson Willard Ricchio	00205043	S0084245	Student Refunds	108.00
		S0084353	Student Refunds	107.00
Jaclyn Laveme Cooper	10083739	S0083131	Student Refunds	5,561.83
Jacob A Stromberg	00204804	S0083857	Student Refunds	2,224.00
Jacob Douglas Stewart	10084088	S0083852	Student Refunds	798.00
Jacob J Williams	00204883	S0084103	Student Refunds	25.00
Jacob JaKobe Martin	10083927	S0084118	Student Refunds	1,087.00
Jacob James Money	00204783	S0083937	Student Refunds	442.41
Jacob Joseph Anderson	00204412	S0083402	Student Refunds	2,285.00
Jacob Riley Paulsen	00204805	S0083848	Student Refunds	1,723.16
Jacqueline Roxanna Benitez	00204438	S0083382	Student Refunds	788.80

Jada Therese Kreikemeier	10083889	S0083075	Student Refunds	3,698.75
Jaden K Kohl	10083887	S0083972	Student Refunds	208.74
Jaden Robert Krenzer	00204688	S0083959	Student Refunds	1,552.00
Jaden Thomas Eddy	10083775	S0083239	Student Refunds	1,351.51
Jadon Dohmen	00204518	S0083527	Student Refunds	1,844.88
Jadyn Leann Prince	00204626	S0083138	Student Refunds	523.24
Jaeden Timothy Jenkinson	00204637	S0083816	Student Refunds	119.00
Jaslyn C Martin	00204733	S0084030	Student Refunds	3,643.82
Jaiden Anne Welch	00204654	S0083945	Student Refunds	1,190.80
Jaidyn Leigh Petersen	00204813	S0083421	Student Refunds	1,224.47
Jaimoe A Sanchez	00204683	S0083982	Student Refunds	1,151.00
Jaimie Lee Castillo	10084207	S0084325	Student Refunds	1,621.00
Jake Bradely Froman	00204558	S0083388	Student Refunds	1,057.00
Jake Edward Bonifas	00205004	S0084224	Student Refunds	1,000.00
Jake Stephen Daniels	10083893	S0084105	Student Refunds	1,108.00
Jakob D Ponto	00204507	S0084074	Student Refunds	298.41
Jakin Z Goodell	00204823	S0083512	Student Refunds	1,185.00
James Andrew Castanon	10083807	S0083083	Student Refunds	2,128.00
James Daniel Christensen	10083812	S0083151	Student Refunds	5,778.00
James Dean Reed	00204479	S0083772	Student Refunds	2,322.00
James Francis Pease	00204693	S0084262	Student Refunds	128.00
James Michael Roff	10083725	S0083777	Student Refunds	891.78
James Odell Camphor	10084010	S0084108	Student Refunds	6,183.55
Jami Jo Leonard	10083981	S0084058	Student Refunds	1,395.41
Jamie Lynn Johnson	00204853	S0083461	Student Refunds	4,000.00
Janel Elaine Bussing	10083714	S0084121	Student Refunds	4,238.08
Janessa Marie Kettleborough	00205023	S0084195	Student Refunds	284.00
Janet L De Leon	10083689	S0083108	Student Refunds	4,077.05
Jarvis Nathan Keller	00204473	S0083982	Student Refunds	411.94
Jasmine Elizabeth DuBray	10083878	S0083984	Student Refunds	223.89
Jasmine Erica Sanches	10083755	S0083785	Student Refunds	3,500.40
Jasmine P Ellenberger	00204385	S0083058	Student Refunds	45.00
Jason Robert Allen	00204523	S0083504	Student Refunds	2,340.88
Jaxon Douglas Claussen	10084039	S0083231	Student Refunds	889.44
Jaycee W Schomberg	10083777	S0083576	Student Refunds	1,771.10
Jayda Ann Christensen	00204403	S0083088	Student Refunds	2,570.00
Jayda Marie Bazata	00204493	S0083480	Student Refunds	1,033.00
Jayden Ann Bestenlahner	00204870	S0083179	Student Refunds	681.89
Jayden Josephine Garrod	10083728	S0083410	Student Refunds	2,014.40
	10083864	S0083315	Student Refunds	4,747.99
	10083878	S0084039	Student Refunds	612.00
	10083803	S0083388	Student Refunds	510.84



Jayden LaRae Smith	I0084244	S0084314	Student Refunds	750.00
Jayden Leigh Fuchs	I0083799	S0083219	Student Refunds	889.45
Jayden O Courts	00204988	S0084265	Student Refunds	1,789.00
Jayden Rae Dehning	00204512	S0084151	Student Refunds	3,088.40
	00204997	S0084327	Student Refunds	1,113.25
Jazmin Graciela Delatorre	00204513	S0083651	Student Refunds	0.60
Jeffrey Thomas Rambo	I0084007	S0084034	Student Refunds	1,842.78
Jehovany Martinez Mendez	00204738	S0083908	Student Refunds	2,500.00
Jenna C Logan	00204711	S0083840	Student Refunds	41.00
Jenna Elise Muntz	00204771	S0083755	Student Refunds	2,037.00
Jenna Lyn Fisher	00204551	S0083355	Student Refunds	1,935.40
	00205003	S0084223	Student Refunds	213.40
Jenna Maria Aldana	00204402	S0083434	Student Refunds	1,553.00
Jennifer Dawn Huffman	I0083855	S0083148	Student Refunds	3,350.92
Jennifer R Egbers	I0083776	S0083076	Student Refunds	3,808.00
Jeremiah C Ward	00204950	S0083101	Student Refunds	309.75
Jeremy J Starzec	I0084083	S0083126	Student Refunds	1,891.48
	I0084245	S0084201	Student Refunds	258.00
Jeret Michael Hassler	00204593	S0083794	Student Refunds	2,458.28
Jessa Rae Backer	00204425	S0083282	Student Refunds	1,340.92
Jesse Michael Green	00204560	S0083291	Student Refunds	447.10
Jessica Debra McGraw	00204744	S0083175	Student Refunds	1,081.00
Jessica Jo Brachle	00204458	S0083169	Student Refunds	3,816.83
Jessica Loraine Booth	00204447	S0083284	Student Refunds	1,938.00
Jessica Nicole Crouch	I0083744	S0083419	Student Refunds	2,249.00
Jessica S Chappellear	00204484	S0083863	Student Refunds	3,685.00
Jhony Daniel Escobar	00204541	S0083728	Student Refunds	1,308.00
Jill Kathleen Schenzel	I0084048	S0083453	Student Refunds	5,717.00
Jinha Ceeb Lee	I0083898	S0083808	Student Refunds	845.25
Jisleny G Ventura-Perez	00204941	S0083598	Student Refunds	384.00
Jocelyn R Brazelton	I0083893	S0083854	Student Refunds	69.08
Jodi Mae Brewer	I0083895	S0083116	Student Refunds	4,033.84
Jody Michelle Tinker	00204925	S0083105	Student Refunds	1,971.09
Joe Bucky Ahlers	00204391	S0083058	Student Refunds	350.00
	00204398	S0083472	Student Refunds	4,258.00
John Donovan Ryan	00204857	S0083758	Student Refunds	2,588.28
John Jason Fanta	00204548	S0084101	Student Refunds	3,884.25
Johnathan Christopher Coats	I0083733	S0083894	Student Refunds	87.87
Jonatha Shay Tighe	I0084099	S0083254	Student Refunds	2,780.00
Jonathan E Gonzalez	I0083911	S0083433	Student Refunds	2,730.00
Jonathan Jeff Praeuner	I0084002	S0083845	Student Refunds	3,222.28
Jon! Sue Kahlandt	00204680	S0083118	Student Refunds	6,540.00

Jordan Christine Hilmer	00204812	S0083850	Student Refunds	4,974.24
Jordan Robert Mosef	10083954	S0083334	Student Refunds	1,888.41
	10084229	S0084220	Student Refunds	0.25
Jordy Alexander Benitez	10083869	S0083327	Student Refunds	42.31
Jordyn N Albin	00204399	S0083214	Student Refunds	1,781.75
Jorge Rosales Blackfish	00204444	S0084145	Student Refunds	1,848.00
Jose A Vasquez-Martin	00204840	S0083132	Student Refunds	1,474.00
Jose Gil Ferrer	00204548	S0083910	Student Refunds	1,232.80
Joseph Ronald Butterfield	00204474	S0083975	Student Refunds	938.07
Joshua Neave	00204773	S0084135	Student Refunds	1,817.59
Joshua Isalah Peirce	10083988	S0084144	Student Refunds	3,751.80
	10084238	S0084323	Student Refunds	1,814.00
Joshua Joseph Snyder	10084074	S0083743	Student Refunds	5,958.00
Joshua Terance Rasmussen	10084009	S0083107	Student Refunds	5,387.30
Josiah James Stonehocker	10084091	S0084012	Student Refunds	4.30
Josie Renae Tomasek	10084103	S0083249	Student Refunds	2,159.92
Joslynn Danae Jewell	00204844	S0083843	Student Refunds	19.80
Josset Kirsten Lyons	00204724	S0083122	Student Refunds	1,947.25
Juan Diego Aviles	00204424	S0084088	Student Refunds	689.41
Juan Gabriel Romero Botero	10084029	S0084008	Student Refunds	2,405.00
Juan Pablo Soto	00204889	S0083801	Student Refunds	2,972.00
Judith Jaquez	00204831	S0083821	Student Refunds	2,215.76
Julia Grace Lehr	00205022	S0084328	Student Refunds	288.40
Juliana Min Joo Pelan	00204807	S0083450	Student Refunds	452.87
Julie Medina Perez	10083942	S0083927	Student Refunds	1,224.89
Julie Anne Thompson	00204919	S0084157	Student Refunds	387.00
Julien Don Grindie	10083820	S0083558	Student Refunds	4,835.24
Julisa Rain Kinzer	00204674	S0083234	Student Refunds	829.00
Jynessa Faye Ann Sunderman	10084094	S0083153	Student Refunds	925.00
KALLI J KIEBORZ	00204882	S0083943	Student Refunds	1,888.00
KARIN L NOAKES	00204884	S0084038	Student Refunds	776.80
KATHY L BALLINGER	00204888	S0084077	Student Refunds	1,458.00
KENAN W LUPTAK	00204871	S0083330	Student Refunds	1,849.00
KRISTI L THEGE	00204887	S0083934	Student Refunds	259.87
Kacy Joy Pflugger	10083998	S0083895	Student Refunds	5,439.00
Kade Christian Youngblood	00204972	S0083483	Student Refunds	500.00
Kaden Crawford West	00204958	S0084082	Student Refunds	500.00
Kaelyn Emma Kwiscinski	00204898	S0084080	Student Refunds	922.71
Kagen Allan Woodard	10084147	S0083379	Student Refunds	1,737.11
Kala Jade Kohlmar	00204881	S0083819	Student Refunds	250.00
Kaldence Wilson	10084144	S0083882	Student Refunds	344.00
Kaldence V Boyd	10083888	S0083588	Student Refunds	149.41

Kailen Hanson	00204580	S0083855	Student Refunds	640.50
		S0084177	Student Refunds	288.50
Kaitlin Rose West	10084138	S0083318	Student Refunds	1,208.88
Kaitlyn Ann Heyen	10083843	S0083748	Student Refunds	787.50
Kaitlyn Elizabeth Bourn	10083887	S0083447	Student Refunds	60.00
Kaitlyn Rachel Bos	00204451	S0083748	Student Refunds	152.88
Kaitlyn S Walton	00204849	S0083331	Student Refunds	1,320.39
Kaitlyn Olivia Cunningham	10083746	S0084020	Student Refunds	1,851.07
Kaleb M Wragge	10084148	S0083888	Student Refunds	1,528.76
Kali Jo Clabaugh	10083727	S0083838	Student Refunds	1,243.24
Kali Lee Adams	00204382	S0083850	Student Refunds	5,212.20
	00204877	S0084289	Student Refunds	203.30
Kalli Rose Breen	10083884	S0083778	Student Refunds	164.27
	10084200	S0084284	Student Refunds	924.00
Kalysa Rae Anne Gemaehtlich	00204588	S0084128	Student Refunds	1,885.00
Kamari DeShawn Moore	10083852	S0084023	Student Refunds	3,883.00
Kameron Jace Hughes	00204623	S0083847	Student Refunds	1,024.72
Kamila Castillo Orta	00204480	S0084042	Student Refunds	1,804.18
Kara Lee Peterson	00204815	S0083825	Student Refunds	1,000.00
Kari Kay Johnston	10083871	S0083103	Student Refunds	688.00
		S0083104	Student Refunds	953.00
Karina Jessica Rios	10084018	S0083178	Student Refunds	1,177.39
Karla Elizabeth Estrada	10084213	S0084200	Student Refunds	921.60
Kartie RaeAnn Dahl	10083751	S0083281	Student Refunds	3,376.51
Karolina Soto-Cerda	10084078	S0083380	Student Refunds	4,178.15
Karrie Ann Steele	10084085	S0084155	Student Refunds	6,180.21
Karylie Vulos Kitoyan	10083881	S0083803	Student Refunds	2,252.00
Karson Perry Klumpe	00205020	S0084282	Student Refunds	500.00
Karter Douglas Johnson	10083870	S0083782	Student Refunds	2,588.00
Kassandra Nicole Nolan	10083885	S0083506	Student Refunds	1,848.07
Kassidy Kaye Rambat	00204833	S0083916	Student Refunds	348.68
	00205041	S0084284	Student Refunds	1,600.00
Katelyn Cheyenne Simons	00204880	S0083263	Student Refunds	1,043.40
Katelyn E Gubbels	00204585	S0083140	Student Refunds	1,488.73
Katherine Herrera	10083841	S0083158	Student Refunds	1,788.37
Katherine Jolyn Utech	10084113	S0083939	Student Refunds	932.92
Kathlyne Danielle Edwards	00204528	S0084139	Student Refunds	388.38
Kathryn E Nelsen	10083881	S0083970	Student Refunds	1,211.22
Kathryn Rose Novacek	00204787	S0083982	Student Refunds	3,971.00
Katie Kathleen Stuhmiller	00204805	S0083637	Student Refunds	1,328.00
KayLyn Marie Segebart	10084059	S0083875	Student Refunds	4,128.44
Kayce Marie Kallhoff	10083875	S0083210	Student Refunds	384.54

Kayla Jordan Petty	I0083990	S0083374	Student Refunds	638.24
Kayla Rose Borland	00204450	S0084148	Student Refunds	334.50
Kayla Alexann Getzschman	00204570	S0083163	Student Refunds	1,749.69
Kaylee E Hinton	I0083846	S0083162	Student Refunds	3,423.75
Kaylee Maire Weed	00204952	S0083768	Student Refunds	905.14
Kaylee Y Villaiba	00204943	S0083580	Student Refunds	1,021.88
Keanna Marie Thacker	00204917	S0083380	Student Refunds	2,594.59
Keely C Holm	00204618	S0083294	Student Refunds	2,872.60
Keiana Averie Camey	I0083719	S0083560	Student Refunds	1,816.40
	I0084208	S0084241	Student Refunds	500.00
Kellen James Minarik	00204762	S0083474	Student Refunds	384.00
Kellan R Fiala	00204549	S0083885	Student Refunds	277.41
Kelli Elaine Dannenbring	00204508	S0083100	Student Refunds	2,253.75
Kellie Headley	I0084219	S0084329	Student Refunds	1,778.00
Kelsay Lucille Harrold	I0083633	S0084083	Student Refunds	266.78
Kely Jeanne Perley	I0083987	S0083925	Student Refunds	924.00
Kelsey Nicole Choplin	00204468	S0083608	Student Refunds	2,721.00
Kendall Anton Colaman	I0083735	S0083272	Student Refunds	2,025.41
	I0084209	S0084213	Student Refunds	1,484.00
		S0084343	Student Refunds	1,484.00
Kendall Lafayette Wolverton	00204889	S0083427	Student Refunds	5,203.14
Kendall Payton Ulrich	I0084110	S0083701	Student Refunds	2,534.00
	I0084251	S0084254	Student Refunds	192.00
Kendra Anne Loecker	00204710	S0083194	Student Refunds	3,671.88
Kendra Kay Larsen	I0083895	S0083209	Student Refunds	1,484.33
Kendra Lynn Beltz	00204437	S0083414	Student Refunds	1,937.00
Kendra Mae Pinkelman	I0083893	S0083361	Student Refunds	3,349.25
Kenna J Couch	00204502	S0083323	Student Refunds	1,419.25
Kennedy Faith Shores	I0083561	S0083054	Student Refunds	275.00
Kevin Harrison Medina	I0083808	S0083082	Student Refunds	88.00
	I0084225	S0084199	Student Refunds	3,697.00
Kevin William Rodriguez	I0084028	S0083285	Student Refunds	3,088.88
Keyton Lee Sparks	I0084079	S0083391	Student Refunds	1,548.24
Kezia Jude Connealy	I0083738	S0083416	Student Refunds	430.75
Kimberly Marie Kleinschmit	I0083894	S0083143	Student Refunds	5,687.49
Kinzee Lea Williams	00204984	S0084098	Student Refunds	263.88
Kirby J Smith	00204883	S0083324	Student Refunds	2,378.30
Kirsten Page Baxendale	I0083663	S0084054	Student Refunds	113.00
		S0084055	Student Refunds	3,916.00
Kirsten Renee Glatzer	I0083807	S0083974	Student Refunds	34.93
Kloe Kathleen Crippen	I0083743	S0083273	Student Refunds	1,881.54
Kobe R Wilkins	00205082	S0084216	Student Refunds	2,272.00

		S0084359	Student Refunds	1,402.80
		S0084380	Student Refunds	870.40
Kody Allen Bitter	I0083878	S0083485	Student Refunds	1,724.00
Kolby Charles Majerus	I0063921	S0084079	Student Refunds	582.13
Kole Thomas Eickmeier	00204529	S0083957	Student Refunds	3,913.30
Kolin J Zoubek	00204976	S0083542	Student Refunds	1,477.32
Kolton Richard Fischer	I0083788	S0083781	Student Refunds	1,491.78
Konner Marcus Albers	I0083849	S0083349	Student Refunds	3,185.66
Korbee M Wendt	I0084135	S0083882	Student Refunds	573.33
Korena Maria Johnson	00204853	S0083841	Student Refunds	718.72
Kortney May Aschoff	I0083854	S0083515	Student Refunds	3,099.38
Krista Paga Rystrom	00204859	S0083148	Student Refunds	218.00
Kristal Jade Hammer	I0063828	S0083911	Student Refunds	5,728.89
Kristen Mae Marcellus	I0083922	S0083922	Student Refunds	1,345.83
Kristi Jo Doty	I0083785	S0083074	Student Refunds	5,260.58
Kristin Suzanne O'Grady	00204789	S0083408	Student Refunds	1,695.53
Kristine Tran	00204930	S0083797	Student Refunds	1,747.82
Kristopher Bryce Grimm	00205008	S0084305	Student Refunds	389.00
Krystal Dawn Hanson	I0063830	S0083144	Student Refunds	4,793.30
	I0064218	S0084203	Student Refunds	193.50
Kutty Allen George	I0063804	S0083442	Student Refunds	1,573.53
	I0064214	S0084231	Student Refunds	1,538.00
Kyah Jean Gray	I0083915	S0083549	Student Refunds	3,534.04
Kyle Rehak	00204842	S0083879	Student Refunds	1,300.00
Kyle B Glaser	I0083808	S0083404	Student Refunds	888.13
Kyle Jacob Hasenkamp	00204592	S0083824	Student Refunds	372.24
Kyle Mark Liewer	I0083902	S0083562	Student Refunds	70.00
Kyleigh Sue Rayback	00205042	S0084217	Student Refunds	1,237.00
Kyler James Dean	I0063756	S0083780	Student Refunds	1,848.00
Kyler James Mosef	I0064230	S0084219	Student Refunds	1,500.00
Kylie Jo Jerabek	I0063885	S0083764	Student Refunds	1,331.00
Kylie Rae Milligan	I0083948	S0083394	Student Refunds	1,304.87
Kylie Skye Backhaus	00204428	S0083801	Student Refunds	249.49
Kyra Leigh McLaughlin	I0083940	S0083920	Student Refunds	2,202.00
Kyra Mae Louthan	I0083910	S0083738	Student Refunds	1,027.05
Kysiah Monro Rice	00204846	S0083471	Student Refunds	5,053.79
LAURA PELTIER	00204701	S0083882	Student Refunds	1,180.00
LAURENCE F STEIGER	00204702	S0083706	Student Refunds	3,593.00
LEE M MEYSENBURG	00204703	S0083721	Student Refunds	420.33
	00205021	S0084258	Student Refunds	418.10
LISA A SMITH	00204708	S0084078	Student Refunds	484.60
LISA S POFF	00204709	S0084073	Student Refunds	241.81



La Shel Renee Pashby	00204804	S0083395	Student Refunds	284.00
Lacey A Petersen	00205039	S0084272	Student Refunds	2,850.00
Lacey Jo Poston	10083999	S0083133	Student Refunds	1,718.03
Lacie Dea Gillaspay	10084215	S0084348	Student Refunds	547.43
Lacy Lynn Figueroa	10083787	S0083089	Student Refunds	4,843.43
Lakelsha Sunshine Marie Enriquez	00204534	S0083981	Student Refunds	1,488.54
Lance Brester	00204880	S0084275	Student Refunds	1,000.00
Lance Aaron Dittloff	00204515	S0083338	Student Refunds	2,164.35
Landen Alan Whipple	00204859	S0083942	Student Refunds	722.00
Landon Carter Oestreich	10083888	S0083507	Student Refunds	118.30
Landon J Pavel	10083979	S0083533	Student Refunds	602.26
Landon Thomas Way	00204851	S0083899	Student Refunds	1,619.00
Lane Joseph Bartak	00205059	S0084283	Student Refunds	150.00
Lane Joseph Bartak	00204884	S0084331	Student Refunds	348.00
Lataena Marie Camphor	10083715	S0083714	Student Refunds	8,207.10
Latitus R Meryweather	10083945	S0083079	Student Refunds	6,385.95
Laura Robles	10084023	S0083857	Student Refunds	520.50
Laura Ann Haley	10083824	S0083145	Student Refunds	433.54
Laura Jean Hansen	10084217	S0084338	Student Refunds	1,050.00
Lauren Ciel Lucero-Zavednak	00204718	S0084088	Student Refunds	818.00
Lauryn Nicole Nitz	00204785	S0083995	Student Refunds	3,222.00
Lawrence Samuel Werth	10084257	S0084234	Student Refunds	827.50
Leah Dawn Rast	00204837	S0083228	Student Refunds	1,900.00
Leah Kaylene Levin	10083889	S0083747	Student Refunds	162.00
Leah Rae Pojar	10083997	S0083110	Student Refunds	5,619.02
Lensy Mirelia Mejia	00204750	S0083988	Student Refunds	988.40
Lesia Hatai	00204588	S0084143	Student Refunds	1,017.82
Levi Christian Curtis	10083747	S0083779	Student Refunds	3,135.80
Levi Garrett Kopf	00204883	S0083993	Student Refunds	3,000.00
Levi Phillip Otten	00204788	S0083215	Student Refunds	444.00
Levi Wesley VanFleet	10084116	S0083087	Student Refunds	928.34
Lexi Skye Schroder	10084053	S0083359	Student Refunds	3,088.30
Lillian Weddle	10084130	S0083837	Student Refunds	11.21
Lily Elaine Bouck	00204453	S0083630	Student Refunds	2,249.13
Lily Rennetta Welniak	10084133	S0083314	Student Refunds	1,047.82
Lily May Otten	10083973	S0083409	Student Refunds	1,475.00
Lindsey T Frisch	00204384	S0083057	Student Refunds	384.00
Lindsey Ann McGuire	00204745	S0083318	Student Refunds	1,051.75
Lindsey Marie Roberts	10084021	S0084175	Student Refunds	5,620.88
Lirlsley Socarras	00204887	S0083591	Student Refunds	1,488.81
Lisa Kay Gubbels	10083821	S0083084	Student Refunds	20.75
Litzy Avila	00204423	S0083741	Student Refunds	1,982.00

Liz Claudia Pedroza	10083984	S0083776	Student Refunds	860.65
Logan Birdsong	00204442	S0083845	Student Refunds	4.00
Logan Reeg	10084011	S0083571	Student Refunds	2,331.38
Logan Dale Rethwisch	10084238	S0084288	Student Refunds	2,684.41
Logan M Bleick	10083880	S0083585	Student Refunds	1,078.11
Logan Melvin Mueller	00204768	S0083346	Student Refunds	748.12
Logan P Kaup	00204687	S0083543	Student Refunds	1,500.00
Logan Rayna Grimm	10083818	S0083460	Student Refunds	1,789.12
Logan Tyler Frederiksen	10083786	S0084002	Student Refunds	492.00
Logan Tyler Schafer	10084047	S0083818	Student Refunds	355.78
Lola A Miller	00204758	S0083891	Student Refunds	759.39
Luis Fernando Gomez	00204574	S0084115	Student Refunds	744.00
	00205007	S0084319	Student Refunds	540.00
Luis Marciano De Leon-Ortega	00204509	S0084016	Student Refunds	788.00
Luke Douglas Warner	10084126	S0084046	Student Refunds	1,333.88
	10084253	S0084312	Student Refunds	2,178.00
Luke Galen Beckman	10083867	S0083720	Student Refunds	801.00
Luke W Frost	10083788	S0083831	Student Refunds	1,208.00
Lynnette J Wiegand	10084141	S0083114	Student Refunds	1,191.11
Lyrick RyAnn Vance	10084115	S0083711	Student Refunds	58.00
MANDY M EDDIE	00204728	S0084011	Student Refunds	704.56
MARCUS H HURST	00204729	S0084112	Student Refunds	1,480.00
MARIE E COVER	00204730	S0083676	Student Refunds	3,747.00
MATTHEW S KRUGER	00204740	S0083888	Student Refunds	542.89
MEGAN L JACKSON	00204749	S0083893	Student Refunds	1,281.00
MICHAEL T MONKE	00205029	S0084274	Student Refunds	1,393.30
MICHELLE A MERRY	00204755	S0083733	Student Refunds	4,579.00
MIRANDA D ANDERSON	00204760	S0083791	Student Refunds	1,356.92
Mackenzie Regan Peters	00204811	S0083289	Student Refunds	2,000.00
Mackenzie Jo Petersen	00204814	S0083958	Student Refunds	233.70
Mackinze Marie Buschow	10084204	S0084188	Student Refunds	500.00
Macy Sue Halse	00204589	S0083993	Student Refunds	4,383.75
Madeline Hernandez	00204808	S0083376	Student Refunds	1,304.34
Madeline Bernice Oltmanns	00204794	S0083487	Student Refunds	523.51
Madisen A Greisen	10083918	S0083832	Student Refunds	2,977.01
Madison Charlotte McIntire	10083937	S0083240	Student Refunds	4,613.39
Madison Jean Borg	00204449	S0083413	Student Refunds	1,923.13
	00204988	S0084227	Student Refunds	250.00
Madison Lea Cain	10083712	S0083363	Student Refunds	1,627.31
Madison Lynn Eatherton	00204524	S0084008	Student Refunds	207.09
Madison Nicole Urbanec	00204937	S0083787	Student Refunds	577.50
Madison Opal Lynn Coutts	00204503	S0083224	Student Refunds	3,188.41

Madison Pearl Young	00204970	S0083668	Student Refunds	1,551.84
Madison Rae Swarczek	00204911	S0083316	Student Refunds	2,721.00
Madison Taylor Krueger	00204669	S0083698	Student Refunds	2,574.68
Makayla Cerny	00204481	S0083574	Student Refunds	1,178.08
Makayla Matchatt	I0083931	S0083569	Student Refunds	6,080.88
Makayla Elizabeth Shonebarger	I0084084	S0083384	Student Refunds	2,148.20
Makenna Brooke Jennings	I0083884	S0083907	Student Refunds	4,655.78
Makenna Jean Hanks	I0083829	S0083328	Student Refunds	220.34
Makenna Nicole Decker	I0083757	S0083854	Student Refunds	2,500.00
Makenna S Lutjelusche	00204722	S0083890	Student Refunds	1,849.20
	00205025	S0084279	Student Refunds	1,000.00
Malachi Robert Wheeler	00205080	S0084307	Student Refunds	384.00
Malia Rae Schmidt	00204869	S0084075	Student Refunds	1,918.40
Malika-Shae Amari Monroe	I0083949	S0083892	Student Refunds	217.40
Mallory J Tuma	I0084108	S0083858	Student Refunds	2,571.34
	I0084250	S0084273	Student Refunds	500.00
Malu Elizabeth Delacruz	I0083758	S0083158	Student Refunds	4,849.90
Mara Yindrick	I0084149	S0083739	Student Refunds	3,683.88
Marcelo Melendrez	00204751	S0084142	Student Refunds	6,139.51
Marco Ramirez	I0084238	S0084243	Student Refunds	625.00
Marco Antonio Lira	00204707	S0083438	Student Refunds	1,499.82
Marcus David Berns	00204440	S0083083	Student Refunds	3,970.00
Margarita Elaine Maeda	I0083918	S0084116	Student Refunds	1,751.84
	I0084224	S0084320	Student Refunds	230.06
Maria Del Carmen Arriaza	I0083853	S0083152	Student Refunds	3,388.52
Mariah Shelly Miller	00204759	S0083173	Student Refunds	829.08
Marian Ivette Rodriguez Hernandez	I0084025	S0083201	Student Refunds	1,849.00
Mariana Francisco Pascual	00204802	S0083860	Student Refunds	2,078.01
Mariana Rubi Montes	I0083950	S0083893	Student Refunds	7,597.01
Marisol Montes	I0083951	S0083585	Student Refunds	2,840.75
Marissa Marie Ann Clay	I0083728	S0084094	Student Refunds	1,782.56
Marta Somera	I0084077	S0083888	Student Refunds	1,045.80
Martin Andrew Boyer	00204441	S0083188	Student Refunds	316.00
Martina E Becerra	00204987	S0084290	Student Refunds	174.00
Martina Marie Wickett	I0084140	S0083091	Student Refunds	5,559.00
Mary Margaret Timmerman	I0084101	S0083383	Student Refunds	3,013.00
Mason L Viengutz	00204942	S0083523	Student Refunds	4,072.13
Mason Lee Buschkamp	I0083711	S0083469	Student Refunds	411.25
Mason Lee Hinze	00204615	S0083412	Student Refunds	658.00
Matthew Joshua Ronk	I0084031	S0083089	Student Refunds	5,181.05
Matthew Richard Kitzman	00204676	S0083710	Student Refunds	4,100.31
Matthew Wayne Kerkaert	00204672	S0084014	Student Refunds	1,271.04

Mattie Marie Young	00204871	S0083808	Student Refunds	2,325.40
Max Daniel Roberts	00204848	S0083213	Student Refunds	2,339.00
Maxee Jana Nickels	10083884	S0083888	Student Refunds	5,540.82
Maximus Joeseeph Heppner	00204804	S0083393	Student Refunds	1,814.18
Maycie Nicole Johnson	00204854	S0083834	Student Refunds	1,158.00
	00205017	S0084251	Student Refunds	5.00
McKenna Rebecca Shonka	10084088	S0083183	Student Refunds	3,824.87
McKenzie A Supik	00204807	S0083718	Student Refunds	4,441.58
Megan Ann Comstock	00204487	S0083884	Student Refunds	1,581.00
Megan Ann Maas	00204725	S0083135	Student Refunds	2,050.10
Megan Joyce Wesemann	10084137	S0083171	Student Refunds	1,978.87
Megan K Meyer	10083846	S0083855	Student Refunds	323.87
Megan Marie Stieren	00204800	S0083977	Student Refunds	1,689.40
Megan Mercedes Olson	10083889	S0083150	Student Refunds	82.75
Meghan Mary Votta	10084124	S0083088	Student Refunds	1,485.49
Melanie Perez-Jones	00204808	S0083757	Student Refunds	1,488.28
Melanie Ariana Alvarez	10083851	S0084087	Student Refunds	3,745.44
Melissa Robles	10084024	S0084109	Student Refunds	2,088.00
Melissa Kay Vosika	10084123	S0083177	Student Refunds	1,376.00
Mercedes Marie Hamilton	10083825	S0083182	Student Refunds	8,438.19
Michael Angel Starr	00204884	S0084084	Student Refunds	25.00
Michael Dean Hypes	10083857	S0083789	Student Refunds	3,187.04
Michael E Hawley	00204585	S0084158	Student Refunds	384.00
Michaela M Kiabunde	10083883	S0083181	Student Refunds	2,377.00
Michael Lynn Cannaday	10083717	S0084085	Student Refunds	6,048.29
Michelle Jean Brown	10083702	S0084130	Student Refunds	800.20
Michelle Lynn Marks	10083923	S0083115	Student Refunds	3,404.32
Michelle Maria Martinez Vasquez	00204737	S0084165	Student Refunds	1,441.00
Mikaela Antonia Flores	00204553	S0083180	Student Refunds	631.82
Mikaela Teresa McAllister	10083833	S0084108	Student Refunds	2,530.41
Mike Patrick Donaldson	00204518	S0083120	Student Refunds	2,385.00
Miles Eugene Forsberg	10083782	S0083589	Student Refunds	2,489.00
Miles Thomas Nelson	00204777	S0083085	Student Refunds	3,273.00
Miranda Retzlaff	00204845	S0084110	Student Refunds	25.00
Miranda Dee Evert	10083781	S0083134	Student Refunds	788.77
Miranda Elizabeth Farrens	10083784	S0083113	Student Refunds	5,515.78
Miranda Lynn Hicks	10083845	S0084058	Student Refunds	5,758.93
Missionary Benedictine Sisters Inc	00204781	S0084182	Student Refunds	513.00
Misty Lynne Bennett	10083872	S0083082	Student Refunds	1,323.97
Mitchell E Jacobs	10083858	S0083548	Student Refunds	1,587.00
Molly R Sanchez	10084043	S0083432	Student Refunds	1,871.95
Montana L Bridger	10083888	S0083544	Student Refunds	270.73

Morgan Dianne Beeson	00204433	S0083425	Student Refunds	1,040.75
Morgan E Shaw	00205048	S0084317	Student Refunds	1,433.88
		S0084355	Student Refunds	853.00
Morgan Elizabeth Johansen	00205016	S0084324	Student Refunds	505.00
Morgan L Bailey	00204429	S0083883	Student Refunds	500.00
	00204883	S0084278	Student Refunds	380.00
Mori Ann Smith Lopez	10083808	S0084015	Student Refunds	1,382.52
Murphy Frank Dover	10083787	S0083382	Student Refunds	2,419.33
Myias F Boggs	00204445	S0083854	Student Refunds	3,050.41
Myriam Abigail Cisneros	00204482	S0083588	Student Refunds	1,684.25
NATALIE A KEATING	00204772	S0083795	Student Refunds	2,274.00
NICOLA M ZARA	00204781	S0083817	Student Refunds	1,714.00
NICOLE C ALTMINE	00204782	S0083440	Student Refunds	5,257.00
NICOLE D EBERT	00204783	S0083488	Student Refunds	4,348.00
Naceaha Viola Zahnd	10084151	S0083853	Student Refunds	728.24
Nancy Enriquez	10083779	S0083400	Student Refunds	747.50
Nancy Ann Clinton	10083730	S0084148	Student Refunds	1,257.58
Naomi Angelica Solis	00204888	S0083408	Student Refunds	2,803.08
Natalie Sotile	00205051	S0084358	Student Refunds	650.00
Natalie A Brabec	10084199	S0084232	Student Refunds	500.00
Natalie Elizabeth Reicks	00204843	S0083191	Student Refunds	4,894.84
Natalie Grace Knapp	10083885	S0083884	Student Refunds	1,734.25
Natalie Renae Pasewalk	00204803	S0084071	Student Refunds	788.00
Natalie Rose James	10083880	S0083073	Student Refunds	925.00
Nataasha A Dahlberg	10083750	S0083451	Student Refunds	2,915.80
Natasha Ann Petersen	10083888	S0083826	Student Refunds	1,053.00
Nathan Thomas Wiese	00205081	S0084330	Student Refunds	314.42
Nathan Todd Kaup	00204888	S0083551	Student Refunds	1,570.76
Nayely Martinez Verdacia	00204738	S0084183	Student Refunds	888.75
	00205028	S0084238	Student Refunds	128.00
Nefaily Alba	00204387	S0083858	Student Refunds	2,200.01
Nevash Char Jockens	10083888	S0083378	Student Refunds	1,535.93
Nickolas James Christiansen	00204488	S0084188	Student Refunds	670.41
Nicole Ashley Cover	10083742	S0083877	Student Refunds	1,815.05
Nicole Jennifer Stieneke	10084088	S0084152	Student Refunds	3,170.76
Nicolette Hope Hasebroock	00204581	S0083405	Student Refunds	2,718.50
Nino R Dumo	10083772	S0083827	Student Refunds	1,089.57
	10084212	S0084288	Student Refunds	180.48
Noah Cristobal Salinas	10084038	S0083828	Student Refunds	4,835.00
Noah Jackson Rash	10084008	S0083502	Student Refunds	5,858.00
Noah James Shabram	10084081	S0083238	Student Refunds	1,403.20
Noah Joseph Stahr	10084081	S0083483	Student Refunds	1,585.28



Noah Riley Preston	10084004	S0083805	Student Refunds	5,522.05
Noah William Novacek	10083998	S0083388	Student Refunds	2,015.88
Noel Shea Sykes	00204912	S0083282	Student Refunds	1,213.38
Noelle Alyce See	10084243	S0084313	Student Refunds	843.22
Noemi Hernandez	00204607	S0083897	Student Refunds	1,831.90
Nolan Lucas McDonald	00204743	S0083297	Student Refunds	2,738.62
Nolan Thomas James	10083881	S0083317	Student Refunds	1,655.00
Olivia Geron Kruse	00204680	S0083828	Student Refunds	1,988.52
Oluwadamilola Michael Obakoya	00204780	S0084107	Student Refunds	2,083.40
Oral Surgery Center PC	00204785	S0084181	Student Refunds	80.00
Owen Ortmeyer	10083971	S0083539	Student Refunds	1,433.83
Owen Grant Brown	10083703	S0083680	Student Refunds	5,599.00
Owen T Stallbaumer	00205053	S0084229	Student Refunds	384.00
Owen W Dendinger	00204514	S0083814	Student Refunds	1,260.00
Paige Joy Cook	10083738	S0083588	Student Refunds	888.88
Paige Katherine Coates	10083732	S0083894	Student Refunds	2,795.38
Paige Renae Taylor	00204915	S0084093	Student Refunds	4,303.00
Parker Eugene Ballenger	10083657	S0083881	Student Refunds	3,889.10
Parker Michael Strom	00204903	S0083429	Student Refunds	25.00
Patrick Nathaniel Vinson	10084122	S0083342	Student Refunds	4,271.00
Patrick P Groetske	00204581	S0083531	Student Refunds	1,047.42
Paul Anthony Buresh	00204470	S0083704	Student Refunds	1,288.28
Paulina Isabel Lopez Cobos	00204715	S0083810	Student Refunds	1,249.05
	00205024	S0084247	Student Refunds	599.95
Payton Robinson	00204850	S0083722	Student Refunds	1,075.00
Payton Aubrie Toelle	10084102	S0083553	Student Refunds	972.00
Payton James Ebert	00204525	S0083497	Student Refunds	885.50
	00205000	S0084237	Student Refunds	500.00
Penelope Dozler	10083788	S0083494	Student Refunds	3,058.54
Perla Julinana Barrios Gonzalez	10083881	S0083860	Student Refunds	1,505.41
Petrona Juan Lucas	10083873	S0083871	Student Refunds	5,053.58
Peyton Arthur Wieseler	00204881	S0083288	Student Refunds	130.00
Peyton Marie Privett	00204828	S0083554	Student Refunds	1,884.27
Pierce William Branting	00204482	S0083891	Student Refunds	985.27
Queena Catherine Snoozy	00204888	S0083931	Student Refunds	4,489.00
Quinn D Porter	00204825	S0083833	Student Refunds	2,176.00
REBECCA A LARSEN	00204839	S0083881	Student Refunds	3,417.01
RYAN J BAUMCHEN	00204858	S0084127	Student Refunds	3,434.00
Rachel Ann Carpenter	00204478	S0083325	Student Refunds	1,788.47
Raden Jason Orton	10084233	S0084261	Student Refunds	1,792.00
Ragan Ilene Urwin	10084112	S0084018	Student Refunds	174.00
Raina Jacobson	00204827	S0083888	Student Refunds	1,105.00

Rameses E. Munoz	00204770	S0083780	Student Refunds	4,974.45
Randyn James Uden	00205057	S0084304	Student Refunds	750.00
Rayunna N Moore	I0063953	S0083815	Student Refunds	508.80
Rebecca Michelle Pippin	I0063994	S0083223	Student Refunds	502.05
Rebecca Sue Albrecht	00204400	S0083358	Student Refunds	576.15
Reese Kristin Johnson	00204855	S0083827	Student Refunds	1,000.00
	00205018	S0084249	Student Refunds	2,000.00
Regina Frances Fulton	I0063800	S0083088	Student Refunds	4,373.50
Regina Mae Lierman	I0063901	S0083270	Student Refunds	1,282.01
Reina Nicole Navarro-Bomar	I0063980	S0084138	Student Refunds	2,445.87
Rhett Hanna Jeffres	00205014	S0084252	Student Refunds	2,000.00
Ricardo Jaymes Keith	00204670	S0083989	Student Refunds	1,204.14
Ricardo M Atliano	00204420	S0083828	Student Refunds	1,245.88
Richard Frederick Brauer	I0063891	S0083285	Student Refunds	157.78
Riley E Schwarzkopf	I0064058	S0083885	Student Refunds	2,882.24
Riley Joseph Schulte	00204872	S0083816	Student Refunds	576.80
Riley N Buck	I0063707	S0083293	Student Refunds	4,231.71
Robert Edwin Aschoff	00204419	S0083793	Student Refunds	384.00
Roberto Andres Reyes	00204388	S0083080	Student Refunds	138.80
Rocio Carmen Coronado	00204500	S0083812	Student Refunds	785.51
Ryan Daniel Smith	00204884	S0083538	Student Refunds	1,314.30
Rylee Adelle Jarecke	00204832	S0083830	Student Refunds	654.84
	00205013	S0084347	Student Refunds	192.00
Rylyn Ann Cast	I0084208	S0084309	Student Refunds	1,216.00
SAMANTHA K COE	00204862	S0083888	Student Refunds	737.02
SANDI K MARKER	00204864	S0084122	Student Refunds	138.94
	00205048	S0084321	Student Refunds	272.88
SARAH M KOLIHA	00204868	S0083828	Student Refunds	1,209.00
SHANNON L WEED	00204877	S0083859	Student Refunds	1,095.88
SHANNON M HASSLER	00204878	S0083489	Student Refunds	2,946.00
STACY L KNIPPELMEYER	00204892	S0083873	Student Refunds	227.00
SUSAN J ESCH	00204908	S0083529	Student Refunds	2,289.00
Sabrina Christina Clinch	00204485	S0083089	Student Refunds	128.00
Sadie Shariah Canales	I0083716	S0083985	Student Refunds	1,488.48
	I0084205	S0084293	Student Refunds	77.04
Salena Ann Swanson	I0084095	S0083187	Student Refunds	158.00
	I0084248	S0084207	Student Refunds	3,070.00
Samantha Marino	00204731	S0083725	Student Refunds	263.88
Samantha Jo Harrison	I0083832	S0083805	Student Refunds	4,518.10
Samantha Jo Hupp	I0083858	S0083154	Student Refunds	3,717.87
Samantha Kristy Klug	00204879	S0083157	Student Refunds	1,081.00
Samantha R Plessel	I0083995	S0083351	Student Refunds	428.30

Samantha Ree Pike	00204819	S0083851	Student Refunds	791.26
Samira Ibsa Yusuf	00204973	S0083308	Student Refunds	1,453.00
Samuel Mathias Thompson	00204920	S0083174	Student Refunds	2,726.11
Samuel Robert Ortmeier	00204797	S0083337	Student Refunds	602.26
Santana Marie Bonilla	10083884	S0083938	Student Refunds	5,718.20
Sara Ann Mullins	10083955	S0083208	Student Refunds	541.00
Sara Beth Marie Riddell	10084016	S0083933	Student Refunds	1,051.65
Sara Michelle Dewey	00204898	S0084345	Student Refunds	182.00
Sarah Dawn LeSuer	00204705	S0083170	Student Refunds	4,161.87
Saul Soto	00204880	S0083802	Student Refunds	1,472.00
Savanna K Pieper	10083992	S0083307	Student Refunds	4,608.93
Savannah M Siebrandt	10084087	S0083501	Student Refunds	58.78
Sawyer Reed McGill	10083935	S0083449	Student Refunds	1,579.46
Schuyler John Simpson	10084088	S0083139	Student Refunds	2,181.14
Sean Heakey Bakali	10083856	S0083303	Student Refunds	341.00
Seth Allen Schaecher	00204887	S0083486	Student Refunds	3,566.00
Seth Michael Dodds	10083762	S0083080	Student Refunds	4,126.26
Shane!! Beatrice Grace	10083813	S0084078	Student Refunds	1,062.00
	10084216	S0084315	Student Refunds	500.00
Sharisaa Michelle Haas	10083823	S0083732	Student Refunds	3,697.00
Sharon Christine Longe	10083908	S0083097	Student Refunds	592.88
Shauna Michele Paustian	00204808	S0083070	Student Refunds	934.57
Shay Daniel Dickes	10083759	S0083484	Student Refunds	884.84
Shaylyn Lee Safranek	10084037	S0083978	Student Refunds	175.00
	10084240	S0084297	Student Refunds	1,000.00
Shayne Patric Geidner	00204568	S0083823	Student Refunds	2,348.71
Shaa Arlene Johnson	00204658	S0083836	Student Refunds	310.00
Shelbi Jean Lytle	10083917	S0083257	Student Refunds	5,613.19
	00205026	S0084211	Student Refunds	5,613.19
Shelbie Rose Woerman	00204887	S0083275	Student Refunds	1,165.01
Shelby Schommer	10084051	S0083578	Student Refunds	1,053.44
Shelby Anne Welsh	10084134	S0083871	Student Refunds	603.00
		S0083872	Student Refunds	2,622.00
Shelby L Behnk	10083868	S0083202	Student Refunds	2,755.00
Shelby Marie Horn	10083853	S0083180	Student Refunds	979.08
Shelby Rose Tracy	00204928	S0083836	Student Refunds	688.00
Shiyann L Bright	10083897	S0083204	Student Refunds	4,469.24
Shon Thomas Buermann	10083708	S0083081	Student Refunds	4,870.94
Sierra Marlene Langan	10083894	S0083656	Student Refunds	2,608.57
Sihomara Amezcua	10083852	S0083212	Student Refunds	2,278.34
Sirkyivah Christien Johnson	10084221	S0084248	Student Refunds	484.00
Skyilar Hampton	10083827	S0083493	Student Refunds	3,225.34

Skylar Michelle McKennis	00204746	S0083852	Student Refunds	5,981.75
Slayde Michael Bittner	10063879	S0083983	Student Refunds	759.84
Sofia Yanell Rocha	00204651	S0083912	Student Refunds	2,393.00
Sonya Leann Peatrowsky	10063982	S0083141	Student Refunds	3,024.00
Sophia A Renner	00204844	S0083834	Student Refunds	492.37
Sophia Antonia Corrales	00204392	S0083050	Student Refunds	2,073.00
Sophia Lynn Pihlgren	00204818	S0083256	Student Refunds	1,848.00
Sophia Mae Palmer	00204800	S0083667	Student Refunds	518.03
Spencer Avery Werts	00204856	S0083660	Student Refunds	255.87
Spencer David Albers	00204398	S0083789	Student Refunds	4,393.00
Spencer Donald Scholz	10064050	S0084003	Student Refunds	1,803.50
Spencer Shane Batenhorst	00204430	S0084158	Student Refunds	1,000.00
Stacey Hernandez	00204808	S0083618	Student Refunds	2,048.68
State of Nebraska	00204895	S0084184	Student Refunds	65.00
Stefani J Torres	00205055	S0084226	Student Refunds	381.00
Stephanie Benitez	10063970	S0083557	Student Refunds	812.49
Stephanie Martinez	10063926	S0083281	Student Refunds	2,428.17
Stephanie Murguia	10063958	S0083730	Student Refunds	1,088.88
Stephanie Carolina Doescher	10063763	S0083077	Student Refunds	5,097.44
Steven Ambrosio Hernandez	00204609	S0084017	Student Refunds	1,158.00
	00205011	S0084303	Student Refunds	128.00
Steven M Anderson	00204389	S0083085	Student Refunds	1,359.40
		S0083088	Student Refunds	1,463.40
Stevi Raine Fallis	10063782	S0083822	Student Refunds	159.00
Stevie Lorneen Handsaker	10063828	S0083690	Student Refunds	1,405.18
Susan Arlene Watson	10084127	S0084140	Student Refunds	1,200.45
Susana Lizet Prado	10084001	S0083311	Student Refunds	618.75
Sydney Lynn Krause	00204885	S0083183	Student Refunds	2,516.40
TAMARA S MICHALSKI	00204913	S0083829	Student Refunds	2,299.85
TAMMI J JAPP	00204914	S0083582	Student Refunds	3,327.00
TERESA M ADAMS	00204916	S0083991	Student Refunds	1,221.89
THAD J RUSSELL	00205054	S0084257	Student Refunds	2,046.00
TIMOTHY G KALVELAGE	00204924	S0084095	Student Refunds	1,003.19
TYLER J HILLIARD	00204933	S0083835	Student Refunds	1,608.18
Talyn Michael Campbell	10063713	S0083375	Student Refunds	1,551.00
Tammie Ann Hoffman	00204818	S0083149	Student Refunds	1,571.14
Tanasha Renee King	00204873	S0083752	Student Refunds	2,974.64
Tanner Adam Jacobs	10063859	S0083666	Student Refunds	2,218.00
Tanner Allan Ehrisman	00204528	S0083276	Student Refunds	1,816.00
Tanner James Furstnau	00204561	S0083373	Student Refunds	38.75
		S0084176	Student Refunds	36.75
	00205005	S0084225	Student Refunds	20.00

# ENROLLMENT REPORT

BOARD OF GOVERNORS

FEBRUARY 15, 2024

*Prepared by Northeast Institutional Research Office*



# INTERSESSION ENROLLMENT

- **Interession 2021-22: 222 students**
- **Interession 2022-23: 192 students**
- **Interession 2023-24: 151 students**

Decreasing course offerings likely result in decreased enrollments.

- In Fall 2021, we had 18 subjects and 43 courses.
- In Spring 2024, we had 10 subjects and 13 courses.



# SPRING 2024 ENROLLMENT – 10<sup>TH</sup> DAY

Academic Period Student_Population	Spring 2023		Spring 2024	
	Headcount	Credit Hours	Headcount	Credit Hours
⊕ Continuing	2,076	27,786	2,029	26,702
⊕ Early Entry	1,230	5,496	1,537	7,099
⊕ Non-Degree	195	729	199	673
⊕ Transfer-In	77	822	87	850
⊕ First-time in Class (FTIC)	58	611	57	570
⊕ Returning	54	458	54	457
⊕ Visiting	10	44	1	1
⊕ Adult/Continuing Education			2	8
<b>Total</b>	<b>3,700</b>	<b>35,946</b>	<b>3,966</b>	<b>36,358</b>

# SPRING 2024 ENROLLMENT

- **Enrollment increase of 1% in headcount and credit hours compared to Spring 2023.**
- **Increases occurred in:**
  - 307 Early College students which equaled +1,603 credit hours
  - 10 Transfer students which equaled +28 credit hours
- **Decreases occurred in:**
  - -47 continuing students which equaled -1,084 credit hours
  - -1 First-time Freshman student which equaled -41 credit hours



# EARLY COLLEGE ENROLLMENT INCREASES TO DATE

- **Each academic division had an increase of Early College students.**
  - Business and Humanities had the largest increase of 194 students compared to Spring 2023.
- **High schools that saw the largest enrollment increase from 2022-23 are:**
  - Norfolk Senior High (+44)
  - Cross County Community High School (+37)
  - South Sioux City High School (+26)
  - Leigh Community School (+19)



## NATIONAL TRENDS

- For the first time since the pandemic, undergraduate enrollment grew by 1.2% in fall 2023.
- Growth was highest at community colleges, which gained 2.6%
  - This was seen in older freshman, ages 21 and above (6.3%)
  - No growth in freshman 20 years old and younger
  - Northeast has continued to see growth in traditional age and declines in non-traditional populations. Average age for the 2022-23 academic year was 24.
- Public and private nonprofit 4-year institutions saw .6% increases

# QUESTIONS?





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## How does Northeast Community College affect Antelope County?

- In 2022-23, 512 individuals from Antelope County participated in courses from Northeast Community College—178 in credit courses (includes Dual Credit) and 334 in non-credit courses (includes Adult Education). Including dual credit students, this represents 10.8% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (178), 37 were dual credit students. This represents 20.8% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Antelope County had 67 students graduate from high school in 2022-23, of which 11, or 16.4%, attended Northeast in Fall 2023.
- 11 students were enrolled in Adult Education. When added to Northeast non-credit students (323), the total (334) describes all non-credit students for Antelope County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 19 graduates from Northeast Community College in 2022-23 live in Antelope County.
- 4 credit courses and 31 non-credit courses were offered in Antelope County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 4 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*





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## How does Northeast Community College affect Boone County?

- In 2022-23, 132 individuals from Boone County participated in courses from Northeast Community College—98 in credit courses (includes Dual Credit) and 34 in non-credit courses (includes Adult Education). Including dual credit students, this represents 3.2% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (98), 18 were dual credit students. This represents 18.4% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Boone County had 82 students graduate from high school in 2022-23, of which 12, or 14.6%, attended Northeast in Fall 2023.
- 0 students were enrolled in Adult Education. When added to Northeast non-credit students (34), the total (34) describes all non-credit students for Boone County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 15 graduates from Northeast Community College in 2022-23 live in Boone County.
- 0 credit courses and 1 non-credit courses were offered in Boone County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 0 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*



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## How does Northeast Community College affect Boyd County?

- In 2022-23, 127 individuals from Boyd County participated in courses from Northeast Community College—43 in credit courses (includes Dual Credit) and 84 in non-credit courses (includes Adult Education). Including dual credit students, this represents 8.9% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (43), 27 were dual credit students. This represents 62.8% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Boyd County had 16 students graduate from high school in 2022-23, of which 1, or 6.3%, attended Northeast in Fall 2023.
- 0 students were enrolled in Adult Education. When added to Northeast non-credit students (84), the total (84) describes all non-credit students for Boyd County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 6 graduates from Northeast Community College in 2022-23 live in Boyd County.
- 8 credit courses and 8 non-credit courses were offered in Boyd County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 8 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*



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## How does Northeast Community College affect Brown County?

- In 2022-23, 246 individuals from Brown County participated in courses from Northeast Community College—54 in credit courses (includes Dual Credit) and 192 in non-credit courses (includes Adult Education). Including dual credit students, this represents 10.9% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (54), 39 were dual credit students. This represents 72.2% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Brown County had 33 students graduate from high school in 2022-23, of which 3, or 9.1%, attended Northeast in Fall 2023.
- 38 students were enrolled in Adult Education. When added to Northeast non-credit students (154), the total (192) describes all non-credit students for Brown County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 2 graduates from Northeast Community College in 2022-23 live in Brown County.
- 13 credit courses and 26 non-credit courses were offered in Brown County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 12 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.

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## How does Northeast Community College affect Burt County?

- In 2022-23, 236 individuals from Burt County participated in courses from Northeast Community College—162 in credit courses (includes Dual Credit) and 74 in non-credit courses (includes Adult Education). Including dual credit students, this represents 4.5% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (162), 91 were dual credit students. This represents 56.2% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Burt County had 84 students graduate from high school in 2022-23, of which 22, or 26.2%, attended Northeast in Fall 2023.
- 3 students were enrolled in Adult Education. When added to Northeast non-credit students (71), the total (74) describes all non-credit students for Burt County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 11 graduates from Northeast Community College in 2022-23 live in Burt County.
- 13 credit courses and 7 non-credit courses were offered in Burt County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 12 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.



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## How does Northeast Community College affect Cedar County?

- In 2022-23, 612 individuals from Cedar County participated in courses from Northeast Community College—292 in credit courses (includes Dual Credit) and 320 in non-credit courses (includes Adult Education). Including dual credit students, this represents 9.9% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (292), 155 were dual credit students. This represents 53.1% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Cedar County had 116 students graduate from high school in 2022-23, of which 28, or 24.1%, attended Northeast in Fall 2023.
- 6 students were enrolled in Adult Education. When added to Northeast non-credit students (314), the total (320) describes all non-credit students for Cedar County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 18 graduates from Northeast Community College in 2022-23 live in Cedar County.
- 27 credit courses and 33 non-credit courses were offered in Cedar County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 25 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*





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## How does Northeast Community College affect Cuming County?

- In 2022-23, 551 individuals from Cuming County participated in courses from Northeast Community College—327 in credit courses (includes Dual Credit) and 224 in non-credit courses (includes Adult Education). Including dual credit students, this represents 8.1% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (327), 207 were dual credit students. This represents 63.3% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Cuming County had 155 students graduate from high school in 2022-23, of which 33, or 21.3%, attended Northeast in Fall 2023.
- 10 students were enrolled in Adult Education. When added to Northeast non-credit students (214), the total (224) describes all non-credit students for Cuming County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 38 graduates from Northeast Community College in 2022-23 live in Cuming County.
- 104 credit courses and 23 non-credit courses were offered in Cuming County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 80 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.

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## How does Northeast Community College affect Dakota County?

- In 2022-23, 721 individuals from Dakota County participated in courses from Northeast Community College—344 in credit courses (includes Dual Credit) and 377 in non-credit courses (includes Adult Education). Including dual credit students, this represents 4.8% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (344), 98 were dual credit students. This represents 28.5% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Dakota County had 261 students graduate from high school in 2022-23, of which 36, or 13.8%, attended Northeast in Fall 2023.
- 222 students were enrolled in Adult Education. When added to Northeast non-credit students (155), the total (377) describes all non-credit students for Dakota County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 35 graduates from Northeast Community College in 2022-23 live in Dakota County.
- 110 credit courses and 37 non-credit courses were offered in Dakota County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 11 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*





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## How does Northeast Community College affect Dixon County?

- In 2022-23, 263 individuals from Dixon County participated in courses from Northeast Community College—108 in credit courses (includes Dual Credit) and 155 in non-credit courses (includes Adult Education). Including dual credit students, this represents 6.4% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (108), 43 were dual credit students. This represents 39.8% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Dixon County had 51 students graduate from high school in 2022-23, of which 11, or 21.6%, attended Northeast in Fall 2023.
- 23 students were enrolled in Adult Education. When added to Northeast non-credit students (132), the total (155) describes all non-credit students for Dixon County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 20 graduates from Northeast Community College in 2022-23 live in Dixon County.
- 2 credit courses and 12 non-credit courses were offered in Dixon County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 2 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*

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## How does Northeast Community College affect Garfield County?

- In 2022-23, 57 individuals from Garfield County participated in courses from Northeast Community College—49 in credit courses (includes Dual Credit) and 8 in non-credit courses (includes Adult Education). Including dual credit students, this represents 3.9% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (49), 36 were dual credit students. This represents 73.5% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Garfield County had 29 students graduate from high school in 2022-23, of which 4, or 13.8%, attended Northeast in Fall 2023.
- 0 students were enrolled in Adult Education. When added to Northeast non-credit students (8), the total (8) describes all non-credit students for Garfield County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 6 graduates from Northeast Community College in 2022-23 live in Garfield County.
- 4 credit courses and 1 non-credit courses were offered in Garfield County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 4 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.





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## How does Northeast Community College affect Holt County?

- In 2022-23, 1,031 individuals from Holt County participated in courses from Northeast Community College—360 in credit courses (includes Dual Credit) and 671 in non-credit courses (includes Adult Education). Including dual credit students, this represents 13.8% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (360), 203 were dual credit students. This represents 56.4% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Holt County had 120 students graduate from high school in 2022-23, of which 24, or 20.0%, attended Northeast in Fall 2023.
- 96 students were enrolled in Adult Education. When added to Northeast non-credit students (575), the total (671) describes all non-credit students for Holt County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 35 graduates from Northeast Community College in 2022-23 live in Holt County.
- 74 credit courses and 95 non-credit courses were offered in Holt County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 40 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.



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## How does Northeast Community College affect Keya Paha County?

- In 2022-23, 58 individuals from Keya Paha County participated in courses from Northeast Community College—28 in credit courses (includes Dual Credit) and 30 in non-credit courses (includes Adult Education). Including dual credit students, this represents 9.1% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (28), 7 were dual credit students. This represents 25.0% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Keya Paha County had 9 students graduate from high school in 2022-23, of which 0, or 0.0%, attended Northeast in Fall 2023.
- 0 students were enrolled in Adult Education. When added to Northeast non-credit students (30), the total (30) describes all non-credit students for Keya Paha County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 0 graduates from Northeast Community College in 2022-23 live in Keya Paha County.
- 2 credit courses and 0 non-credit courses were offered in Keya Paha County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 2 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.



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## How does Northeast Community College affect Knox County?

- In 2022-23, 648 individuals from Knox County participated in courses from Northeast Community College—255 in credit courses (includes Dual Credit) and 393 in non-credit courses (includes Adult Education). Including dual credit students, this represents 10.3% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (255), 150 were dual credit students. This represents 58.8% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Knox County had 126 students graduate from high school in 2022-23, of which 25, or 19.8%, attended Northeast in Fall 2023.
- 2 students were enrolled in Adult Education. When added to Northeast non-credit students (391), the total (393) describes all non-credit students for Knox County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 29 graduates from Northeast Community College in 2022-23 live in Knox County.
- 23 credit courses and 36 non-credit courses were offered in Knox County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 22 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.





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## How does Northeast Community College affect Madison County?

- In 2022-23, 3,256 individuals from Madison County participated in courses from Northeast Community College—1,371 in credit courses (includes Dual Credit) and 1,885 in non-credit courses (includes Adult Education). Including dual credit students, this represents 12.3% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (1,371), 607 were dual credit students. This represents 44.3% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Madison County had 494 students graduate from high school in 2022-23, of which 152, or 30.8%, attended Northeast in Fall 2023.
- 237 students were enrolled in Adult Education. When added to Northeast non-credit students (1,648), the total (1,885) describes all non-credit students for Madison County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 185 graduates from Northeast Community College in 2022-23 live in Madison County.
- 2,660 credit courses and 464 non-credit courses were offered in Madison County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 226 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*

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## How does Northeast Community College affect Pierce County?

- In 2022-23, 580 individuals from Pierce County participated in courses from Northeast Community College—205 in credit courses (includes Dual Credit) and 375 in non-credit courses (includes Adult Education). Including dual credit students, this represents 10.6% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (205), 92 were dual credit students. This represents 44.9% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Pierce County had 100 students graduate from high school in 2022-23, of which 26, or 26.0%, attended Northeast in Fall 2023.
- 6 students were enrolled in Adult Education. When added to Northeast non-credit students (369), the total (375) describes all non-credit students for Pierce County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 32 graduates from Northeast Community College in 2022-23 live in Pierce County.
- 13 credit courses and 30 non-credit courses were offered in Pierce County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 12 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note: senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.*



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## How does Northeast Community College affect Rock County?

- In 2022-23, 121 individuals from Rock County participated in courses from Northeast Community College—52 in credit courses (includes Dual Credit) and 69 in non-credit courses (includes Adult Education). Including dual credit students, this represents 12.5% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (52), 26 were dual credit students. This represents 50.0% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Rock County had 18 students graduate from high school in 2022-23, of which 5, or 27.8%, attended Northeast in Fall 2023.
- 0 students were enrolled in Adult Education. When added to Northeast non-credit students (69), the total (69) describes all non-credit students for Rock County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 4 graduates from Northeast Community College in 2022-23 live in Rock County.
- 1 credit courses and 8 non-credit courses were offered in Rock County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 1 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.

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## How does Northeast Community College affect Stanton County?

- In 2022-23, 437 individuals from Stanton County participated in courses from Northeast Community College—186 in credit courses (includes Dual Credit) and 251 in non-credit courses (includes Adult Education). Including dual credit students, this represents 10.0% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (186), 15 were dual credit students. This represents 8.1% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Stanton County had 20 students graduate from high school in 2022-23, of which 7, or 35.0%, attended Northeast in Fall 2023.
- 6 students were enrolled in Adult Education. When added to Northeast non-credit students (245), the total (251) describes all non-credit students for Stanton County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 24 graduates from Northeast Community College in 2022-23 live in Stanton County.
- 1 credit courses and 8 non-credit courses were offered in Stanton County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 0 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.



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## How does Northeast Community College affect Thurston County?

- In 2022-23, 156 individuals from Thurston County participated in courses from Northeast Community College—76 in credit courses (includes Dual Credit) and 80 in non-credit courses (includes Adult Education). Including dual credit students, this represents 3.7% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (76), 45 were dual credit students. This represents 59.2% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Thurston County had 119 students graduate from high school in 2022-23, of which 3, or 2.5%, attended Northeast in Fall 2023.
- 10 students were enrolled in Adult Education. When added to Northeast non-credit students (70), the total (80) describes all non-credit students for Thurston County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 6 graduates from Northeast Community College in 2022-23 live in Thurston County.
- 7 credit courses and 10 non-credit courses were offered in Thurston County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 7 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.

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## How does Northeast Community College affect Wayne County?

- In 2022-23, 426 individuals from Wayne County participated in courses from Northeast Community College—195 in credit courses (includes Dual Credit) and 231 in non-credit courses (includes Adult Education). Including dual credit students, this represents 5.4% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (195), 45 were dual credit students. This represents 23.1% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Wayne County had 112 students graduate from high school in 2022-23, of which 26, or 23.2%, attended Northeast in Fall 2023.
- 6 students were enrolled in Adult Education. When added to Northeast non-credit students (225), the total (231) describes all non-credit students for Wayne County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 31 graduates from Northeast Community College in 2022-23 live in Wayne County.
- 10 credit courses and 16 non-credit courses were offered in Wayne County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 7 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.



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## How does Northeast Community College affect Wheeler County?

- In 2022-23, 45 individuals from Wheeler County participated in courses from Northeast Community College—9 in credit courses (includes Dual Credit) and 36 in non-credit courses (includes Adult Education). Including dual credit students, this represents 7.5% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (9), 5 were dual credit students. This represents 55.6% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- Wheeler County had 5 students graduate from high school in 2022-23, of which 0, or 0.0%, attended Northeast in Fall 2023.
- 8 students were enrolled in Adult Education. When added to Northeast non-credit students (28), the total (36) describes all non-credit students for Wheeler County.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 0 graduates from Northeast Community College in 2022-23 live in Wheeler County.
- 1 credit courses and 2 non-credit courses were offered in Wheeler County during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 1 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.

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## How does Northeast Community College affect 20-County Region?

- In 2022-23, 10,215 individuals from 20-County Region participated in courses from Northeast Community College—4,392 in credit courses (includes Dual Credit) and 5,823 in non-credit courses (includes Adult Education). Including dual credit students, this represents 8.8% of the adult population 18 years of age and older in this region.
- Of the number of students taking credit courses in 2022-23 (4,392), 1,946 were dual credit students. This represents 44.3% of the credit population in this region.

*Dual Credit provides a mechanism for high school sophomores, juniors and seniors to take entry-level college freshman courses and earn college credits while yet in high school.*

- 20-County Region had 2,017 students graduate from high school in 2022-23, of which 429, or 21.3%, attended Northeast in Fall 2023.
- 684 students were enrolled in Adult Education. When added to Northeast non-credit students (5,139), the total (5,823) describes all non-credit students for 20-County Region.

*The Adult Education Department at Northeast offers services such as preparation and testing for a high school diploma (GED®), English as a Second Language instruction (ESL), and preparation for citizenship testing. Additionally, it offers Adult Basic Education (ABE) courses to assist adults in areas such as reading, writing, and mathematics.*

- 516 graduates from Northeast Community College in 2022-23 live in 20-County Region.
- 3,077 credit courses and 848 non-credit courses were offered in 20-County Region during the 2022-23 academic year.
- 616 online courses were offered in 2022-23, allowing students to take classes from home.
- 476 dual credit courses were offered in 2022-23, allowing students to take classes in high school while gaining college credit at the same time. *Note:* senior students tend to comprise a little over one-half of those taking coursework each year; juniors well over one-third; and sophomores approaching 10%.



# ENROLLMENT REPORT

BOARD OF GOVERNORS

FEBRUARY 15, 2024

*Prepared by Northeast Institutional Research Office*

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## INTERSESSION ENROLLMENT

- **Interession 2021-22: 222 students**
- **Interession 2022-23: 192 students**
- **Interession 2023-24: 151 students**

Decreasing course offerings likely result in decreased enrollments.

- In Fall 2021, we had 18 subjects and 43 courses.
- In Spring 2024, we had 10 subjects and 13 courses.

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## SPRING 2024 ENROLLMENT – 10<sup>TH</sup> DAY

Academic Period Student_Population	Spring 2023		Spring 2024	
	Headcount	Credit Hours	Headcount	Credit Hours
⊕ Continuing	2,076	27,786	2,029	26,702
⊕ Early Entry	1,230	5,496	1,537	7,099
⊕ Non-Degree	195	729	199	673
⊕ Transfer-In	77	822	87	850
⊕ First-time in Class (FTIC)	58	611	57	570
⊕ Returning	54	458	54	457
⊕ Visiting	10	44	1	1
⊕ Adult/Continuing Education			2	8
<b>Total</b>	<b>3,700</b>	<b>35,946</b>	<b>3,966</b>	<b>36,358</b>

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## SPRING 2024 ENROLLMENT

- **Enrollment increase of 1% in headcount and credit hours compared to Spring 2023.**
- **Increases occurred in:**
  - 307 Early College students which equaled +1,603 credit hours
  - 10 Transfer students which equaled +28 credit hours
- **Decreases occurred in:**
  - -47 continuing students which equaled -1,084 credit hours
  - -1 First-time Freshman student which equaled -41 credit hours

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## EARLY COLLEGE ENROLLMENT INCREASES TO DATE

- **Each academic division had an increase of Early College students.**
  - Business and Humanities had the largest increase of 194 students compared to Spring 2023.
- **High schools that saw the largest enrollment increase from 2022-23 are:**
  - Norfolk Senior High (+44)
  - Cross County Community High School (+37)
  - South Sioux City High School (+26)
  - Leigh Community School (+19)

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## NATIONAL TRENDS

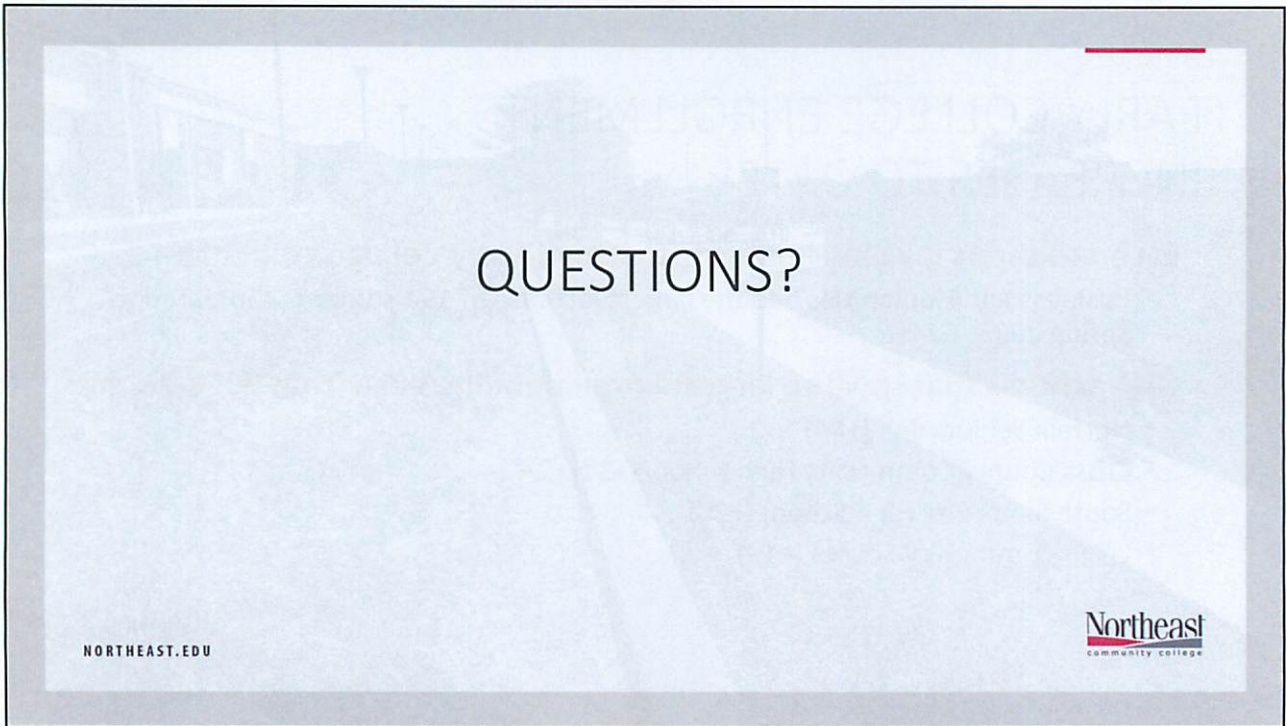
- For the first time since the pandemic, undergraduate enrollment grew by 1.2% in fall 2023.
- Growth was highest at community colleges, which gained 2.6%
  - This was seen in older freshman, ages 21 and above (6.3%)
  - No growth in freshman 20 years old and younger
  - Northeast has continued to see growth in traditional age and declines in non-traditional populations. Average age for the 2022-23 academic year was 24.
- Public and private nonprofit 4-year institutions saw .6% increases

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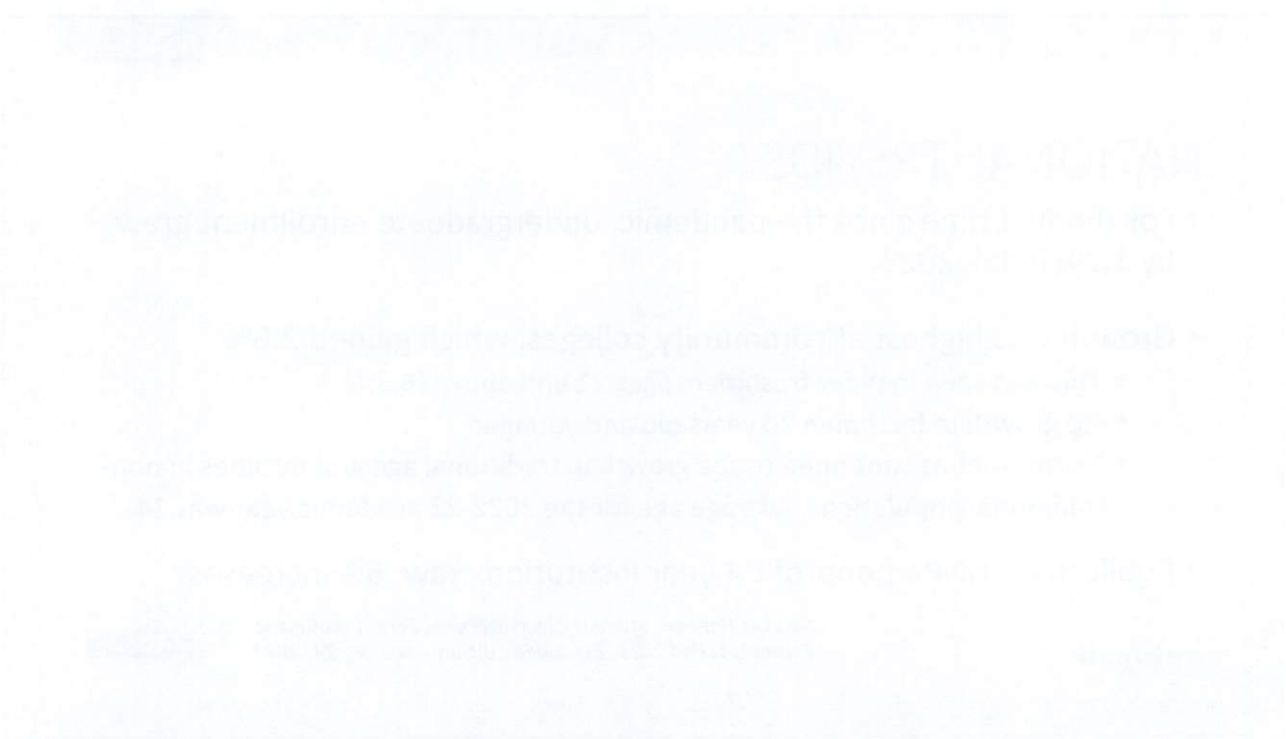
Source: National Student Clearinghouse, Term Enrollment Estimates, Fall 2023, Expanded Edition - January 24, 2024



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# FAFSA SIMPLIFICATION

## Result of several pieces of legislation over the past few years

- Future Act – allows tax data to be brought into the FAFSA
- Consolidated Appropriations Act of 2021  
Impacted student aid eligibility criteria, Pell grant eligibility, changed the EFC to SAI and made changes to the formula and much more
- Consolidated Appropriations Act of 2022  
moved most of the implementation to 2024-2025





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# NEW RESPONSIBILITIES

Schools will now hold controlled unclassified information (CUI) in the form of federal taxpayer information (FTI) and must comply with federal laws regarding storage, use, sharing, and security of this information

Schools will have report student-level data on their receipt of Campus Based aid, report calendar year FWS earnings by student

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# IMPLICATIONS ON CAMPUS

- National trend they are indicating more Pell recipients and larger Pell awards
- New treatment of emergency financial aid
- Change to treatment of multiple family members in college
- Change to treatment of small business and family farms
- Questions removed from FAFSA - requires changes to processes
- Changed rules on calculating Cost of Attendance Budget
- Changed awarding and disbursement rules for PELL
- Delayed release of 2024-2025 FAFSA





# CURRENT FAFSA EXPERIENCE

## FAFSA launched on December 30

- Soft roll out in January – website outages
- Traditional Family and parent and student come prepared with FSA username and password – 15 minutes to complete
- Parent with no SSN currently is unable to start the FAFSA form for the student or contribute to an existing form – outstanding defect that Department of ED is working on
- If an error occurs when submitting the FAFSA – unable to go back in and submit corrections





# FAFSA DELAYS – CURRENT STATE

- Change to formula to calculate the SAI - account for inflationary adjustments as required under law – had to update the supporting tables to calculate the SAI
- Department of Education will not send ISIRS ( Institutional Student Aid Records) until mid March
- Ellucian delayed updates to our Student Information System – Software update scheduled for February 19<sup>th</sup>
- Delays award notifications to students – Targeting mid April
- Delays awarding need-based scholarships





# DEPARTMENT OF EDUCATION RELIEF EFFORTS

## Better FAFSA College Support Strategy

- Deploy federal personnel to help
- Direct funding for technical assistance to under resourced colleges
- DOE is providing \$50 million in federal funding to non-profit groups who specialize in financial aid support and services
- Releasing test ISIRS to help us prepare our software system
- Reduce verification requirements
- Suspend new program reviews
- Waive 90-day requirement for schools who PPA expires in March, June or September – schools have until expiration date to submit application







# QUESTIONS

# 6.3.1 MONTHLY PRESIDENT'S UPDATE

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15 February 2024

*Northeast Community College is dedicated to the success of students and the region it serves.*

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# NSWERS DUAL ENROLLMENT REPORT HIGHLIGHTS

- Key findings
- Infographic
- Courses & Subjects
- Career & Technical Education
- College Going
- Postsecondary Graduation

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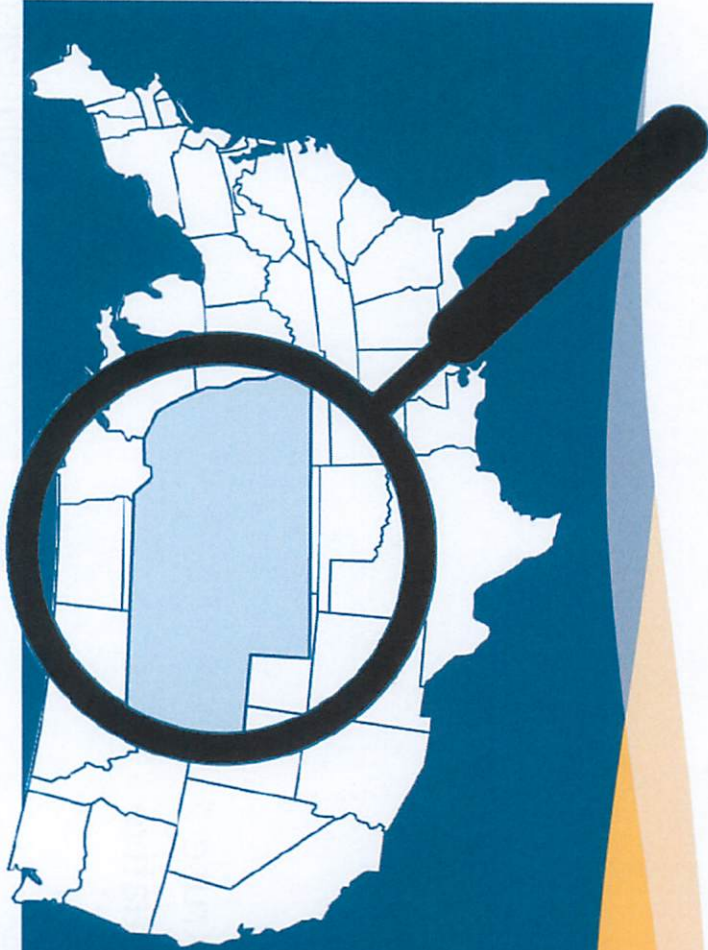
# NETWORKING & PROFESSIONAL ENGAGEMENTS

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- South Sioux City Visit
- State Chamber Policy Councils
- Appropriations Hearing
- NSWERS & State College President
- Norfolk Crush
- State Chamber Panelists
  - Workforce Partnerships – Dr. Tracy Kruse
  - Regional Economic Development Initiative



TOGETHER  
WE WIN  
**REGIONAL  
DEVELOPMENT  
INITIATIVE**



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# 2024 AACCC AWARDS OF EXCELLENCE FINALISTS

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## ***Rising Star – Executive***

- Tamika Bybee, associate vice president for enrollment services, Howard Community College (Maryland)
- Tracy Kruse, vice president of development and external affairs, Northeast Community College (Nebraska)
- Scott Peska, assistant provost, Waubonsee Community College (Illinois)





# ADVOCACY AT THE FEDERAL & STATE LEVELS

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## ACCT Legislative Summit

- White House Convening
- RCCA Update
- Partnering with our other Nebraska Community Colleges

## 108<sup>th</sup> Legislature, 2<sup>nd</sup> regular session

- Relationship Building

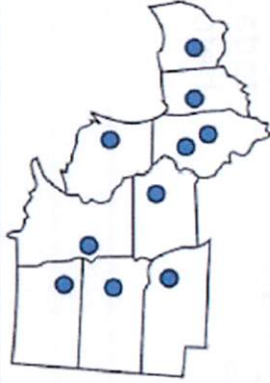




## INTRODUCTION TO CONSERVATION SALES & MARKETING

COMMUNITY COLLEGE ALLIANCE  
FOR AGRICULTURE ADVANCEMENT

[agalliance.net](http://agalliance.net)



The Community College Alliance for Agriculture Advancement (C2A3) is a consortium of 10 higher education institutions throughout the Midwest, dedicated to forming education and training partnerships to support its producers and agriculture communities for long-term sustainability and growth. The workforce training agreement between USDA-NRCS and C2A3 is intended to give NRCS employees access to high-quality, contextualized training close to home.

Training is offered through an agreement with USDA-NRCS free of charge to NRCS employees. To sign up, please contact:

### 3 Goals of This Program

Provide confidence and skills necessary in the development of conservation activity "salesmen"

Increase comfort level of field officers in developing relationships in the field

Assist in influencing producers to adapt conservation strategies, ultimately meeting conservation goals

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## MENTAL HEALTH OF COLLEGE PRESIDENTS

### *Recent Articles*

- *Can a President Have Friends on Campus?*
- *Protecting the Well-Being of Your CEO*
- Wall Street Journal Article

### *Recent Survey Questions*

I am more likely to discourage talented colleagues or mentees from pursuing a presidency than I was before 2020.

Shared governance at my institution is stronger today than it was before the pandemic.

My institution has too many academic programs for our current and anticipated levels of enrollment and some need to close.

Shared governance in higher education in general is stronger today than it was before the pandemic.

# QUESTIONS/COMMENTS

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## THE CHRONICLE OF HIGHER EDUCATION

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ADVICE

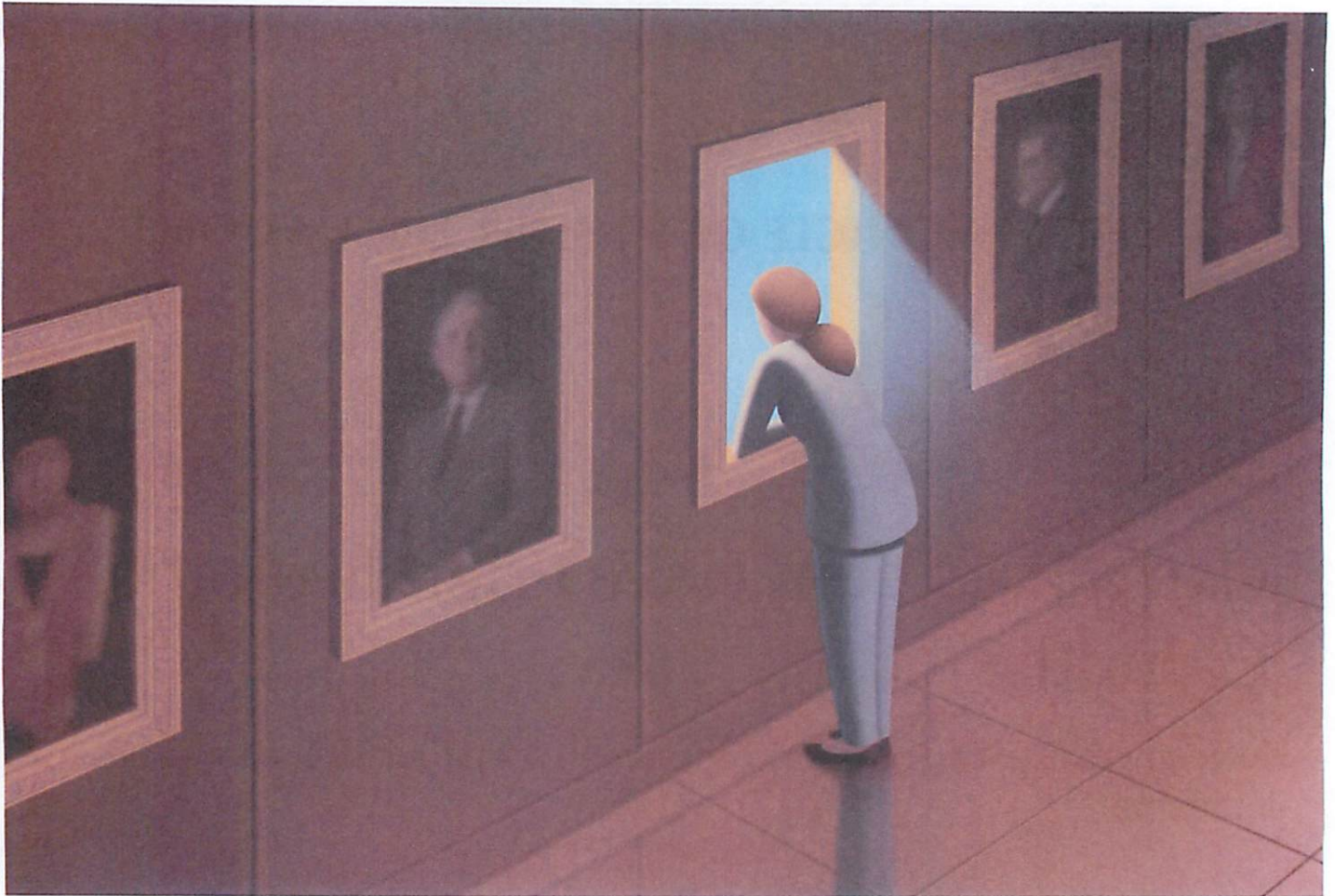
# Can a President Have Friends on the Campus?

Newcomers to a top leadership post aren't prepared for the loneliness of the role.

*By Melody Rose and Patrick Sharry*

FEBRUARY 2, 2024





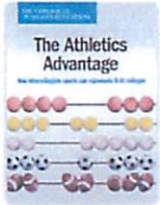
JON KRAUSE FOR THE CHRONICLE

The American college presidency has taken quite a beating in recent months. Critics have debated the [pressures](#) of the position, the [difficulties](#) of doing it well, and even its core [desirability](#). All of those stresses are made even more difficult by a central quality of the work that leaders rarely talk about until they step down: the loneliness of the job.

A college president is academe's version of Rapunzel: trapped alone in their own tower by virtue of their position and unique authority. Literally peerless on their campus, presidents often confront a kind of loneliness that leaves them feeling isolated and apart even while they are connecting, networking, and handshaking on a daily basis. Is there a real chance for them to let their hair down? Or, as a recently appointed president asked us, "Can I even have friends?"

**FROM THE CHRONICLE STORE**

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REPORT

## The Athletics Advantage

How Intercollegiate Sports Can Rejuvenate D-III Colleges

[Visit the Store](#)

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Given the generous salaries that most presidents earn, plenty of people across academe may have little sympathy. But as executive-search consultants, we think this aspect of leadership affects people's willingness to take on the role, especially in tense times. We have some suggestions on how leaders can escape the tower of loneliness.

**An "N of 1."** Let's presume that you are that college president — alone, staring down wistfully at the bustling campus below or across the picturesque quad outside your window. First off, let the record show that you are not alone in your feelings of isolation. In fact, loneliness is a [common experience](#) among leaders across various professions. Ernest Shackleton may have stated it perfectly with his summation: "Leadership is a fine thing, but it has its penalties. And the greatest penalty is loneliness."

"On a campus you're sui generis," said Marjorie Hass, former president of Austin and Rhodes Colleges and current president of the Council of Independent Colleges. A higher-education lifer, she spent the formative years of her career as a faculty member. It was a time filled with shared experiences, comradery, and commiseration. "Whatever I was going through, there was a colleague who had had similar experiences," she said in a Zoom interview. "As you transition into leadership roles, that group gets smaller and smaller and smaller. The jobs become more isolating."

As president, she added: "There are certain things you can't discuss with anyone on campus. You carry the weight of confidential information."



You're lonely but never alone. Whether at the local store or on a trip abroad, someone notices you and wants your time. Frequently it's to gripe. The president acts as a sponge for a drumbeat of negative (and, yes, positive) emotions, Hass noted. "You bear the full weight of difficult decisions. You're an N of 1."

"It is very difficult for a president to make friends inside the campus," agreed Javier Cevallos, former president of Kutztown University of Pennsylvania and Framingham State University. "It could lead to conflict, favoritism, or at least the perception of favoritism. Not to mention that your cabinet members work at your will, so they cannot be 'friends.'"

"As the president, your work BFFs become figments of your past," wrote Felicia Ganther in [an essay published last summer](#), a few months before she [stepped down](#) as president of Bucks County Community College, in Pennsylvania. She added: "There is a level of respect that is ingrained in our culture that won't allow your team to step beyond a certain level of comfortability with you. As important, there is a level of comfortability that a president should never go beyond with their team or with anyone who works at their institution."

You as president must create an inherent separation between yourself and everyone else that should not be (and, really, cannot be) breached. You must exercise caution when assessing potential friendships and maintain a balance between professional boundaries and personal connections.

**You have two reputations to maintain — yours and the institution's.** As president, you are the bridge connecting the campus (its students, faculty and staff members, and alumni) to the outside world. An institution's successes are shared. But when it comes time to answer for an oddity, mishap, or a scandal, your name is first on the list for the media to interview and for critics to blame. [A crisis](#) may be the loneliest time for a president, when it's easy to become the scapegoat for problems that were not entirely of your own making.



Additionally, as a president, oftentimes you are thrust into the spotlight of your college town, becoming a public figure whose every move is scrutinized. The constant attention can lead to increased stress, heightened expectations, and a loss of personal privacy. Especially in small towns, everyone you interact with has an opinion about the institution, and sometimes about your performance. People who don't actually know you may believe they do because of your ubiquity and outsize significance within a close-knit community.

And you are always — wherever you are, whoever you are with, or whatever time of day it is — the president. One of us (Melody) was a chancellor and will never forget being in a grocery store after a run, sweating and in workout gear, when a fellow shopper and complete stranger tapped her on the shoulder in the checkout line, and said, “Well, you don't look like a chancellor.”

Balancing the public demands of the job with your personal well-being can exacerbate the sense of loneliness. (Dimensions of gender, race, and sexual identity add further nuances.)

## **5 Ways to Lessen Your Isolation**

So how can you alleviate what is clearly an inherent aspect of the college presidency? Here are five strategies:

**Scout for a few experienced shoulders to lean on.** Go outside your institution's footprint to find mentors and friends. Look to engage with other presidents who have faced similar challenges and can provide guidance, understanding, and empathy. Formal mentoring programs for presidents are designed to build relationships with people who are truly peers and who “get” you and your job. The Council of Independent Colleges, for example, has a new presidents program every January and has begun a [Presidential Renewal Program](#) for those in the role for five years or more. Other well-known leadership-training programs include those at [Harvard University](#)

and the [American Council on Education](#), while affiliate groups with varying degrees of formality exist for presidents who are women, Hispanic, Black, and LGBT.

Closer to home, build your network in the local region around your college. Ganther, the former community-college president, said she reached out to corporate chief executives in her area and quickly developed a “squad” that she trusted and regularly leaned on. Relationships with senior executives from other sectors can provide you with valuable professional insights, not to mention be a source of personal support.

**Get your management team talking.** Foster a culture of open communication within your institution and across your executive team. Set up meetings, formal and informal. Let others speak. Let them air concerns and grievances; answer as honestly as you can.

They may never become your BFFs, but team alignment and transparent communication (more advice on that subject [can be found here](#)) can help bridge the gap between you and them, fostering a sense of shared purpose and collaboration and helping you (and them) to feel less alone.

**Get back to your roots.** The people who “knew you when” can be a vital source of consistent connection, trust, and true fellowship. Friends developed over the course of a lifetime become true treasures, especially at a time of your life when establishing new friends might be challenging. Rely on those established connections that can actually transport you — even briefly — out of your presidency.

**Build your network as you hone your leadership skills.** Participate in conferences, workshops, and seminars tailored to the unique needs of presidents. Professional-development opportunities provide platforms for you to network with peers, talk openly about shared challenges, and learn from experienced leaders. These opportunities can foster a sense of belonging and provide a supportive community outside of the day-to-day grind.



Or call a coach. Having one-on-one time with a certified coach can alleviate some of the loneliness that comes from lacking close confidants who “tell it like it is.” A coach can help you “suss out the various agendas of those around you and then decide where you land on a particular issue,” and feel more confident in your decisions and vision, argued two former administrators [in a 2021 essay on executive coaching](#). While coaching has long been accepted in the corporate world, it has tremendous value within higher education as well.

**Bond with your board.** Some presidents have a neutral or adversarial relationship with their trustees. As president, however, you have the ability to make your board a champion of your vision and a partner in your corner. Even if you never become buddies, your trustees are potential sources of connection and support. They know the intricacies of the institution’s condition, its history, its finances, its morale. As a president, one of us (Melody) became lifelong friends with some of her trustees, with friendships rooted in meaningful, shared experiences and mutual respect.

The loneliness experienced by college presidents is a complex issue rooted in the nature of the role and the challenges you face. And obviously, part of the solution is to take care of your own personal needs (even if that means occasionally being spotted in town in workout gear). Presidents rarely talk about their own mental health, as [a recent essay by a former president](#) noted in these pages. But making time in your schedule for nonwork-related activities that bring you joy and fulfillment — hobbies, exercise, family time — can provide a much-needed sense of balance and connection.

It may not be much solace to know that you are not alone in feeling isolated as a college president; many of your peers feel the same way, too. But by seeking peer support, fostering open communication, developing external connections, engaging in professional development, and drawing on established connections, you can allay some of those feelings and create a more fulfilling and connected presidency.



We welcome your thoughts and questions about this article. Please [email the editors](#) or [submit a letter](#) for publication.

LEADERSHIP & GOVERNANCE

## Melody Rose

[Melody Rose](#) is a principal in the education market and leadership section of WittKieffer, an executive search and advising firm. She is a former university president and two-time chancellor.

## Patrick Sharry

[Patrick Sharry](#) is a consultant on leadership advisory at WittKieffer, an executive search and advising firm.

### RECOMMENDED ARTICLES



ADVICE

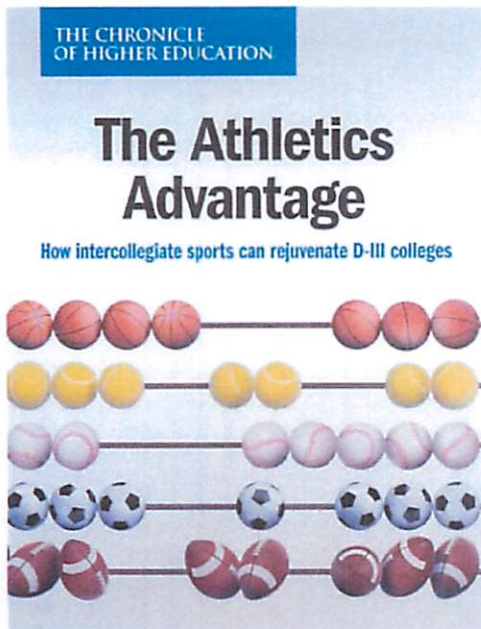
#### [How to Lead From Anyplace in the Faculty Ranks](#)



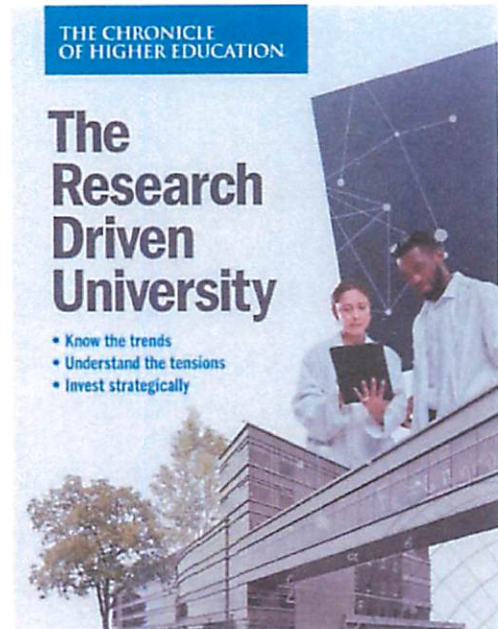
ADVICE

#### [What Will Weary Faculty Members Need Post-Pandemic?](#)

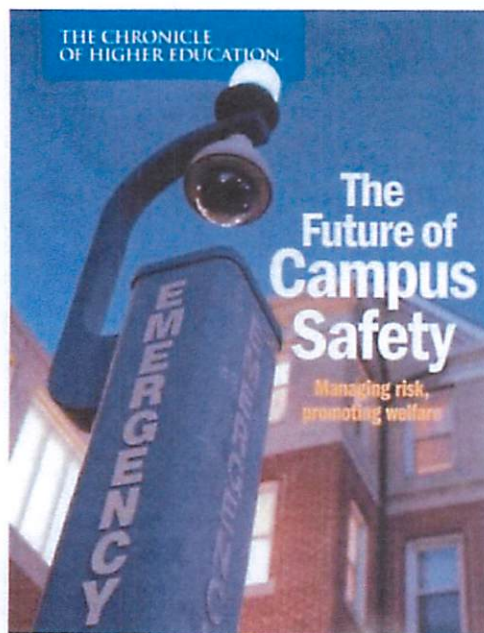
### IN THE CHRONICLE STORE



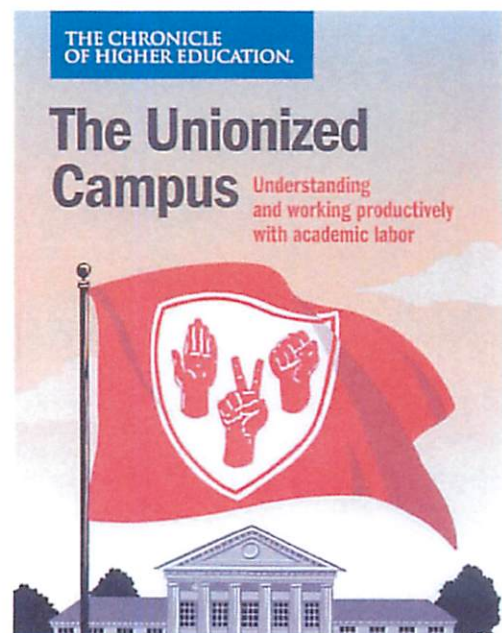
The Athletics Advantage



The Research Driven University



The Future of Campus Safety



The Unionized Campus





# PROTECTING THE WELLBEING OF YOUR CEO

Hiring a president is the most significant investment a board can make for its college. Trustees need to ensure they are supported.

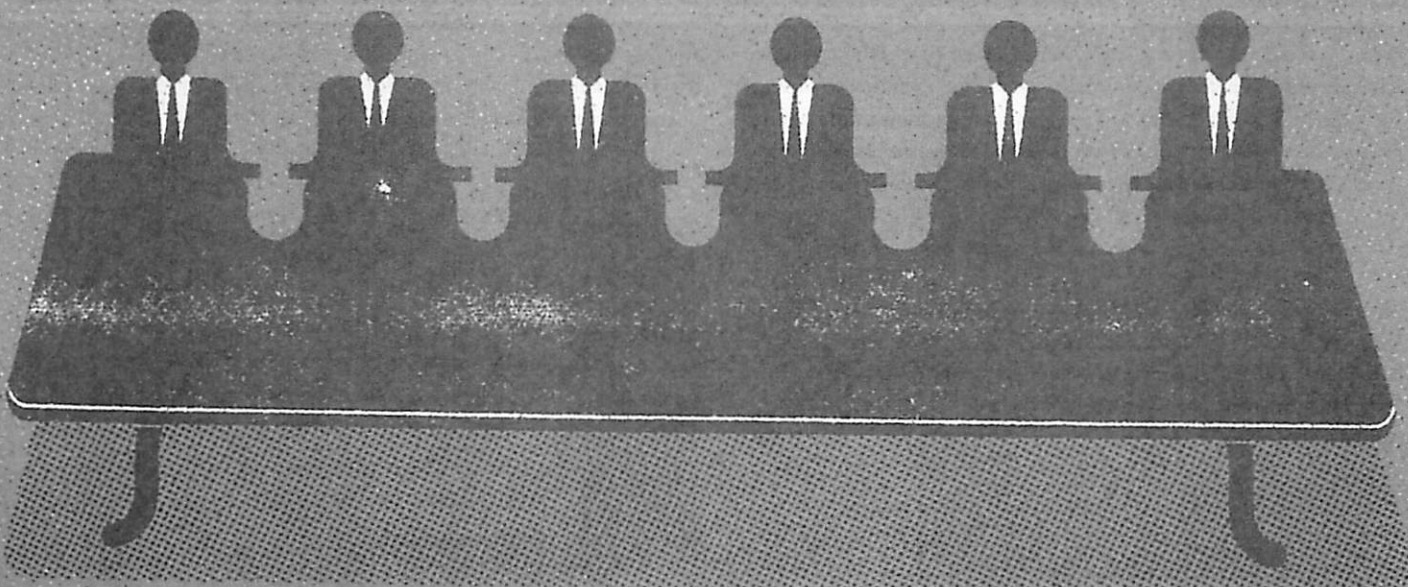
By George R. Boggs, Ph.D., and Maria Sheehan, Ed.D.

**T**HE SHOCK OF THE RECENT UNEXPECTED DEATH of the president of Volunteer State Community College in Tennessee has focused attention on the increasing levels of stress faced by college leaders. Dr. Orintha Montague, who had previously served as president of Tompkins Cortland Community College in New York, passed away unexpectedly in September at age 56. *Choice*, a publication of the Association of College and Research Libraries, reported that “while the cause of death for” Montague and Temple University President Joanne A. Epps “have yet to be revealed...many people speculate that stress led to their untimely passings.”

Trustees see their CEOs project an image of strength and confidence as they guide institutions through challenging times, but CEOs are human beings, and they are affected by the

difficulties they face and the criticisms and microaggressions that are aimed at them. Visibly supporting the CEO and taking the time to personally acknowledge the leader’s work during a difficult time is an important role for trustees.

To be sure, these are challenging times for college leaders who may be dealing with enrollment declines, budget shortfalls, reopening campuses after the pandemic, improving student success rates, closing student achievement gaps, political issues regarding diversity, equity, and inclusion (DEI) and critical race theory legislation, employee bargaining, and academic freedom, free speech, and safety and security issues brought about by reactions to divisive issues such as abortion, gun control, civil rights for transgender people and other populations, or more recently, the Israeli-Palestinian conflict.





Women leaders and leaders of color often face additional stress from microaggressions, sometimes involving doubts others have about their leadership abilities. The recent deaths of two female Black leaders, Montague and Epps, have raised concerns about the difficulties faced by leaders who are Black, Indigenous, or people of color (BIPOC), especially when they lead predominantly white institutions.

Trustees should be alert to today's leadership challenges and check to see how they are affecting their CEOs. Board retreats in which CEO evaluations or board self-evaluations are scheduled should include a discussion of how the board and CEO can support each other.

Chronic stress can negatively affect a person's health. Stress-related hormones such as cortisol and adrenaline initiate a "fight-or-flight" response that can help people to deal with a crisis. However, if the level of stress is sustained, it can lead to a range of health problems. Chronic stress can lead to cardiovascular issues, including hypertension, heart disease, and stroke. Stress can disrupt the natural balance of the digestive system, causing gastrointestinal disorders such as stomach or duodenal ulcers. It can also impact the immune system, increasing susceptibility to illnesses and prolonging the body's efforts to recover from them.

Prolonged stress is also related to mental health issues, including anxiety and depression. Sleep deprivation is another frequent symptom of high chronic stress levels. The release of cortisol, the primary stress hormone, plays a major role in fat storage, particularly around the abdominal wall. Excess cortisol, especially accompanied by "comfort eating," leads to weight gain and obesity, which can result in other serious health problems.

Trustees have made a significant investment in their college or district CEO. Losing a leader to a health-related problem or relying on a leader who is struggling with health issues can be very disruptive to a college. But there are things boards can do proactively to protect the wellbeing of its college CEO. Trustees need to remember that CEOs may not ask for any of these benefits. Leaders are often focused on the needs of everyone else at the college and may not want to be seen as getting special treatment. So trustees will likely have to initiate discussions about well-being.

The first document to review is the CEO employment contract. Is there a provision for a health and wellness benefit? Does the agreement cover the cost of an annual executive health physical? Is there a provision for sufficient annual vacation leave, and is there an administrator who can act as the leader so the CEO can really get away from responsibilities during vacation leave? The college could also cover the cost of a gym membership and trainer or a health coach. For new CEOs, covering the cost of a mentor or an executive coach can provide valuable support.

It is also helpful for college CEOs to know they are not alone, and that other leaders are struggling with many of the same issues. Attending leadership meetings and retreats at the state and national levels can be very helpful for leaders to share experiences and strategies. The Presidents Academy of the American Association of Community Colleges (AACC) hosts a summer institute each year, providing CEOs with a forum for support. Organizations such as the National Council on Black American Affairs, the President's Round Table, the American Association for Women in Community Colleges, the National Asian/

Pacific Islander Council, the National Community College Hispanic Council, and LGBTQ Leaders in Higher Education are examples of organizations that can provide support to college leaders. Boards can support their college CEOs by paying membership dues and the costs of meeting and conference attendance, and by encouraging their CEOs to participate in these and other support networks.

Chronic stress can take a toll on the health of all college employees. Including sessions on health, wellness, and wholesome nutrition as part of employee professional development programs can be a wise investment for any college. Programs to assist employees with weight loss or smoking cessation should also be considered. Hosting health and wellness speakers on campus can be an important benefit for the entire college community. Colleges are people places and are only effective because of a dedicated, caring, and healthy faculty, staff, and administration. Many of the benefits listed above for CEOs could be considered for other members of a college executive team.

Boards of trustees have significant responsibilities to ensure that colleges effectively serve their communities by providing students with access to quality education opportunities and student supports to help them to be successful in their learning. Their effective oversight is essential for the success of any college. Today's trustees are data-informed and make decisions based upon evidence and expected outcomes. They work to ensure a positive learning environment for students and a comfortable work environment for faculty and staff. They advocate for their colleges and their students. They establish fiscal policies to ensure that limited funds are wisely spent and invested.

But the most significant investment that a board makes is to hire a CEO. Equally important as monitoring the college budget and the physical infrastructure of the institution, trustees need to pay attention to their investment in the well-being of their CEO. Sometimes the pressures experienced by the CEO may not be visible. Navigating sensitive political issues, having to make unpopular decisions, dealing with student protests, worrying about enrollment trends, and absorbing criticism and microaggressions can take an invisible toll on a CEO's health. It makes good sense for a board to protect its investment by providing needed support and sensible health and wellness benefits. Doing so is also a way to develop an open and trusting relationship with the CEO, which is a primary characteristic of any excellent board of trustees.



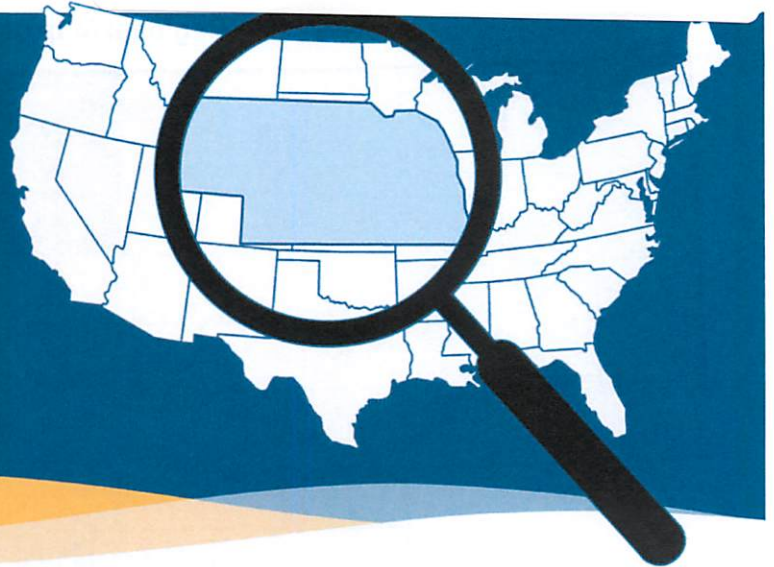
*Dr. George R. Boggs is president & CEO emeritus of the American Association of Community Colleges, superintendent and president emeritus of Palomar College in California, and chair of the Phi Theta Kappa Board of Directors.*



*Dr. Maria Sheehan is a health and fitness consultant, president emerita of Truckee Meadows Community College in Nevada, and superintendent/president emerita of College of the Desert in California.*



# TOGETHER WE WIN REGIONAL DEVELOPMENT INITIATIVE



**T**he Regional Development Initiative is well suited to reflect the new era of economic development. Nebraskans need to identify each region's assets & economic resources and develop action plans that will benefit their unique region of the state.

With 50,000-80,000 jobs open in Nebraska, we need to focus on workforce strategies that are sustainable and innovative. We need to work strategically to provide career opportunities and communities that will attract and retain talented residents.

The Regional Development Initiative will allow each region to make focused, data-driven decisions to select a project that will positively impact their future.

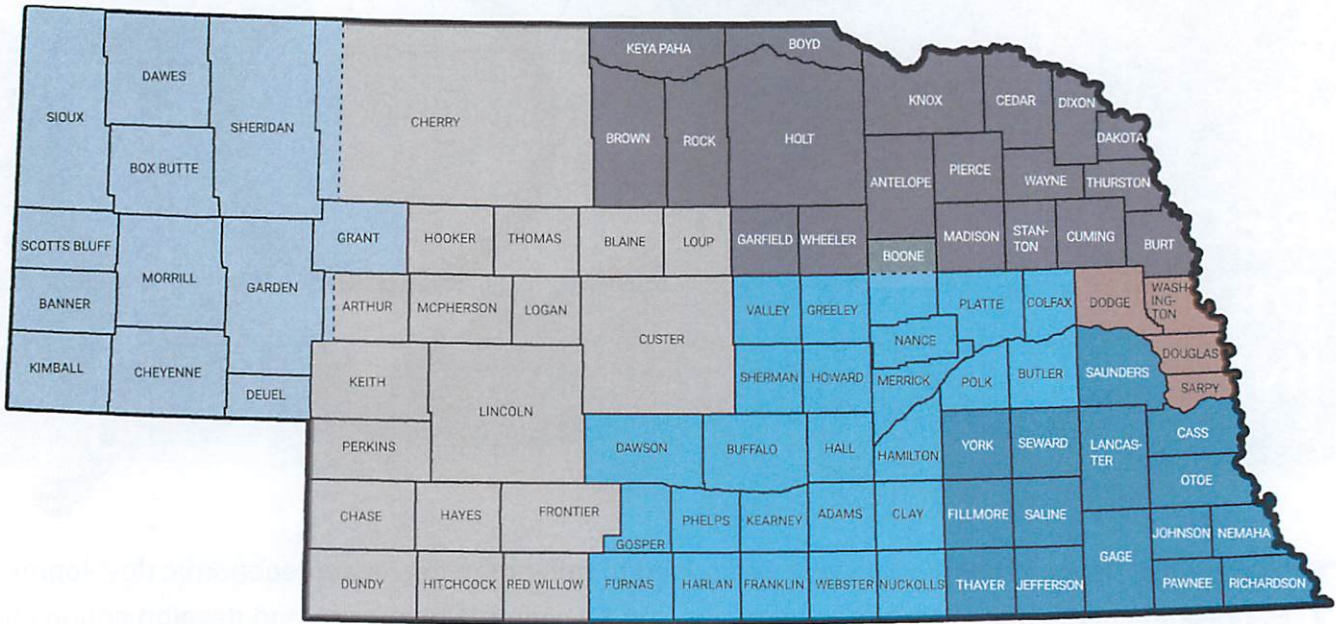
Economic development, workforce development, and community development have become one and the same in today's world. That means we need new partners in a broader coalition than ever before to be successful in growing our state's economy.

We're shifting our strategic focus to match the new realities of economic development. This means investing in our kids, making our communities magnets for talent, and targeting our business development efforts to our strengths—such as Nebraska's innovators, abundant natural resources and sustainable ag production.





## Regional Map of Nebraska



The Governor's Office, Nebraska Chamber of Commerce & Industry, and Nebraska Department of Economic Development are dedicated to the success of the Regional Development Initiative and actively looking to enlist partners in the venture.

The State is seeking a 3-year financial investment, matched by private dollars, to establish each regional team. The investment could fund the salary of a full-time Regional Navigator in each region who will work alongside Co-Chairs to engage area partners. The investment could also provide financial incentive for initial regional projects in one of the following areas:

- Resident Recruitment
- Youth Engagement
- Entrepreneurship
- Technology
- Infrastructure
- Selected Regional Project

Governor Jim Pillen will meet with the work team of each region twice annually for work sessions. Each session will include a presentation of data to inform regional decision-making. Each region will also conduct asset mapping to identify the strengths it can draw on to drive growth. The goal of the Regional Development Initiative is to catalyze cooperation among communities so that regional partnerships become the norm for how Nebraska pursues economic development.





NEBRASKA STATEWIDE WORKFORCE &  
EDUCATIONAL REPORTING SYSTEM

— DUAL —  
ENROLLMENT  
SPECIAL REPORT

FOR NEBRASKA  
PUBLIC SCHOOLS &  
POSTSECONDARY  
INSTITUTIONS

2024



nswers

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*These provisional results are based on certified NSWERS data as of January 16, 2024.  
The provisional results in this report may change because of data resubmissions by NSWERS  
Partners and/or Affiliates. For updated results, please contact support@nswers.org.*



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## ABOUT NSWERS

The Nebraska Statewide Workforce & Educational Reporting System (NSWERS) is a collaboration among Nebraska's six Community Colleges, the Nebraska Department of Education, the Nebraska State College System, the University of Nebraska System, and in affiliation with the Nebraska Department of Labor to enable seamless integration of data across educational and workforce systems, provide data literacy education, and promote the use of this data to further evidence-based policy and practices across the educational systems of Nebraska.

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## SPECIAL REPORTS:

NSWERS' *Special Reports* examine one topic across two or more education and/or workforce outcomes. In this case, the report highlights the differences between students who participate in dual enrollment and those who do not, across all four NSWERS education outcomes; high school graduation, college going, postsecondary persistence, and postsecondary graduation.

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## ATTRIBUTION

You must clearly attribute this work to the Nebraska Statewide Workforce & Educational Reporting System and provide a print or digital copy of the work to [support@nswers.org](mailto:support@nswers.org).

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## CITATION

Cite figures and tables as follows:

Source: David Nguyen. *2024 Dual Enrollment Special Report for Nebraska Public Schools & Postsecondary Institutions*. Lincoln, NE: Nebraska Statewide Workforce & Educational Reporting System, 2024. [www.nswers.org](http://www.nswers.org).

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## LETTER FROM THE EXECUTIVE DIRECTOR

I am delighted to present our inaugural special report on dual enrollment in Nebraska - an in-depth exploration of this educational pathway and its association with academic achievement, college readiness, and student success.

Dual enrollment, an increasingly popular option across the educational landscape, provides students with the opportunity to earn college credits while still in high school. Our report highlights the differences in outcomes between Nebraska students who participate in dual enrollment and those who do not. We envision this report serving as a cornerstone resource for policymakers, educators, and stakeholders, empowering them to make well-informed decisions about dual enrollment programs in Nebraska.

I extend my sincere appreciation to the Nebraska Department of Education, the Nebraska State College System, the University of Nebraska System, Nebraska's Community Colleges, and the Nebraska Department of Labor for their ongoing support. Your partnership has proven indispensable in enabling us to disseminate these crucial insights. Additionally, my deep gratitude goes to Dr. Mike Baumgartner and the dedicated staff at Nebraska's Coordinating Commission for Postsecondary Education for your support and encouragement of this report.

Respectfully,



Matthew J. Hastings, Ph.D.  
Executive Director, NSWERS

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# INTRODUCTION

Dual enrollment is an important way to expand educational opportunities, both at the high school and postsecondary levels. This report highlights the differences between students who participate in dual enrollment and those who do not. Dual enrollment is associated with positive academic outcomes including higher graduation rates in high school, higher levels of college enrollment and persistence, higher GPAs, and higher college graduation rates.

The data for this report comes from the Nebraska Statewide Workforce & Educational Reporting System (NSWERS), with information provided by its partner and affiliate agencies and institutions. NSWERS develops and maintains the data system to provide research and analyses on student and workforce outcomes, and to support decision making in these sectors.

Nebraska state statute defines dual enrollment as a “course delivered to high school students for whom credit shall be reported on the student’s postsecondary educational institution transcript” (LB814, 2023). NSWERS uses this definition to determine which Nebraskan public high school students are dually enrolled. In this report, a student is dually enrolled if they have a postsecondary transcript showing they took at least one for-credit course in a term that started before they graduated high school.

Dual enrollment participation varies widely across the state. This reflects the unique and varied opportunities for dual enrollment in each public school, district, and service region. The data presented in this report identifies trends in dual enrollment that partners, policymakers, and other stakeholders can utilize to better understand dual enrollment in Nebraska.

This report is available on the NSWERS website at [www.nswers.org](http://www.nswers.org).



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## HISTORY OF DUAL ENROLLMENT IN NEBRASKA

Dual enrollment has a history of state support. In 1995 the Nebraska Transfer Initiative was established to help students, parents, teachers, and counselors determine the transferability of community college course credits, including dual enrollment course credits, across Nebraska's public postsecondary institutions. Ten years later, in 2005, dual enrollment standards were included in Nebraska's Comprehensive Statewide Plan for Postsecondary Education to create statewide consistency in how dual enrollment courses are offered, taught, and credited. Although these standards provide a framework, they are not yet supported through a state statute.

In 2007 Nebraska's Access College Early (ACE) Scholarship Program was established to support dual enrollment opportunities for Nebraska students from low-income families. In 2019, a joint committee of representatives from the Nebraska State Board of Education and Nebraska's Coordinating Commission for Postsecondary Education (CCPE) assembled to identify ways to overcome barriers to dual enrollment credit programs. This committee put forth sixteen recommendations for policy action. The Nebraska Department of Education and the CCPE have committed to making those recommendations a reality, supporting the expansion of dual enrollment credit opportunities for all students across the state.





## KEY FINDINGS

see  
p10

### Dual enrollment participation continues to rise each year.

In the 2019-2020 school year, 7,537 public high school students, or 28.2 percent, participated in dual enrollment. This is a nearly 20 percentage point increase from four years prior. During that same time, public high school enrollment increased by only 6 percentage points.

see  
p11

### More than 26 percent of Nebraska students earn college credit before graduating from high school.

For the 2020 high school cohort, 26.4 percent of students earned dual enrollment credit, an increase of 16 percentage points from four years prior. Nebraska continues to see an expansion of dual enrollment participation and dual enrollment credit earning.

see  
p15

### The increase in dual enrollment is driven largely by growth in only a few school districts.

The top three school districts with dual enrollment participants are also the three largest in the state: Omaha Public Schools, Millard Public Schools, and Lincoln Public Schools. Papillion La Vista Community Schools and Gretna Public Schools also have a high percentage of dual enrollment participants. Together, these five districts account for 58 percent of the state's total dual enrollment participation in 2020.

see  
p28

### Dual enrollment participants and dual enrollment credit earners graduate from high school at higher rates than non-participants.

Nearly all public high school students who took at least one dual enrollment course graduated on time (within four years) - 98.7 percent. This exceeds the non-dual enrollment on-time graduation rate of 83.2 percent. Of the 7,057 high school students who earned dual enrollment credit, 99.1 percent graduated on time while only 83.4 percent of non-dual enrollment credit earners graduated on time.

see  
p13

### Community colleges are the most common public postsecondary institutions for students to access dual enrollment opportunities.

For the 2020 high school cohort, Metropolitan and Southeast Community Colleges serve the most dual enrollment students with 2,498 and 1,767 students, respectively. The University of Nebraska at Omaha is close behind with 1,410 students served.

see  
p26

### More females than males take dual enrollment courses.

In 2020, 58 percent of dual enrollment students were female (4,364) while 42 percent were male (3,173). The gender gap continues to widen each year—a gap that mirrors enrollment trends in Nebraska postsecondary institutions generally.

*These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.*



see  
p17

### **Dual enrollment students completed 94,843 credit hours of college prior to high school graduation.**

and  
p18

Among high schoolers in the 2020 cohort who earn dual enrollment credit, the average number of credits earned is 13.4 (more than one semester of college credit). Four years prior, the average was 10.1 credits. Further, 3.7 percent of dual enrollment students attempt or earn at least 24 college credit hours (or two semesters' worth of college credit).

see  
p19

### **The largest proportion of dual enrollment courses taken are in the general/core subject areas of English and math.**

About 20 percent of dual enrollment courses taken by public high school students are in English and about 14 percent in math. Other subject areas with high participation include history (7 percent), psychology (6 percent), and biology (5 percent).

see  
p30

### **High school students who participate in dual enrollment are more likely to enroll in college and persist when they get there.**

and  
p32

For the 2020 high school cohort, 88 percent of dual enrollment participants enrolled in college within 16 months of graduating high school, versus 61 percent of non-dual enrollment students. Dual enrollment credit earners also persist in college. In 2019, 82 percent remained in a Nebraska two-year college and 93 percent in a four-year college, compared to 67 percent and 85 percent, respectively, for their non-dual enrollment credit earning counterparts.

### **Dual enrollment credit earners are more likely to complete college on time.**

see  
p34

Dual enrollment credit earners are more likely to stay enrolled in college until they graduate. Among students who entered a two-year college in academic year 2017, dual enrollment credit earners were 20 percentage points more likely to graduate on time (150 percent) compared to students with no earned dual enrollment credits. For four-year colleges, the difference was 12 percentage points in favor of dual enrollment credit earners.

### **Disparities exist when it comes to dual enrollment credit earners.**

see  
p25

and  
p41

and  
p43

For the 2020 high school cohort, 31 percent of White students earn dual enrollment credit compared with 16 percent of Hispanic/Latino students and 13 percent of Black students. Further, English language learners and special education students are underrepresented in dual enrollment courses with 5 and 11 percent attempting dual enrollment courses, respectively. Differences in dual enrollment credit also vary by school and school district. This may indicate some students face barriers to dual enrollment credit.

### **Dual enrollment participants and dual enrollment credit earners perform better in both high school and college.**

see  
p22

In high school, dual enrollment participants have an average GPA of 3.4 and dual enrollment credit earners an average of 3.5, where their counterparts both average a 2.7 GPA. Likewise for both two-year and four-year college, GPAs are higher for dual enrollment participants and dual enrollment credit earners versus those who did not participate in dual enrollment programs or earn dual enrollment credit.



**DUAL  
ENROLLMENT  
AT-A-GLANCE**

for the 2020 High School Graduating Cohort

**NEBRASKA PUBLIC SCHOOLS  
& POSTSECONDARY INSTITUTIONS**

MORE THAN **26%** OF STUDENTS EARN DUAL CREDIT

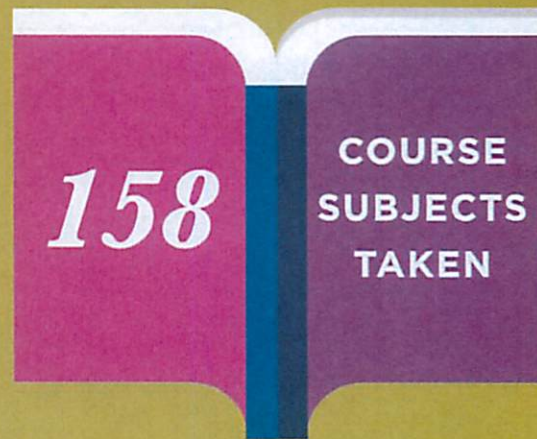
**13.4**  
AVERAGE CREDIT HOURS EARNED PER PARTICIPANT



**94,843**  
TOTAL NUMBER OF CREDIT HOURS EARNED



**7,537**  
STUDENTS TAKE DUAL ENROLLMENT COURSES



**158**

COURSE SUBJECTS TAKEN



**891**  
COURSES TAKEN



**POSTSECONDARY GRADUATION<sup>o</sup>**  
(150% TIME)

**49%**  
DUAL ENROLL CREDIT EARNERS

TWO-YEAR COLLEGES

FOUR-YEAR COLLEGES

**71%**  
DUAL ENROLL CREDIT EARNERS

**GENDER**

**58%**  
FEMALE

**42%**  
MALE

**HIGH SCHOOL GRADUATION (ON-TIME, FOUR-YEAR)**

**99.1%**  
DUAL ENROLL CREDIT EARNERS



**98.7%**  
DUAL ENROLLEES



<sup>o</sup>2017 Cohort

Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.





# 26,772

STUDENTS ARE IN THE 2020 COHORT



# 21%

OF DUAL ENROLLMENT COURSES ARE CTE COURSES

OVER

# 28%

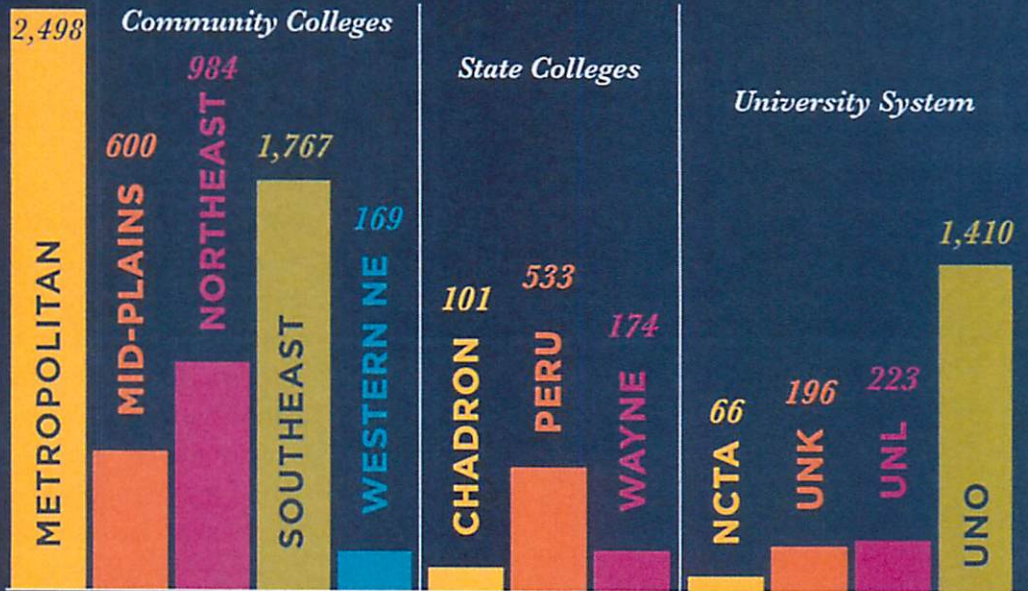
OF STUDENTS TAKE AT LEAST ONE DUAL ENROLLMENT COURSE



nswers

## DUAL ENROLLMENT for the 2020 High School Graduating Cohort

### STUDENT PARTICIPATION BY INSTITUTION



### TOP FIVE SUBJECTS‡



‡2014-2020 Cohorts

### STATEWIDE PARTICIPATION:



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



# TERMS

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## DUAL ENROLLMENT

Dual enrollment programs provide opportunities for high school students to earn college credit before high school graduation. Per the definition of dual enrollment in Nebraska LB814, 2023, a student is considered dually enrolled if they have a postsecondary transcript showing they took at least one for-credit course in a term that started before they graduated high school.

NSWERS' dual enrollment calculations do not include courses from private and tribal institutions, AP (Advanced Placement) college credit, or public institutions that have not provided data applicable to this report (i.e., Central Community College). These data are not currently included in the NSWERS Data System.

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## DUAL ENROLLMENT PARTICIPANT

Also called dual enrollee, a student who has **participated** in one or more dual enrollment courses during their high school career but did not necessarily earn college credit.

---

## DUAL ENROLLMENT CREDIT EARNER

A dual enrollment participant, or enrollee, who **earned** college credit. Earning college credit means the student received greater than zero (0) grade points on their postsecondary transcript for one or more college-level courses while dually enrolled.

## HIGH SCHOOL COHORT

A high school cohort is a group of Nebraska public high school students with a common expected four-year high school graduation date. For example, if a student is in the 2020 cohort, they entered ninth grade for the first time in the 2016–2017 school year and were expected to graduate in the school year ending 2020. This report only includes information on public Nebraskan high school students; it does not include data on private or out-of-state high schoolers who may receive college credit from Nebraskan postsecondary institutions.

---

## POSTSECONDARY COHORT

Cohort membership for postsecondary students is specified by the academic year in which first-time, full-time, degree-seeking students initially enrolled in college. For example, if a student was in the 2017 postsecondary cohort, they would have enrolled in college in the 2016–2017 academic year as a first-time, full-time, degree-seeking student.

**The contents of this report are based on the most recent and certified data available in the NSWERS system. This report includes data for students from the 2016-2020 high school cohorts and data for students in the 2017 postsecondary cohort. Data used for each table and graph are specified in the accompanying text.**



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## DUAL ENROLLMENT

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In this section, basic statistics are presented regarding dual enrollment in Nebraska. This includes insights about the number of participating students, who participates, where students participate, and outcomes of dual enrollment participation.

*These provisional results are based on certified NSWERS data as of January 16, 2024. The provisional results in this report may change because of data resubmissions by NSWERS Partners and/or Affiliates. For updated results, please contact [support@nswers.org](mailto:support@nswers.org).*

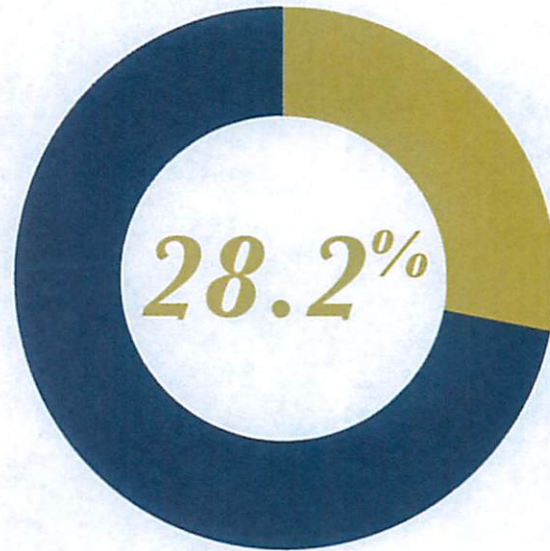


*How many Nebraska students take one or more dual enrollment courses?*

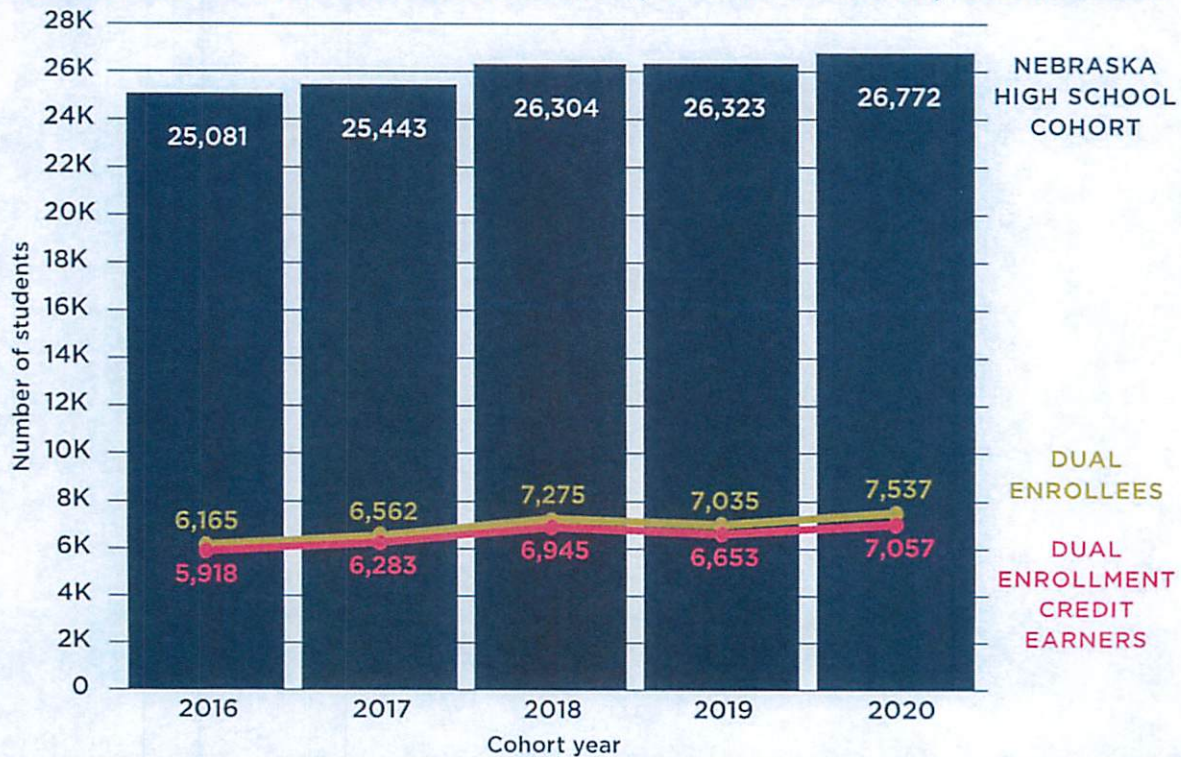
## HIGH SCHOOL COHORT, PARTICIPANTS, & EARNERS

A cohort is the total count of students expected to graduate during a particular year, four years after entering ninth grade. For 2020, the cohort size is 26,772 students. This is the highest count of students in our five-year analysis. Likewise, the number of students taking dual enrollment courses, or participants, has grown in the last four years from 6,165 to 7,537. Statewide, 28.2 percent of students take dual enrollment courses.

## PERCENT OF 2020 COHORT ATTEMPTING DUAL ENROLLMENT



## NEBRASKA HIGH SCHOOL COHORT, PARTICIPANTS, & EARNERS



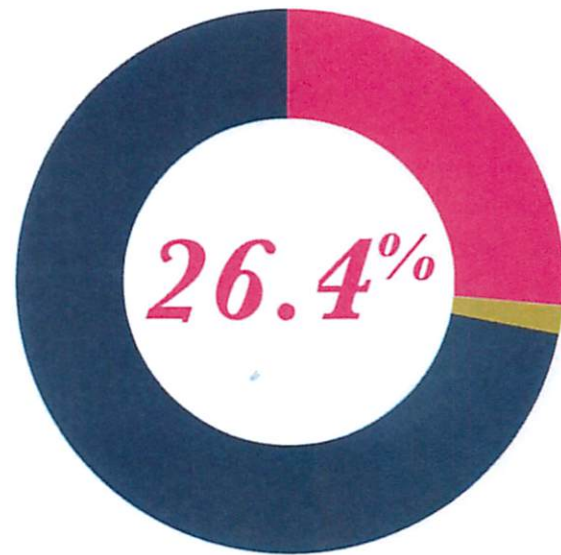
Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



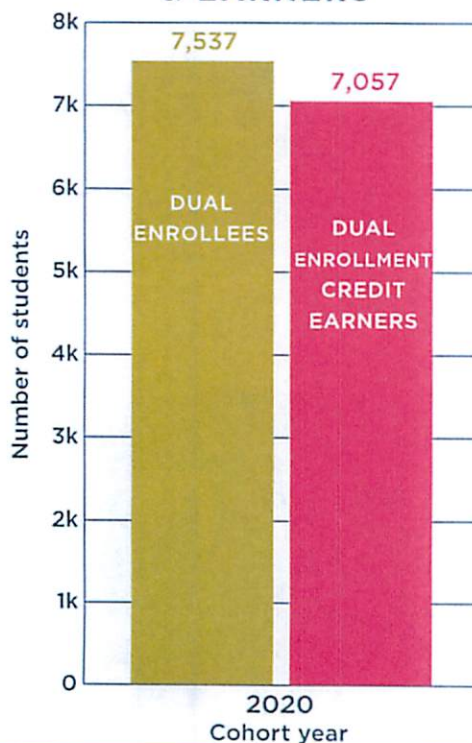
## How many Nebraska students earn dual enrollment credit?

Dual enrollment credit earners represent 26.4 percent of all students in the 2020 cohort, or 7,057 students. This is 94 percent of dual enrollees in Nebraska, meaning the vast majority of dual enrollees earn dual enrollment credit. Generally, the number of dual enrollment credit earners continues to climb in Nebraska.

### PERCENT OF 2020 COHORT EARNING DUAL ENROLLMENT CREDIT



### 2020 COHORT PARTICIPANTS & EARNERS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.

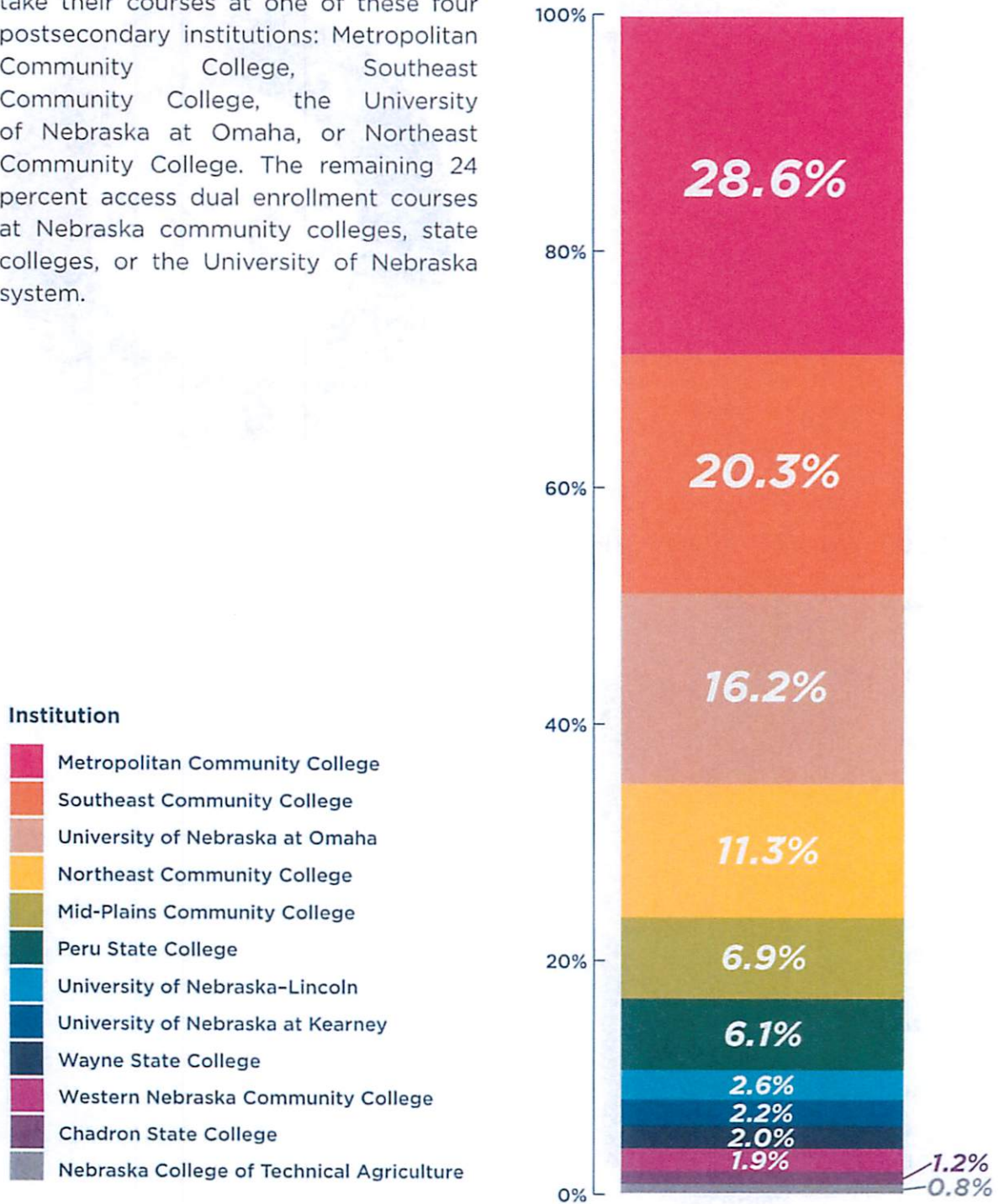


*Through what colleges do Nebraska students access dual enrollment courses?*

## POSTSECONDARY INSTITUTIONS

More than 76 percent of students take their courses at one of these four postsecondary institutions: Metropolitan Community College, Southeast Community College, the University of Nebraska at Omaha, or Northeast Community College. The remaining 24 percent access dual enrollment courses at Nebraska community colleges, state colleges, or the University of Nebraska system.

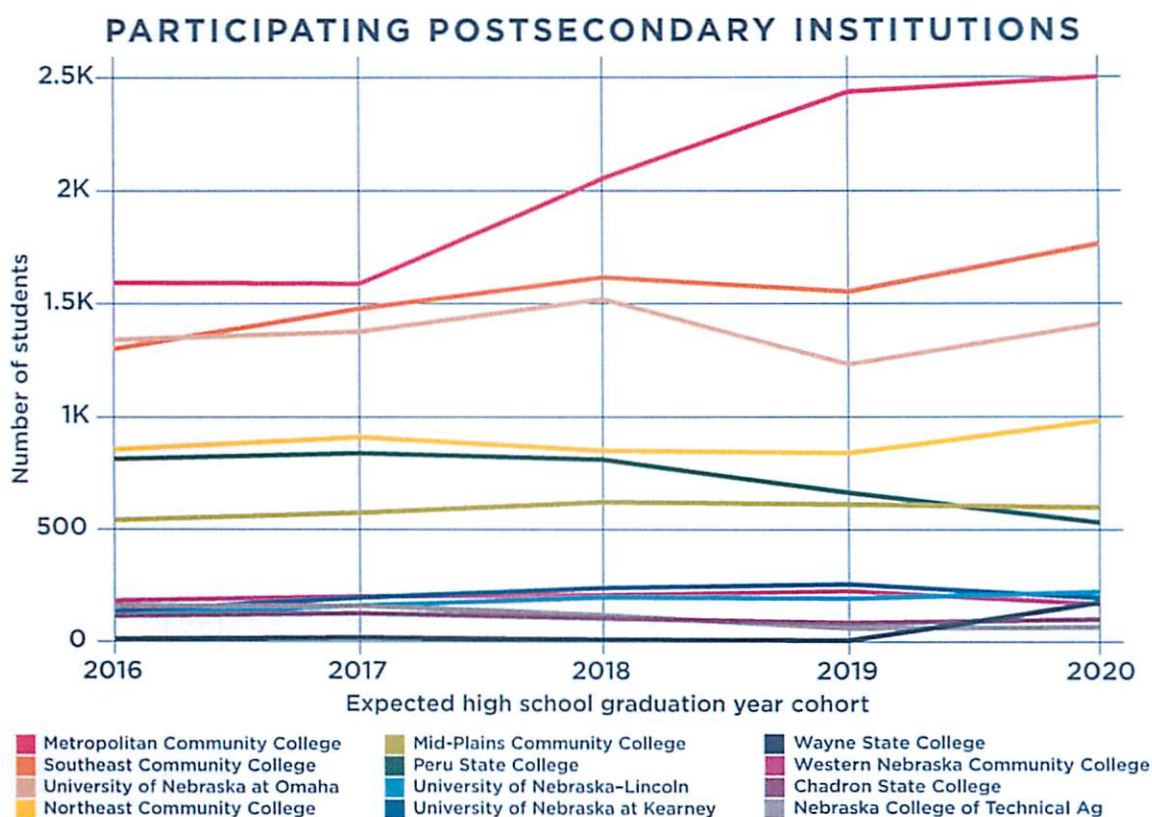
## PERCENT OF STUDENTS IN THE 2020 HIGH SCHOOL COHORT TAKING DUAL ENROLLMENT BY POSTSECONDARY INSTITUTION



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



Where do students within each high school cohort participate in dual enrollment?



Institution	2016 Cohort	2017 Cohort	2018 Cohort	2019 Cohort	2020 Cohort
Metropolitan Community College	1,594	1,590	2,054	2,435	2,498
Southeast Community College	1,301	1,479	1,618	1,555	1,767
University of Nebraska at Omaha	1,341	1,376	1,521	1,232	1,410
Northeast Community College	859	912	851	842	984
Mid-Plains Community College	543	576	623	613	600
Peru State College	815	840	811	665	533
University of Nebraska-Lincoln	118	160	197	193	223
University of Nebraska at Kearney	132	196	239	256	196
Wayne State College	13	19	10	*	174
Western Nebraska Community College	182	200	207	226	169
Chadron State College	116	127	105	85	101
Nebraska College of Technical Agriculture	158	158	118	62	66

\*Data has been masked to ensure data privacy.

Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



*From which districts/schools do Nebraska students access dual enrollment?*

## DISTRICTS & SCHOOLS

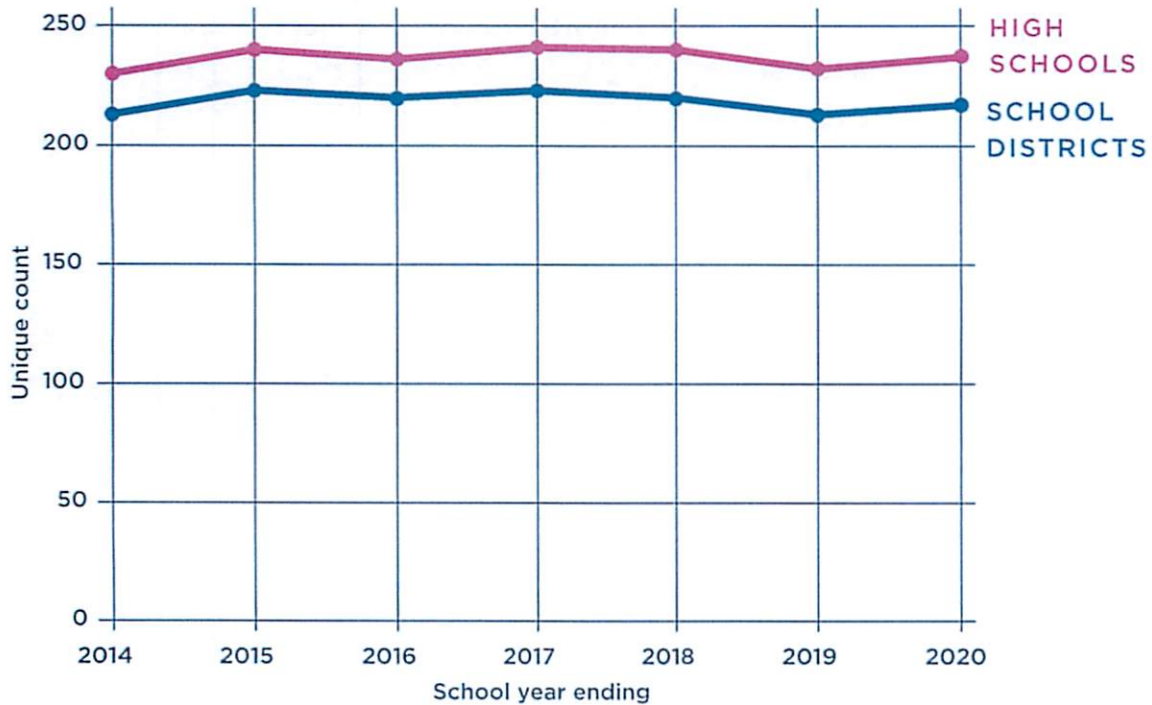
Generally, the number of high schools and K-12 school districts with dually-enrolled students has remained steady over the last six years. The highest count was in 2017, with a slight dip in 2019, and growing again in 2020.

The rise in student dual enrollment since

## NUMBER OF SCHOOLS & DISTRICTS WITH DUALLY-ENROLLED STUDENTS

Year	School Districts	High Schools
2014	213	230
2015	223	240
2016	220	236
2017	223	241
2018	220	240
2019	213	232
2020	217	237

## DISTRICTS & SCHOOLS PARTICIPATING IN DUAL ENROLLMENT

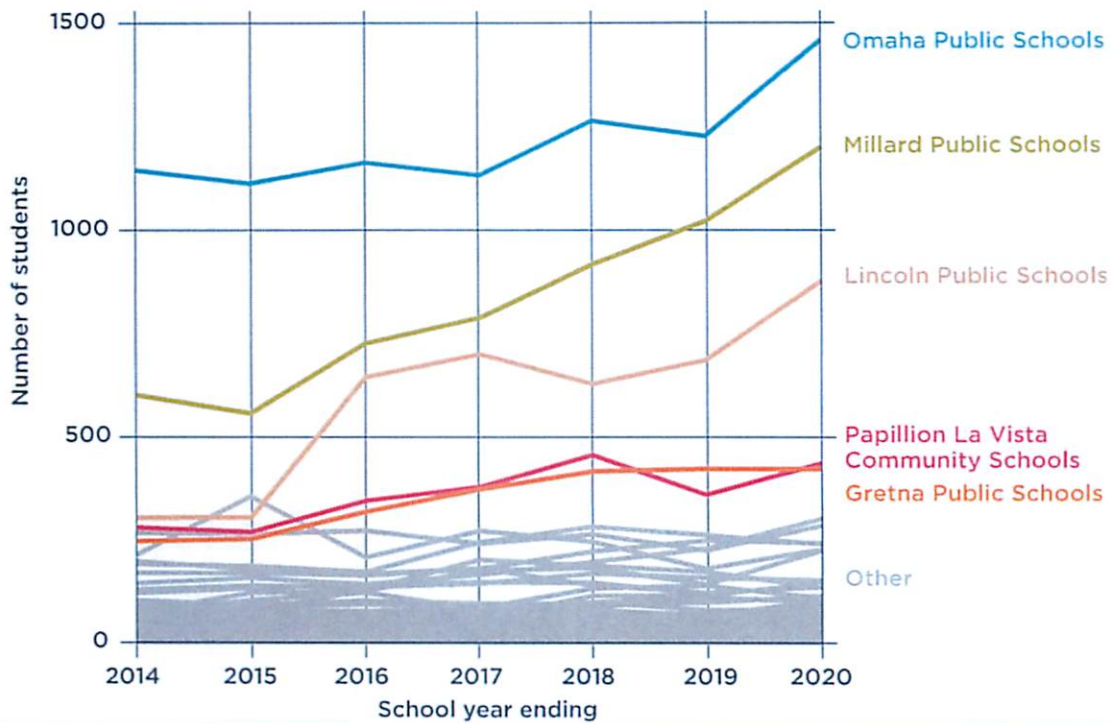


Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



*Which districts have the most dual enrollment student participation?*

**STUDENTS PARTICIPATING IN DUAL ENROLLMENT BY DISTRICT**



2015 can be attributed, for the most part, to the three largest school districts in Nebraska. Omaha, Millard, and Lincoln Public Schools claim the highest dual enrollment numbers. Papillion La Vista Community Schools and Gretna Public Schools come in fourth and fifth for enrollment, respectively. All told, these five school districts have 4,397 dual enrollment students, or 58 percent of all Nebraska participants taking dual enrollment courses.

**TOP FIVE DUAL ENROLLMENT DISTRICTS**

Year	Omaha Public Schools	Millard Public Schools	Lincoln Public Schools	Papillion La Vista Cmty Schools	Gretna Public Schools
2014	1,146	601	303	279	247
2015	1,114	557	304	269	252
2016	1,164	726	644	345	318
2017	1,134	788	699	379	373
2018	1,265	918	628	456	416
2019	1,228	1,023	685	360	423
2020	1,458	1,202	878	436	423

**COURSES &**

Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



*In which grades do Nebraska students take dual enrollment courses?*

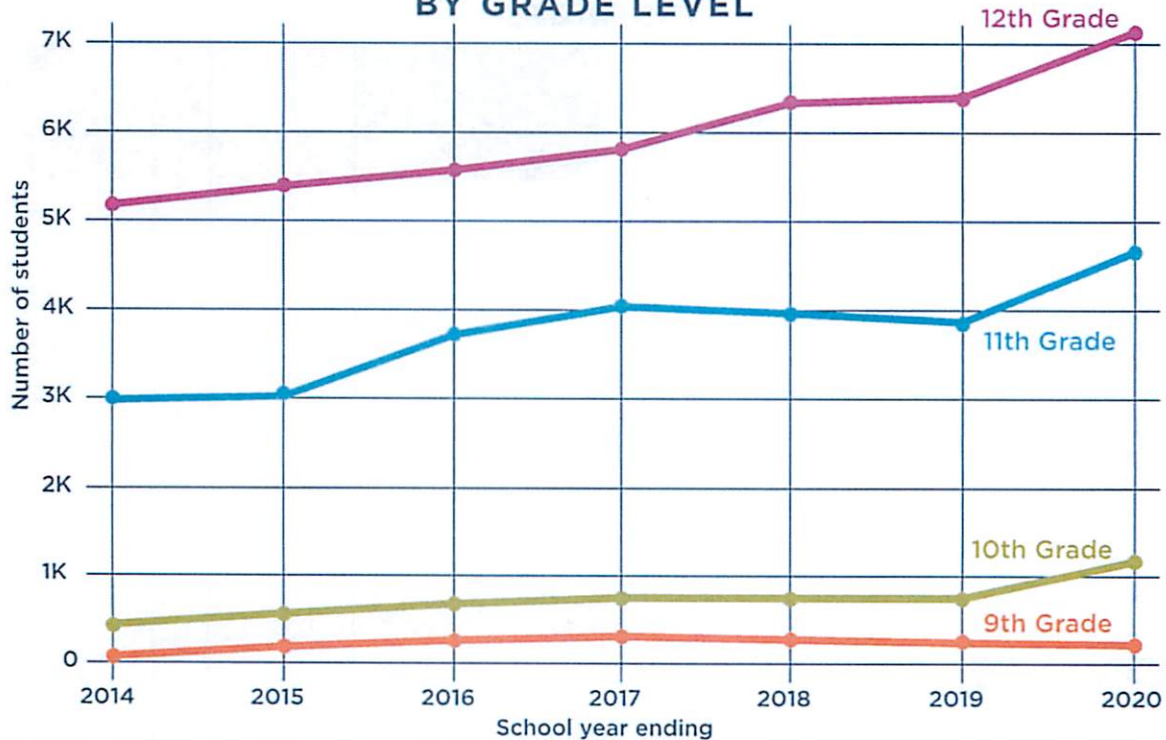
## GRADE LEVEL

Dual enrollment courses are taken in every high school grade (9-12). Most courses are taken in the second half of high school. In fact, in the 2020 cohort, course participation nearly quadruples from grades 10 to 11 (1,176 to 4,661 students) and gains fifty percent again from grades 11 to 12 (to 7,132 students).

## DUAL ENROLLEES BY GRADE

Year	9th Grade	10th Grade	11th Grade	12th Grade
2014	69	433	2,978	5,178
2015	182	558	3,024	5,386
2016	259	677	3,717	5,573
2017	307	748	4,041	5,808
2018	276	748	3,966	6,333
2019	243	749	3,869	6,393
2020	220	1,176	4,661	7,132

## COUNT OF DUAL ENROLLMENT PARTICIPANTS BY GRADE LEVEL

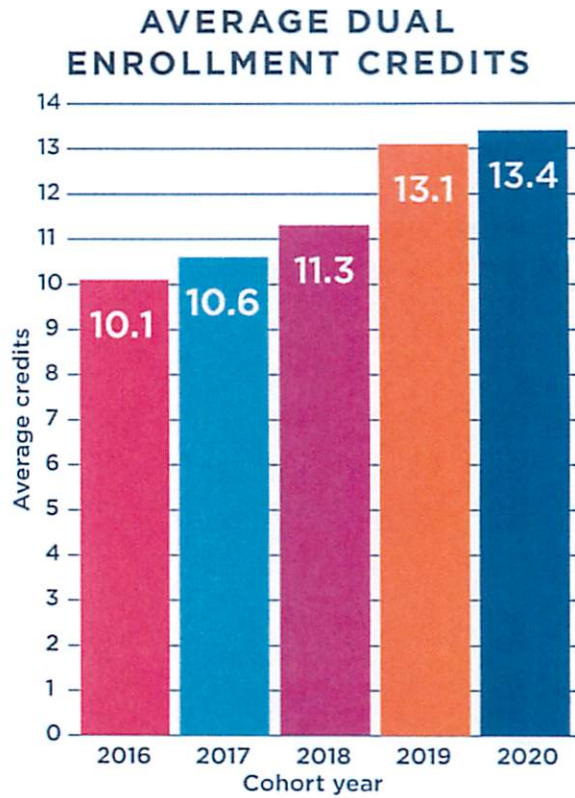


Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.

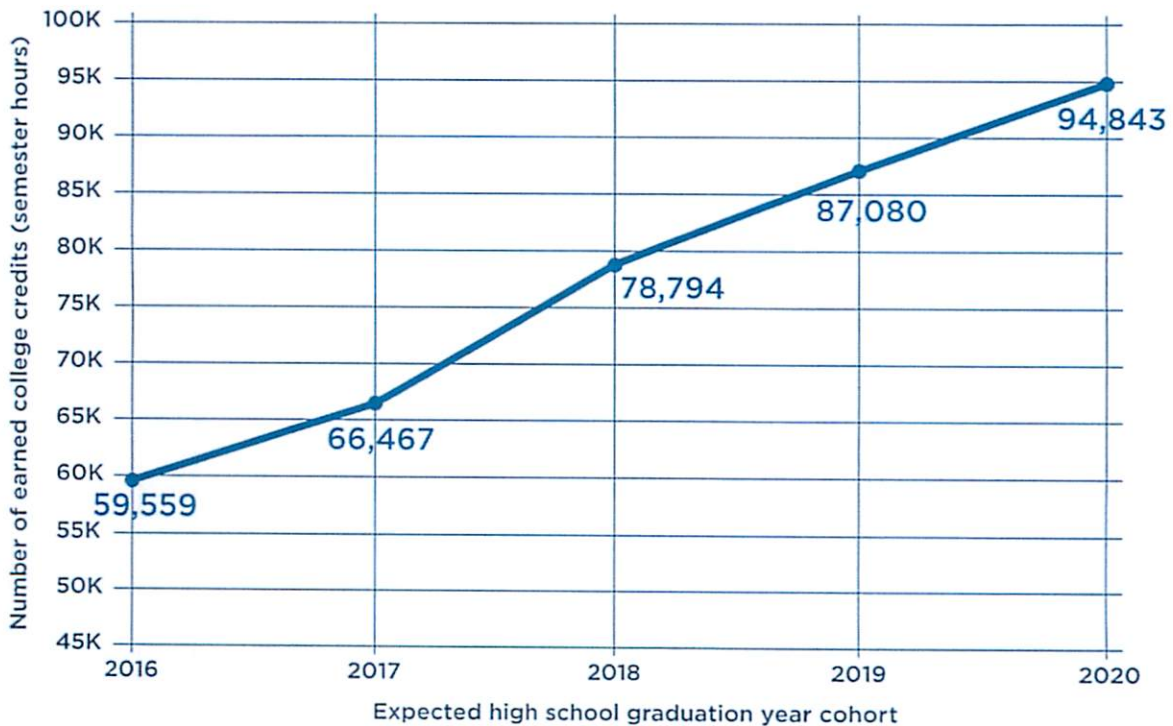


## How many dual enrollment credits do Nebraska students earn?

The number of dual enrollment credit hours earned by dual enrollment students has increased dramatically in four years, from 59,559 in 2016 to 94,843 in 2020. The average credits earned per student is now up to 13.4. This represents about the equivalent of one full semester of college completed per dual enrollment credit student before graduating from high school.



## NUMBER OF DUAL ENROLLMENT CREDIT HOURS EARNED



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



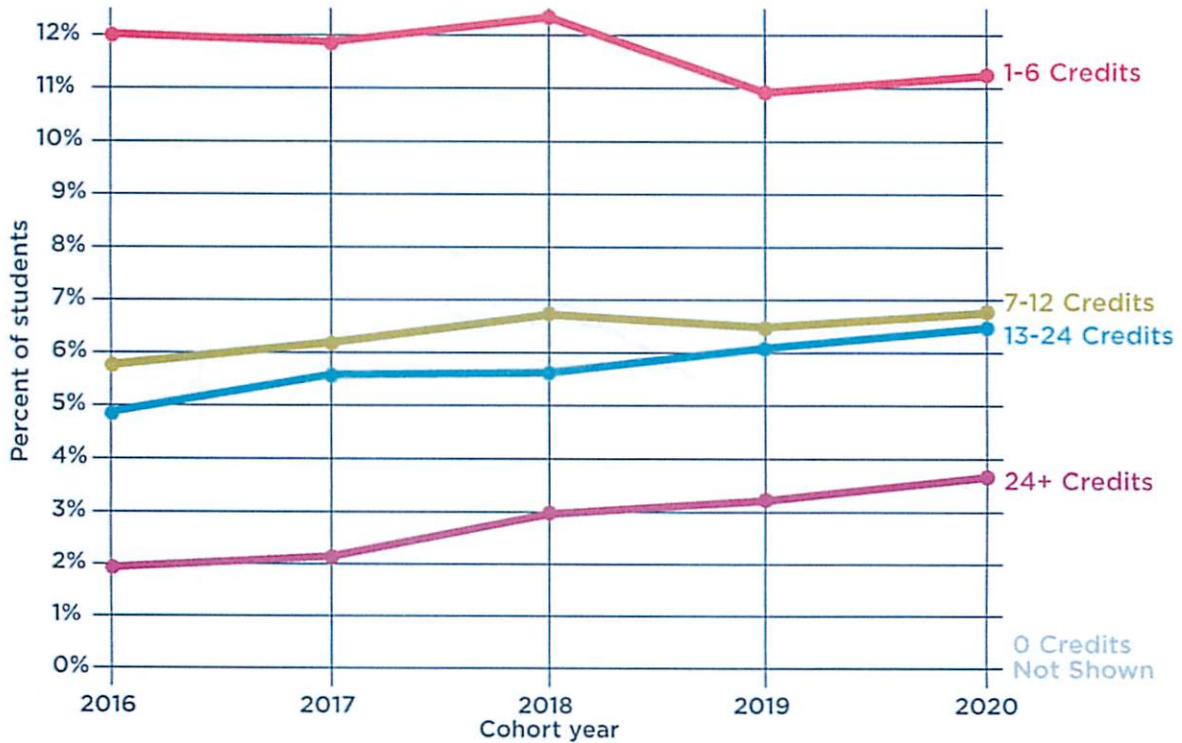
## How many dual enrollment credits do Nebraska students earn?

Most students in the 2020 high school cohort (71.8 percent) do not attempt dual enrollment courses for credit. Only 3.7 percent of students attempt at least 24 college credits in 2020. This is equivalent to about two full semesters of college before the student graduates high school.

### PERCENT OF DUAL ENROLLMENT CREDIT HOURS ATTEMPTED

Credits Attempt	2016	2017	2018	2019	2020
0 cr	75.4%	74.2%	72.3%	73.3%	71.8%
1-6 cr	12.0%	11.9%	12.3%	10.9%	11.2%
7-12 cr	5.8%	6.2%	6.7%	6.5%	6.8%
13-24 cr	4.9%	5.6%	5.6%	6.1%	6.5%
24+ cr	1.9%	2.1%	3.0%	3.2%	3.7%

### PERCENT OF DUAL ENROLLMENT CREDIT HOURS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



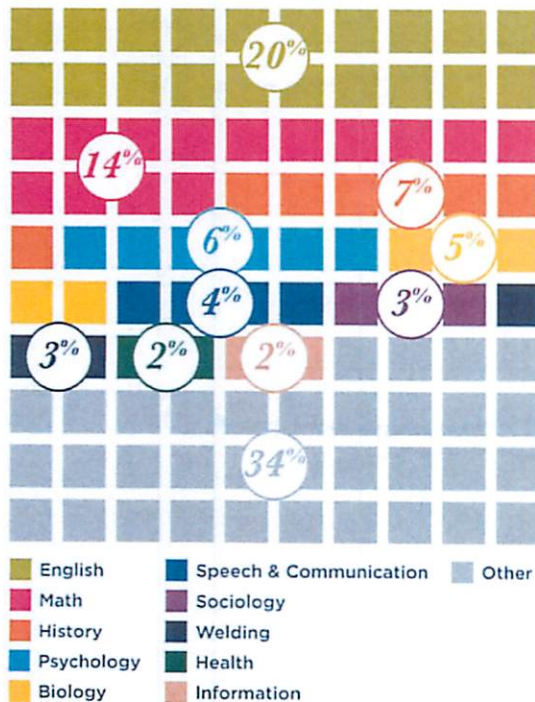
## What dual enrollment courses and subjects do Nebraska students take?

### COURSE SUBJECTS

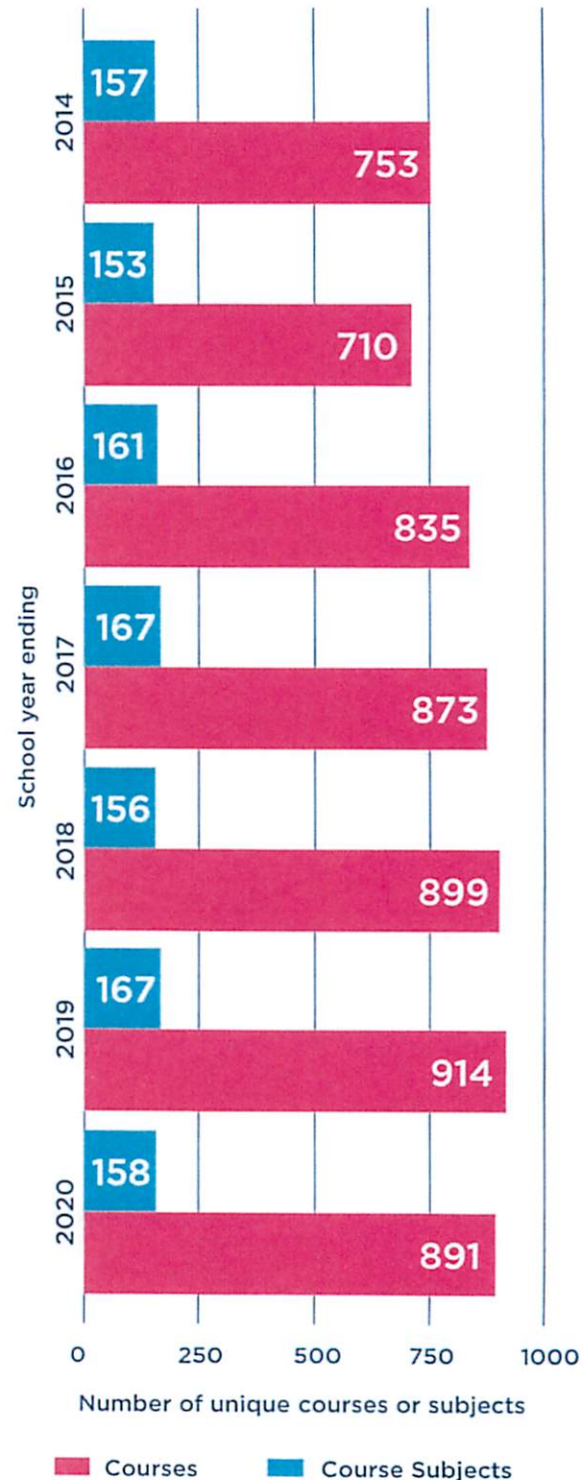
The number of dual enrollment course subjects taken in Nebraska have, for the most part, remained consistent over time. However, the amount of unique courses offered to dual enrollment participants have generally grown over six years. This expansion is giving Nebraska students more opportunities to complete dual enrollment courses in desired subjects. English makes up 20 percent of dual enrollment course subjects with 14 percent in math. History (7 percent), psychology (6 percent), biology (5 percent), and speech and communication (4 percent) also have higher participation.

### CREDIT HOURS

#### PERCENT OF DUAL ENROLLMENT SUBJECTS 2014-2020



### DUAL ENROLLMENT COURSES & COURSE SUBJECTS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



## Are Nebraska dual enrollment students taking foundational coursework in college?

### FOUNDATIONAL COURSES

In two-year colleges, dual enrollment credit earners take fewer foundational English and math courses than non-credit earners. For English, over 39 percent of non-credit earners take foundational courses while only 11.6 percent of credit earners take foundational courses. In math, the gap is similar, with over 41 percent of non-credit earners needing foundational instruction compared to almost 16 percent of credit earners.

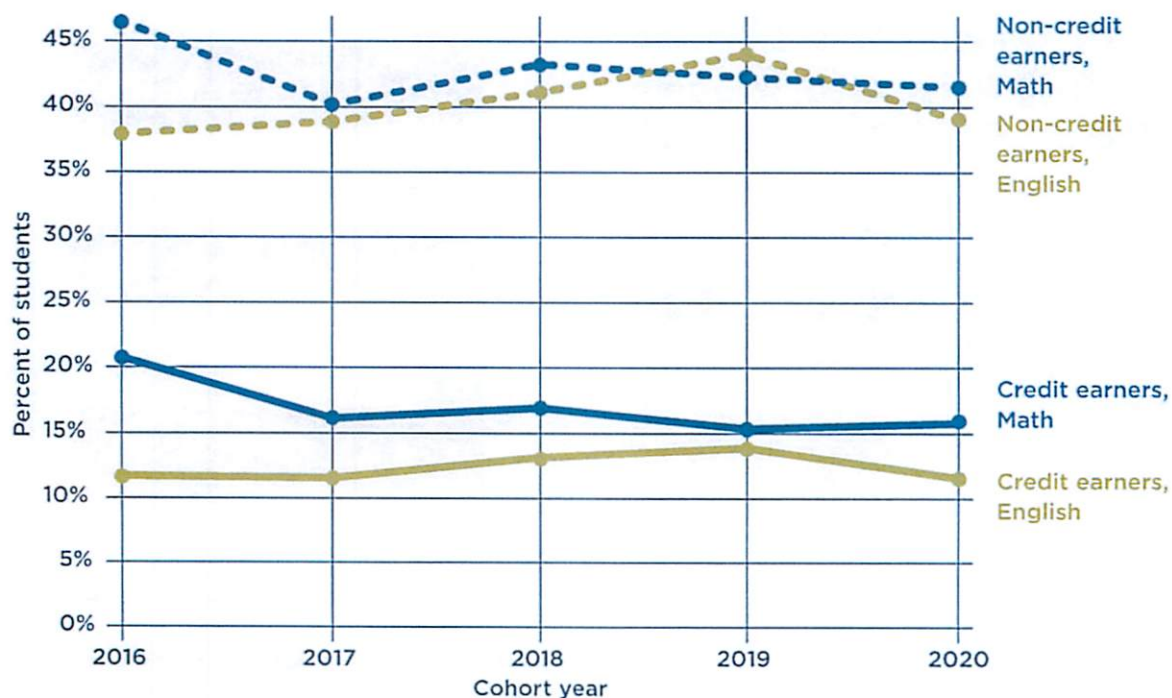
### ENGLISH

Year	Earned Credit	No Earned Credit	Total Students
2016	11.7%	37.9%	5,769
2017	11.6%	38.9%	5,667
2018	13.2%	41.1%	5,739
2019	13.9%	44.0%	5,630
2020	11.6%	39.1%	5,052

### MATH

Year	Earned Credit	No Earned Credit	Total Students
2016	20.7%	46.5%	5,252
2017	16.1%	40.2%	5,246
2018	16.9%	43.3%	5,442
2019	15.3%	42.3%	5,232
2020	15.8%	41.5%	4,942

### PERCENT OF STUDENTS TAKING FOUNDATIONAL COURSES IN ENGLISH & MATH AT TWO-YEAR COLLEGES



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



## How are dual enrollment courses delivered in Nebraska?

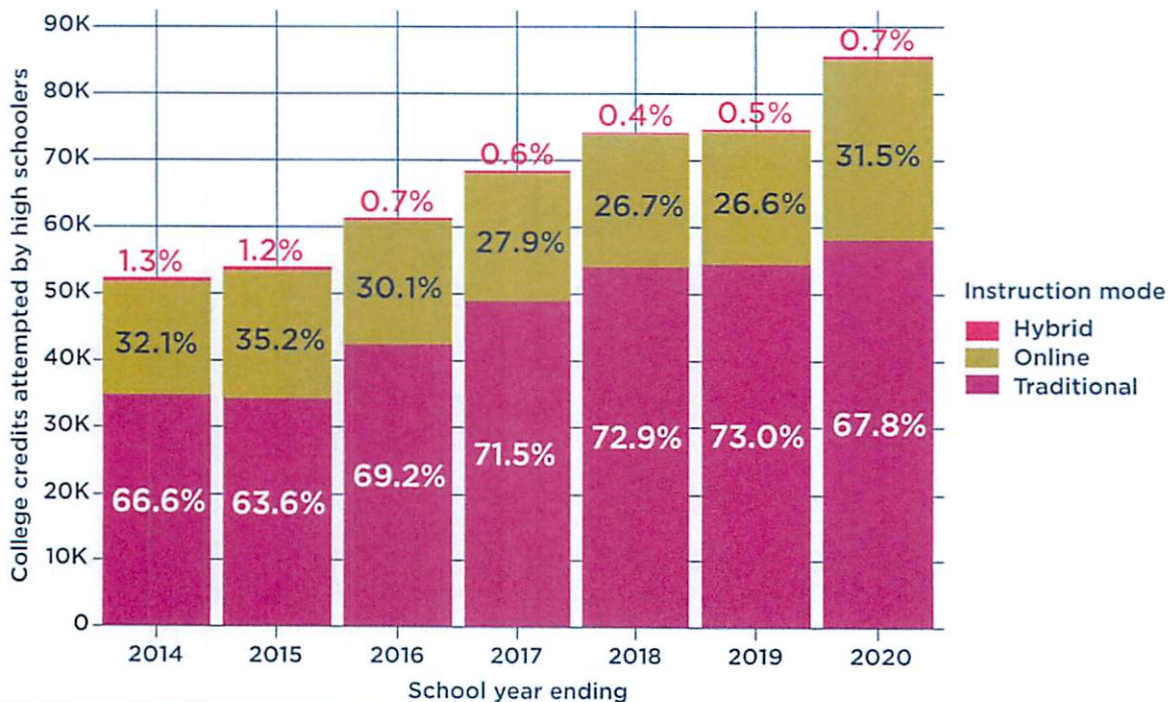
### INSTRUCTION MODE

Dual enrollment courses can be delivered in three ways: traditionally, via face-to-face instruction; online; or a hybrid of these two modes. The majority of dual enrollment credit courses are still delivered traditionally in a classroom at nearly 68 percent. Online courses have been growing more popular over the years with over 31 percent of all dual enrollment courses now taught online. The hybrid mode is rarely used in Nebraska for the delivery of dual enrollment courses.

### COUNT OF DUAL ENROLLMENT COURSES DELIVERED BY MODE

Year	Hybrid	Online	Traditional
2014	673	16,844	34,883
2015	668	19,028	34,358
2016	438	18,464	42,432
2017	429	19,077	48,953
2018	282	19,845	54,063
2019	355	19,842	54,469
2020	579	26,961	58,121

### PERCENT OF DUAL ENROLLMENT BY INSTRUCTION MODE (2020)



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



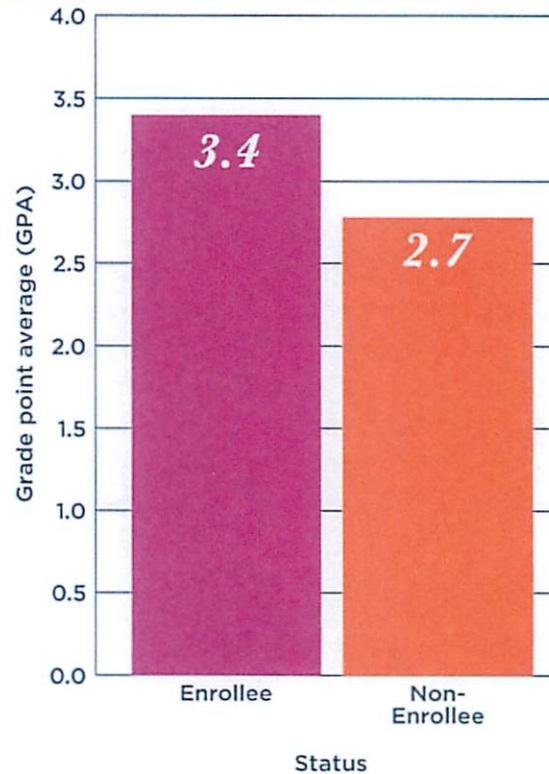
## How do Nebraska dual enrollment students perform academically?

### GPA

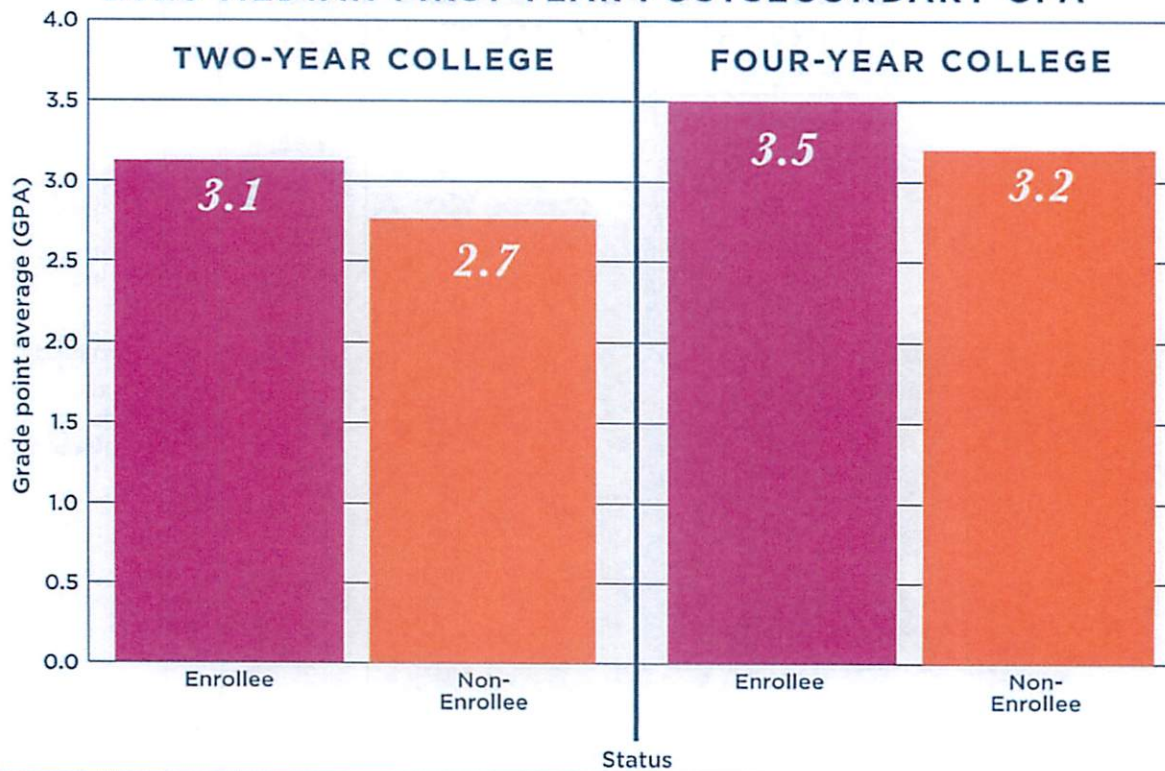
The median high school grade point average (GPA) among dual enrollees is 3.4, higher than among non-dual enrollees who earned a median 2.7 GPA.

First-year postsecondary college GPAs are higher among dual enrollees compared to non-enrollees. The difference in GPA between enrollees and non-enrollees depends on the type of postsecondary institution. At two-year colleges, dual enrollees have median GPAs of 3.1 whereas non-enrollees have median GPAs of 2.7. At four-year colleges, dual enrollees have median GPAs of 3.5 whereas non-enrollees have median GPAs of 3.2.

#### 2020 MEDIAN HIGH SCHOOL GPA



#### 2020 MEDIAN FIRST-YEAR POSTSECONDARY GPA



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



## How many CTE dual enrollment courses are offered to Nebraska students?

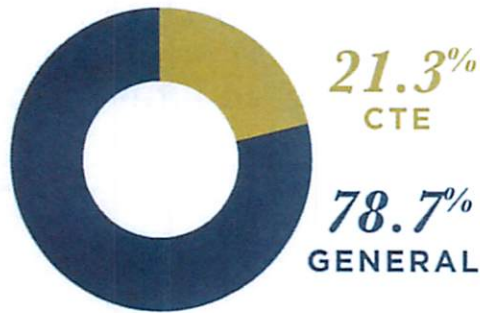
### CAREER & TECHNICAL EDUCATION

Career and Technical Education (CTE) courses make up just over 21 percent of the total courses offered in dual enrollment. Both general education and CTE courses have increased over time, although CTE courses have dipped slightly in the last year.

Welding and Information Technology are the top two CTE dual enrollment courses, with 4,492 and 4,465 enrollments, respectively. Subjects in health and business complete the top five CTE courses.

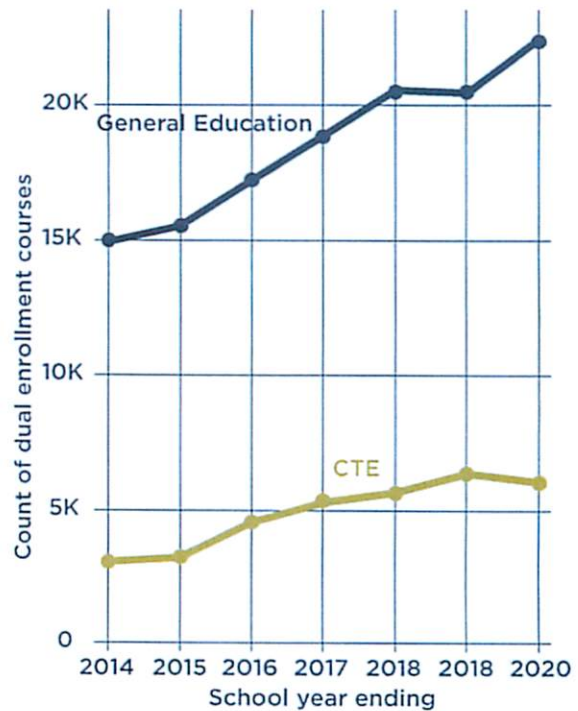
### 2014-2020 TOP TEN CTE SUBJECTS

Subject	Enrollments
Welding	4,492
Information Tech	4,465
Healthcare Provider	2,959
Health Info Management	2,950
Business Administration	2,807
Criminology	2,187
Early Childhood Education	2,137
Automotive/Diesel	1,754
Nursing	1,428
Medical Assistant	1,344



Year	% CTE	CTE Courses	General Ed	Total Courses
2014	17.0%	3,049	14,937	17,986
2015	17.1%	3,207	15,527	18,734
2016	20.9%	4,565	17,232	21,797
2017	22.0%	5,319	18,881	24,200
2018	21.6%	5,674	20,550	26,224
2019	23.8%	6,381	20,455	26,836
2020	21.3%	6,056	22,428	28,484

### CTE DUAL ENROLLMENT COURSES



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



*How many Nebraska dual enrollment credit earners attain a postsecondary award while in high school?*

## POSTSECONDARY AWARD ATTAINMENT

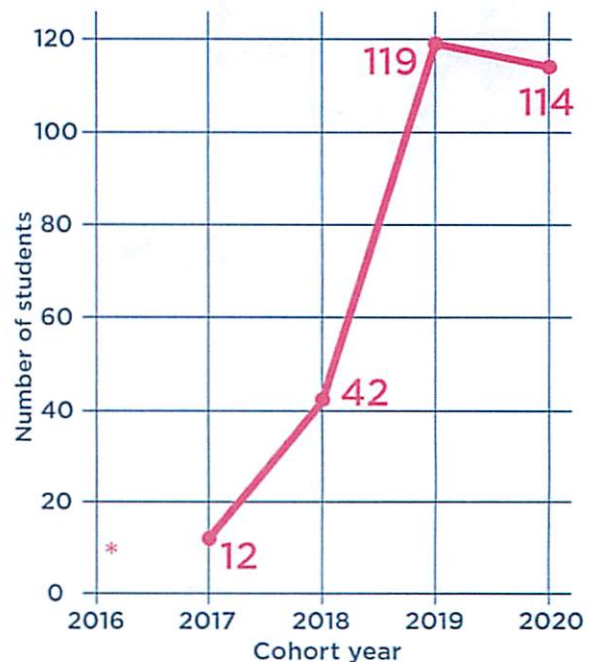
While the purpose of dual enrollment is not necessarily for high schoolers to earn college certificates or degrees, some students may attempt to do so. At least one high school, Millard South, has an early college program designed to help students earn an Associate's degree while still in high school.

In 2020, most of the awards (97 percent) earned by students during or shortly after high school are Associate's versus 3 percent for Certificates. The total number of awards attained by dual enrollment credit earners has increased from 12 in 2017 to 114 in 2020. Many of these students are enrolled at Millard South.

## AWARD TYPES EARNED DURING HIGH SCHOOL



## DUAL ENROLLMENT CREDIT EARNERS ATTAINING AN AWARD DURING HIGH SCHOOL



*\*Data has been masked to ensure data privacy.*

*Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.*



*What are the demographic characteristics of dual enrollment students in Nebraska?*

## RACE/ETHNICITY

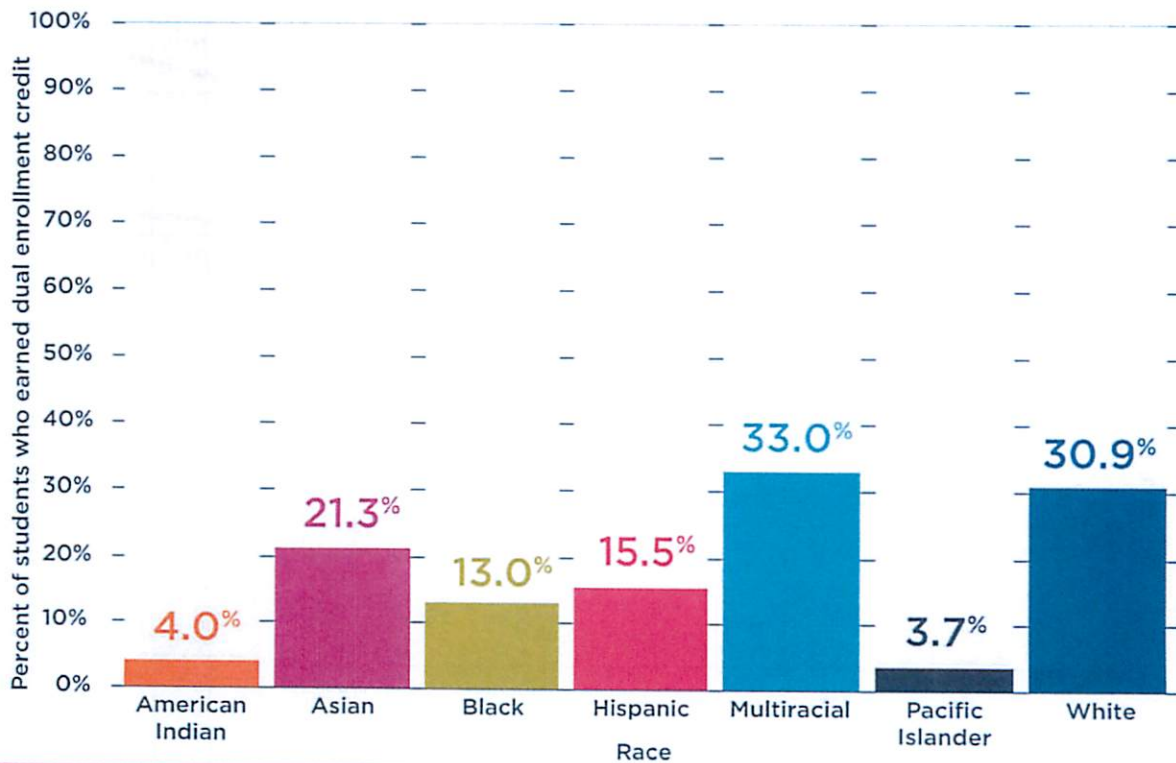
For the 2020 cohort, disparities exist when it comes to dual enrollment credit earners by race/ethnicity. Multiracial students earn dual enrollment credit at the highest rates with 33 percent. White students follow behind with nearly 31 percent. At almost 16 percent, Hispanic students earn dual enrollment credit at half the rate of White students and Black students even less with 13 percent. Asian students earn dual enrollment credit at over 21 percent which falls between the rates for White and Hispanic students. American Indian and Pacific Islander/Native Hawaiian students earn dual enrollment credit at the lowest rates at around 4 percent.

## 2020 DUAL ENROLLMENT CREDIT EARNERS BY RACE/ETHNICITY

Race/Ethnicity	Percent Earned	Number Earned	Total Students
American Indian	4.0%	*	*
Asian	21.3%	142	666
Black	13.0%	211	1617
Hispanic	15.5%	827	5327
Multiracial	33.0%	729	2210
Pacific Islander	3.7%	*	*
White	30.9%	5136	16647

*\*Data has been masked to ensure data privacy.*

## DUAL ENROLLMENT CREDIT EARNERS BY RACE/ETHNICITY (2020)



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



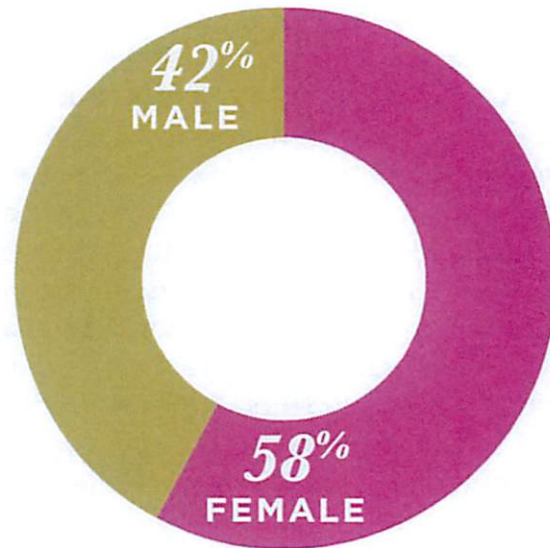
*What are the demographic characteristics of dual enrollment students in Nebraska?*

## GENDER

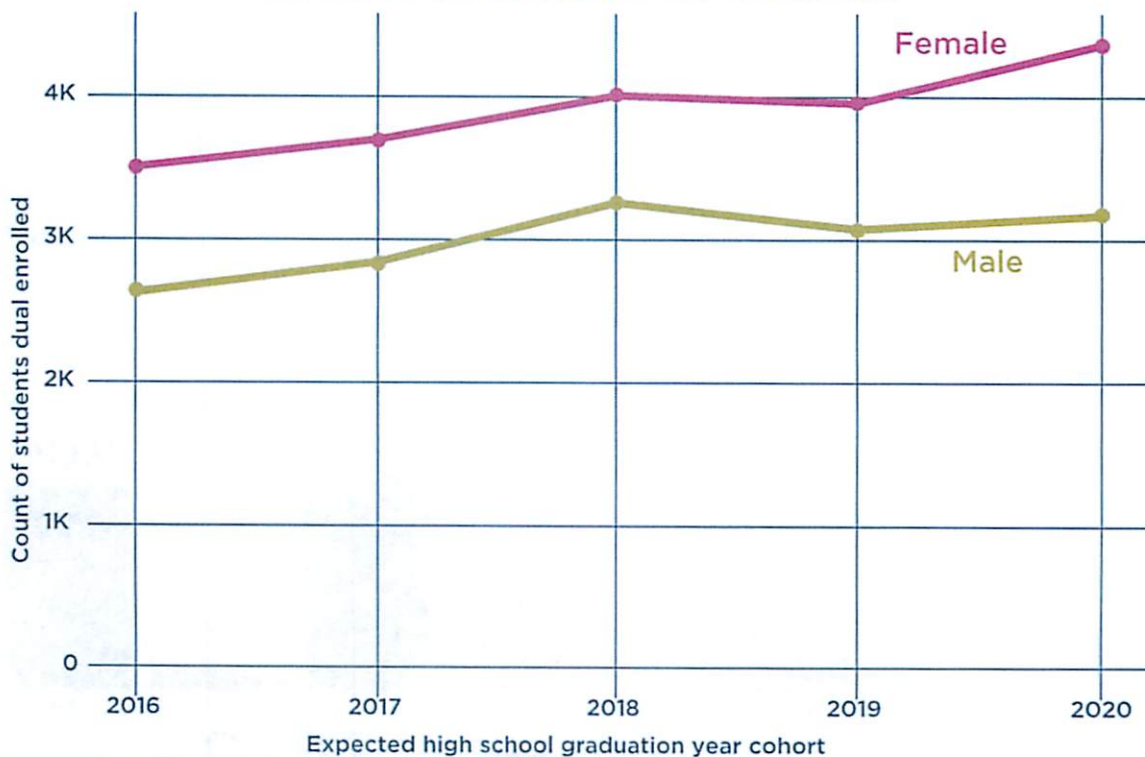
Since 2016, more females than males have taken dual enrollment courses in Nebraska. For the 2020 cohort, 58 percent of dual enrollment students (4,364) were female versus 42 percent male students (3,173). The gap continues to widen between the two genders.

Cohort Year	Female	Male
2016	3,501	2,630
2017	3,699	2,844
2018	4,008	3,262
2019	3,956	3,078
2020	4,364	3,173

### PERCENT OF DUAL ENROLLEES BY GENDER (2020 COHORT)



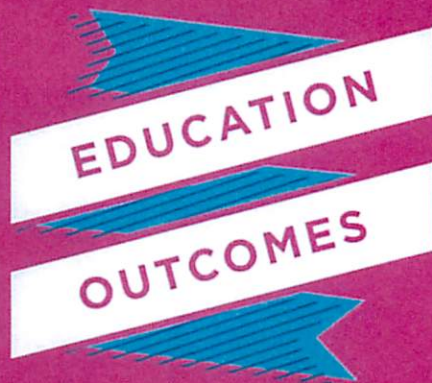
### DUAL ENROLLMENT BY GENDER



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



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EDUCATION  
OUTCOMES

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In this section, summaries of educational outcomes are presented between students who participated in dual enrollment or earned credits, compared to students who did not. This information can be used to identify the observed differences between educational outcomes based on dual enrollment participation and credit earning. The findings show dual enrollment participants and credit earners have similar or better educational outcomes than non-participants and non-credit earners.

However, this information should not be used to make claims that dual enrollment is causal to certain educational outcomes. Dual enrollment participants and credit earners differ from non-participants and non-credit earners in other respects, (e.g., high school grade point average). Since other characteristics affect the education outcomes examined, the observed

differences in educational outcomes should not be solely attributed to dual enrollment. Differences between groups arise because students may self-select into dual enrollment and schools may have academic requirements in order to participate.

**THE INFORMATION PROVIDED CAN ONLY DEMONSTRATE THAT DUAL ENROLLMENT PARTICIPATION AND CREDIT EARNING IS ASSOCIATED WITH DIFFERENT OUTCOMES BUT CANNOT BE USED TO ESTABLISH CAUSALITY.**

In the future, additional analyses will attempt to isolate the causal effects of dual enrollment participation and credit earning. This information would provide additional evidence-based guidance to students, parents, and policymakers about how dual enrollment affects educational outcomes.

*These provisional results are based on certified NSWERS data as of January 16, 2024. The provisional results in this report may change because of data resubmissions by NSWERS Partners and/or Affiliates. For updated results, please contact [support@nswers.org](mailto:support@nswers.org).*



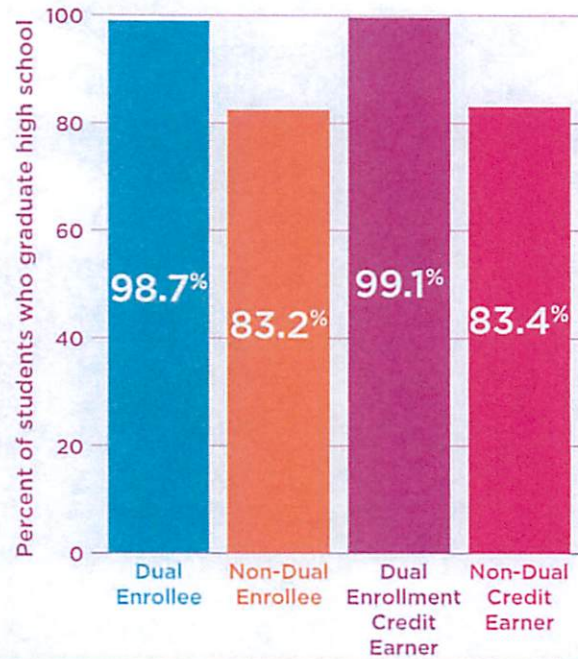
What are the high school graduation rates for dual enrollment students in Nebraska?



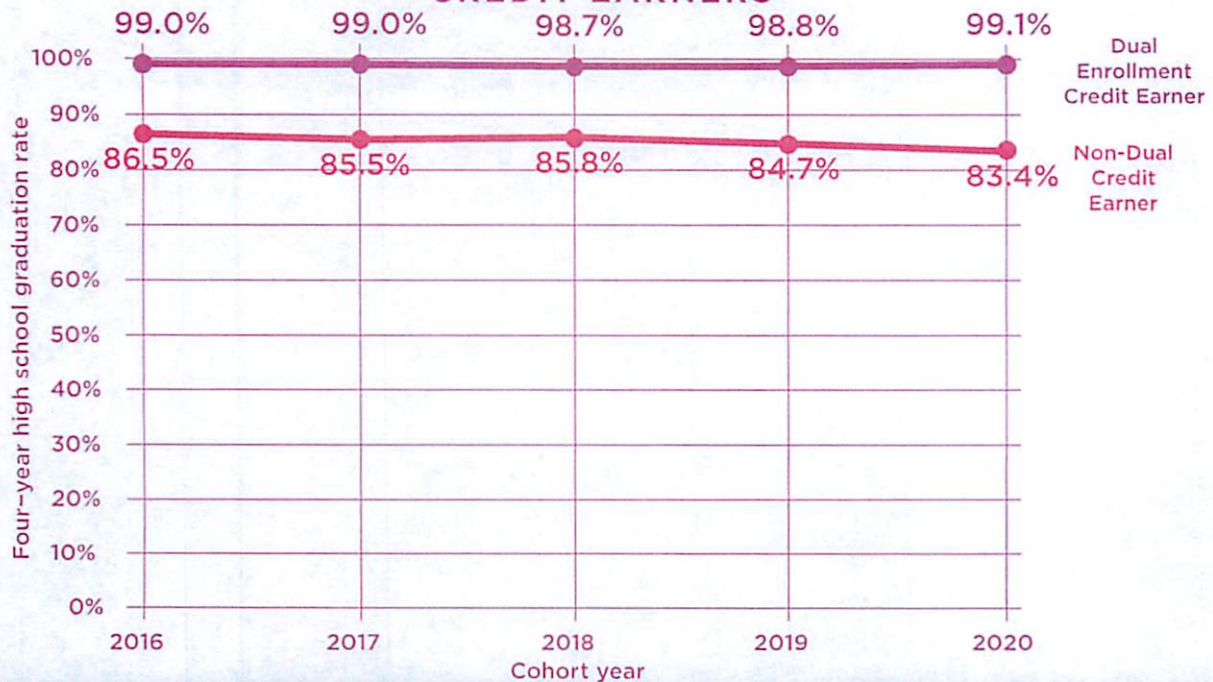
The percentage of high school students who graduate within four years.

2020 HIGH SCHOOL GRADUATION BY DUAL ENROLLEES AND DUAL ENROLLMENT CREDIT EARNERS

Dual enrollment credit earners have consistently graduated high school at rates of almost 100 percent for five years. Although most non-dual enrollment credit earners graduate high school as well (over 83 percent in the 2020 cohort), their numbers have fallen, a drop of three percentage points in four years. The graduation rate for dual enrollees is nearly identical to dual enrollment credit earners across time (98.7 versus 99.1 percent) as are non-dual enrollees to non-dual enrollment credit earners (83.2 versus 83.4 percent).



HIGH SCHOOL GRADUATION BY DUAL ENROLLMENT CREDIT EARNERS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



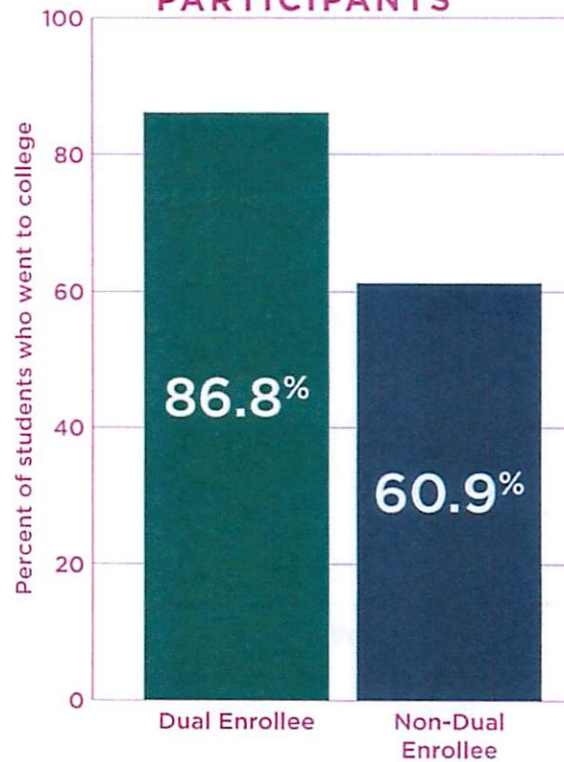
## What are the college going rates for dual enrollment participants in Nebraska?



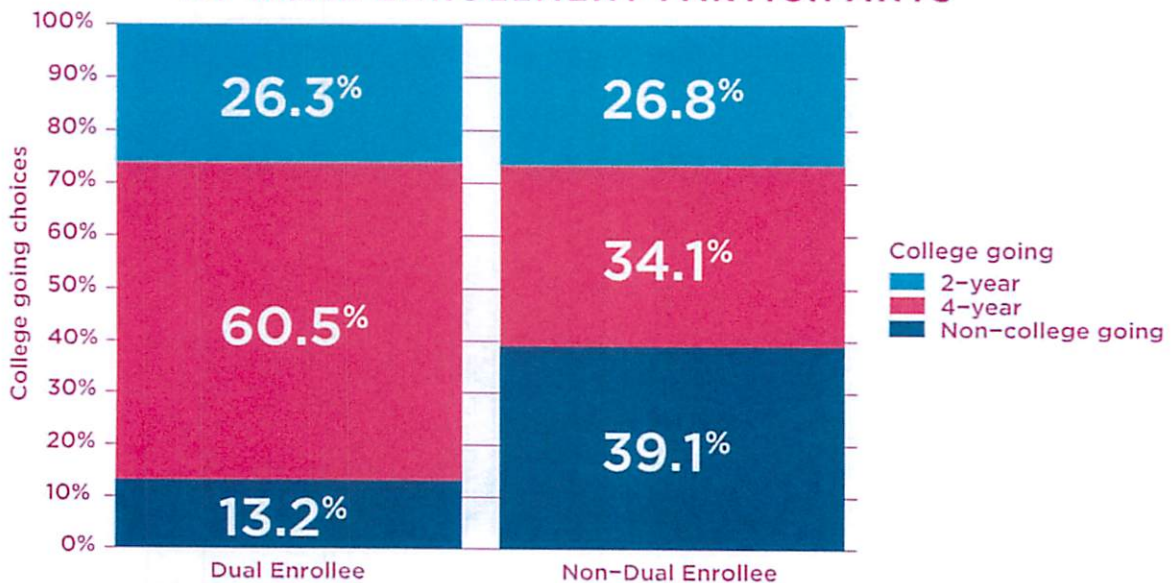
In the 2020 cohort, students who participated in dual enrollment went to college (within 16 months after high school graduation) at higher rates than those who did not participate in dual enrollment, with nearly 87 percent versus almost 61 percent college-going rates across the two groups. The two-year college going rates are quite similar for participants (26.3 percent) as they are for non-participants (26.7 percent). However, the four-year college going rate jumps 26.4 percentage points between the two groups, from 34.1 for non-participants to 60.5 percent for participants.

The percentage of high school graduates who attend a two-year or four-year postsecondary institution.

### 2020 COLLEGE GOING BY DUAL ENROLLMENT PARTICIPANTS



### 2020 TWO-YEAR AND FOUR-YEAR COLLEGE GOING BY DUAL ENROLLMENT PARTICIPANTS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska and supplemented with enrollment records from the National Student Clearinghouse. Data not provided by Central Community College.

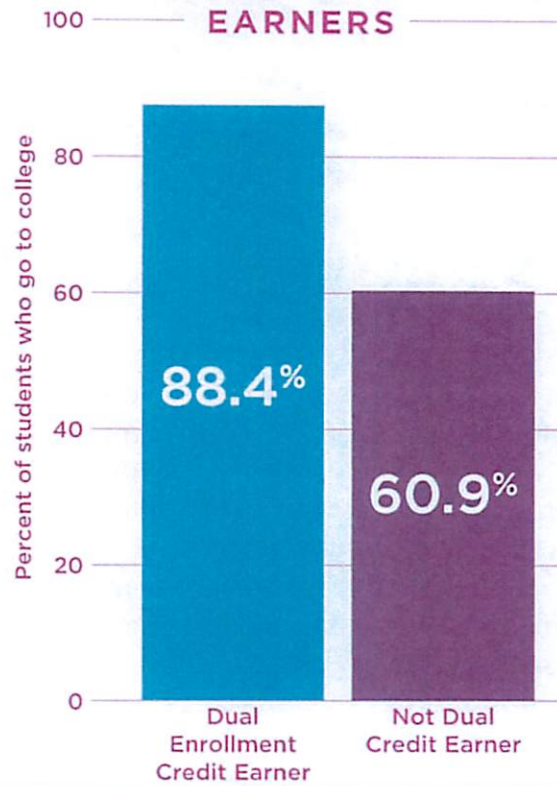


What are the college going rates for dual enrollment credit earners in Nebraska?

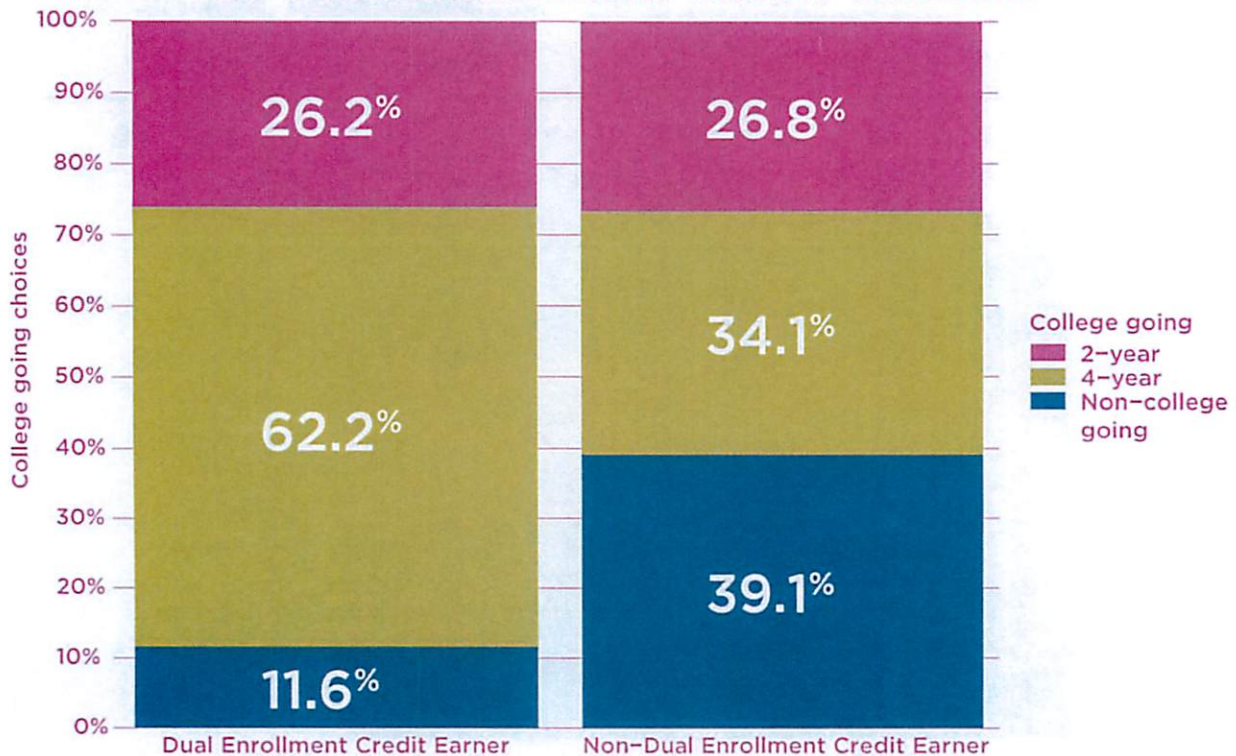


Most dual enrollment credit earners, about 88 percent, go to college following high school graduation with about 26 percent going to two-year and over 62 percent to four-year colleges. Non-dual enrollment students attend Nebraska public colleges at relatively high rates as well (almost 61 percent), with about 27 percent to two-year and 34 percent to four-year colleges.

2020 COLLEGE GOING BY DUAL ENROLLMENT CREDIT EARNERS



2020 TWO-YEAR AND FOUR-YEAR COLLEGE GOING BY DUAL ENROLLMENT CREDIT EARNERS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska and supplemented with enrollment records from the National Student Clearinghouse. Data not provided by Central Community College.



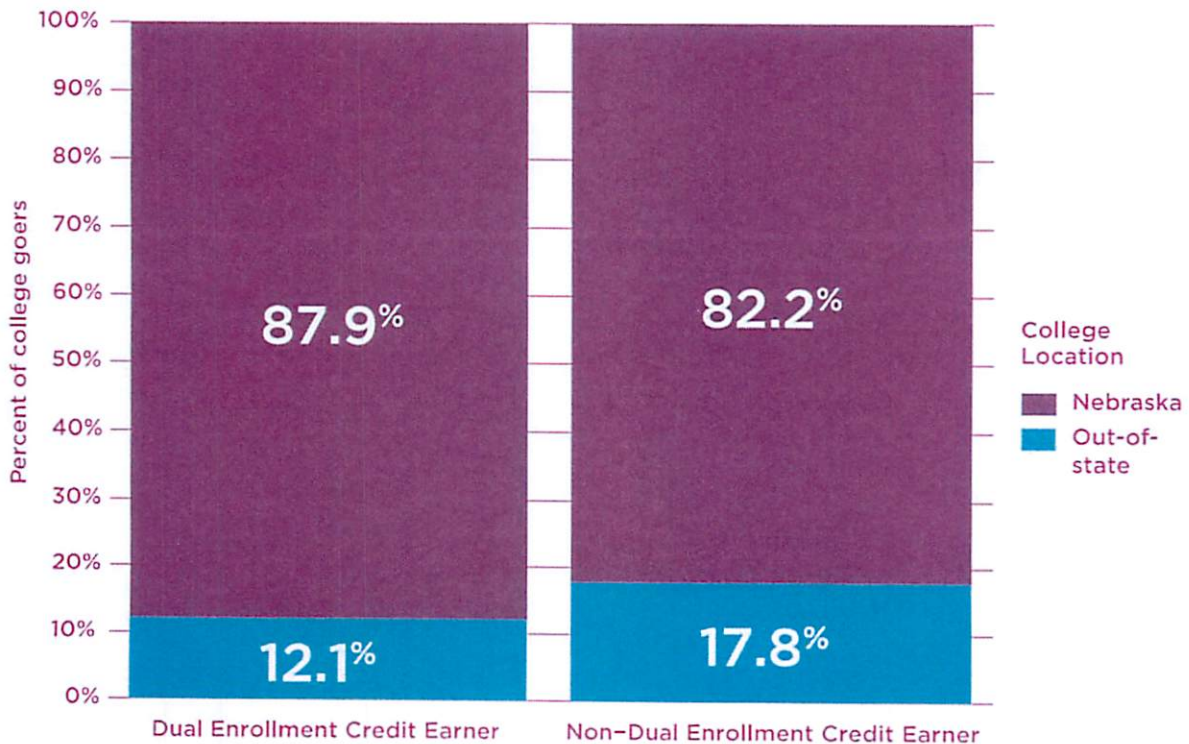
## Do college going students stay in Nebraska or leave the state to attend college?



Dual enrollment credit earners are more likely to attend college in Nebraska (almost 88 percent) than non-dual enrollment credit earners (82 percent). In fact, non-dual enrollment credit earners are about one-and-a-half times more likely to go to college out-of-state (17.8 percent) than dual enrollment credit earners (12.1 percent).

Expected Graduation Year	Earn Type	Nebraska	Out-of-state
2016	Dual enrollment credit earner	4,383	617
2016	Non-dual enrollment credit earner	7,875	1,518
2017	Dual enrollment credit earner	4,603	688
2017	Non-dual enrollment credit earner	7,773	1,480
2018	Dual enrollment credit earner	5,106	811
2018	Non-dual enrollment credit earner	7,609	1,491
2019	Dual enrollment credit earner	5,000	720
2019	Non-dual enrollment credit earner	7,660	1,655
2020	Dual enrollment credit earner	5,353	738
2020	Non-dual enrollment credit earner	7,155	1,546

### 2020 COLLEGE GOERS BY LOCATION OF COLLEGE



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska and supplemented with enrollment records from the National Student Clearinghouse. Data not provided by Central Community College.



## Do Nebraska dual enrollment students persist in college?



# POSTSECONDARY PERSISTENCE

**POSTSECONDARY PERSISTENCE:** the percentage of postsecondary students who remain enrolled in any postsecondary institution one year after their initial enrollment.

**RETENTION:** the rate at which students persist at the same postsecondary institution.

The percentage of postsecondary students who remain in a postsecondary institution one year after initial enrollment.

For the 2019 cohort, the majority of Nebraska students persist in college for at least one year. Among dual enrollment credit earners, 92.6 percent persist at four-year colleges and 81.5 percent at two-year colleges. Retention (persisting at the same institution) rates are also high, with 84.4 percent for four-year colleges and 69.7 percent for two-year colleges. Persistence and retention are both higher for dual enrollment credit earners than non-dual enrollment credit earners in every year and category.

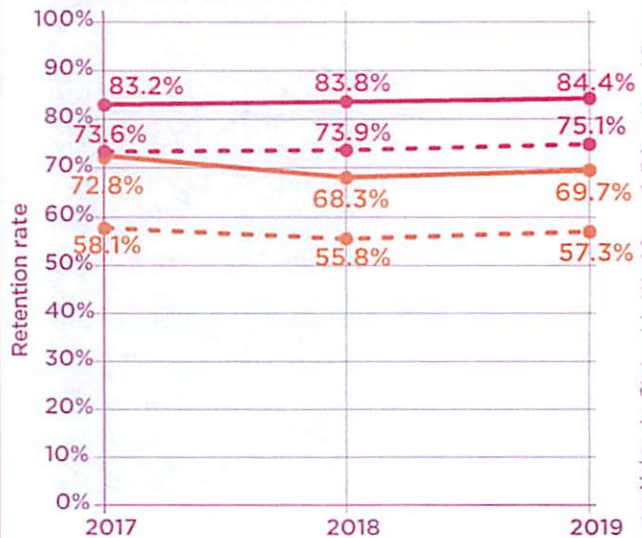
### POSTSECONDARY PERSISTENCE BY DUAL ENROLLMENT CREDIT

Earners Type	2017	2018	2019
Four-year Dual Enrollment Credit Earner	1,528	1,635	1,861
Four-year Non-dual Enrollment Credit Earner	1,686	1,743	1,767
Two-year Dual Enrollment Credit Earner	543	576	663
Two-year Non-dual Enrollment Credit Earner	930	934	1,120



### POSTSECONDARY RETENTION BY DUAL ENROLLMENT CREDIT

Earners Type	2017	2018	2019
Four-year Dual Enrollment Credit Earner	1,384	1,496	1,696
Four-year Non-dual Enrollment Credit Earner	1,496	1,538	1,566
Two-year Dual Enrollment Credit Earner	484	494	567
Two-year Non-dual Enrollment Credit Earner	813	815	958



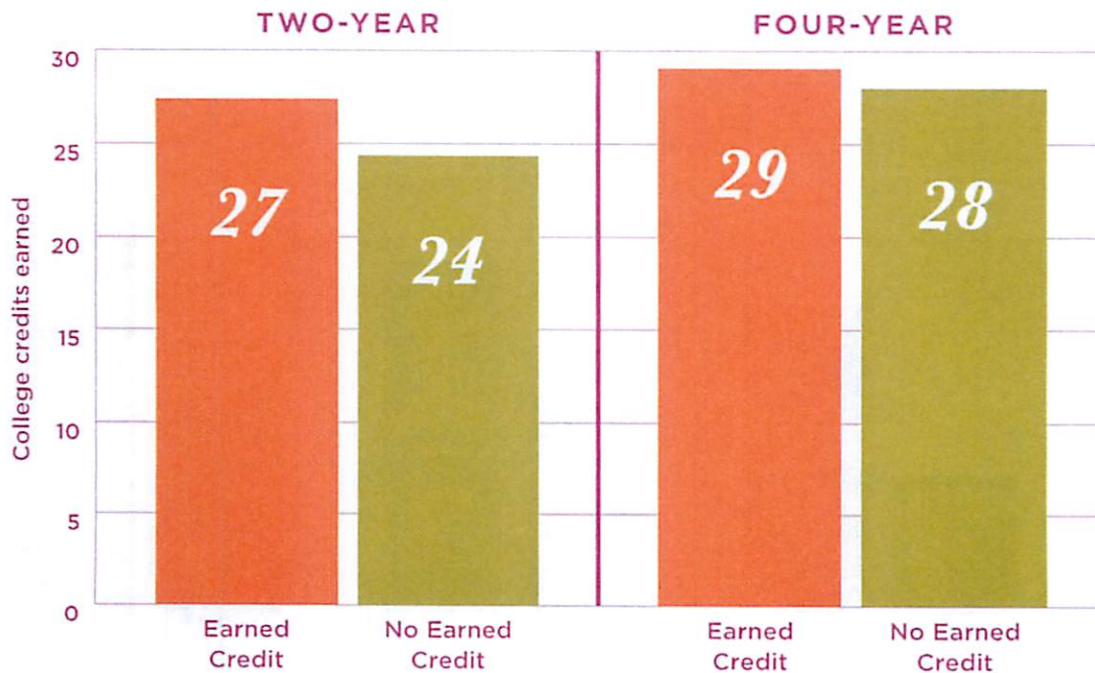


## Do Nebraska dual enrollment students persist in college?



Dual enrollment credit earners who attend two-year postsecondary institutions complete, on average, three more credits (1 course) in their first year of college than students who did not earn dual enrollment credit. At four-year institutions, on average, there is a one-credit difference in college credit earned between those who earned dual enrollment credit in high school and those who did not.

### CREDITS EARNED DURING THE FIRST YEAR OF COLLEGE FOR DUAL ENROLLMENT CREDIT EARNERS (2016-2020)



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College. Data not available for Western Nebraska Community College.



## What are the college graduation rates for dual enrollment students in Nebraska?

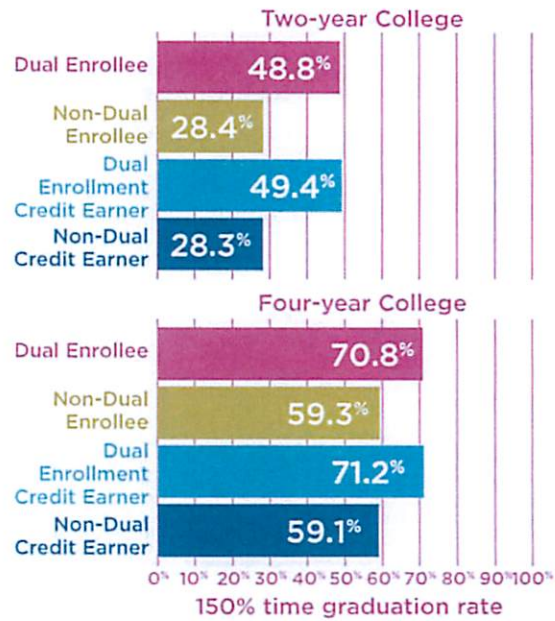


# POSTSECONDARY GRADUATION

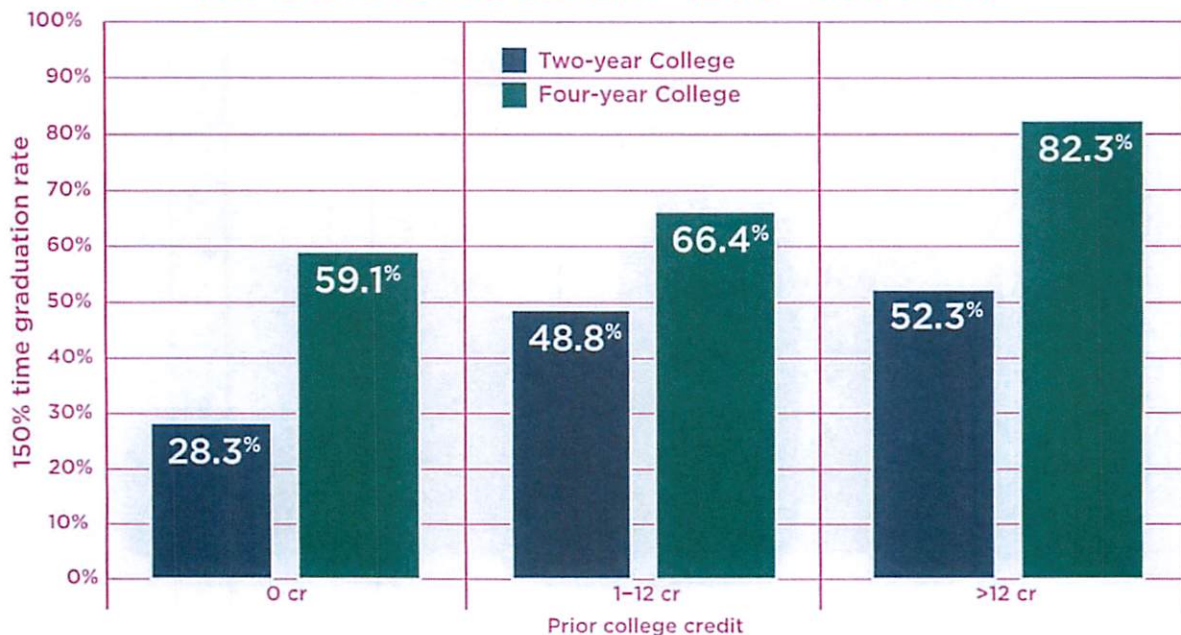
For the 2017 cohort (the only cohort where 150 percent graduation can be calculated for two- and four-year degrees), dual enrollees and dual enrollment credit earners graduate college at higher rates than their counterparts, by 20 percentage points for two-year colleges and 11 percentage points for four-year colleges. The amount of dual enrollment credits earned in high school also matters for college graduation; generally, the more credits students earn while in high school, the higher the postsecondary graduation rate. From 0 to 24 credits, the rates go up 23.4 percentage points for two-year colleges and 28.5 for four-year colleges.

*The percentage of students who graduate from a postsecondary institution (within 150% degree length).*

### PERCENT OF COLLEGE GRADUATES BY DUAL ENROLLMENT AND DUAL ENROLLMENT CREDIT (2017 COHORT)



### COLLEGE GRADUATION BY PRIOR COLLEGE CREDIT VIA DUAL ENROLLMENT (2017 COHORT)



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College. Data not available for Western Nebraska Community College.

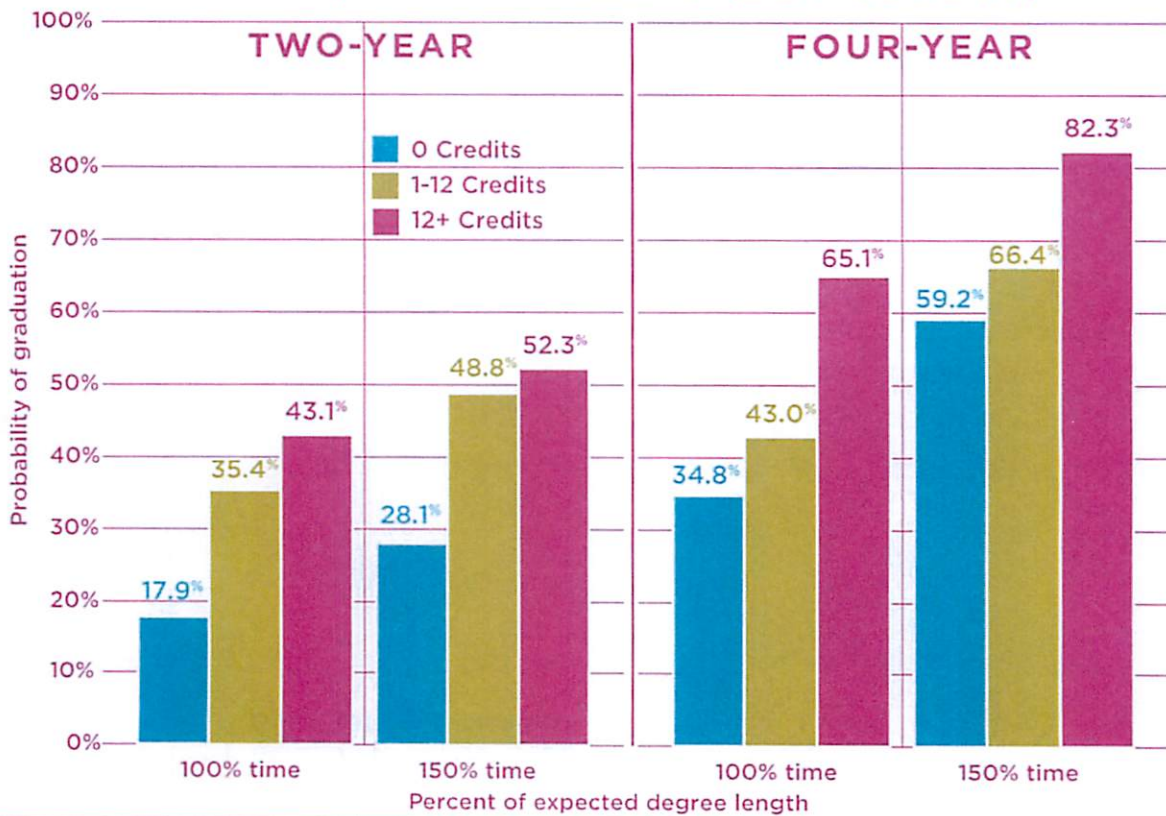


## What are the college graduation rates for dual enrollment students in Nebraska?



The amount of dual enrollment credit that students earn is correlated with postsecondary graduation. The more dual enrollment credit a student earns in high school, the sooner they graduate college. For two-year colleges, on-time graduation (150%) has a difference of 24 percentage points between those who earn 0 dual enrollment credits and those who earn 12 or more (28 to 52 percent). For four-year on-time graduation, the difference is 23 percentage points (59 to 82 percent).

### TIME TO POSTSECONDARY GRADUATION, FIRST TIME, FULL TIME, DEGREE SEEKING (2017 COHORT)



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College. Data not available for Western Nebraska Community College.



## What types of awards do Nebraska dual enrollment students earn?

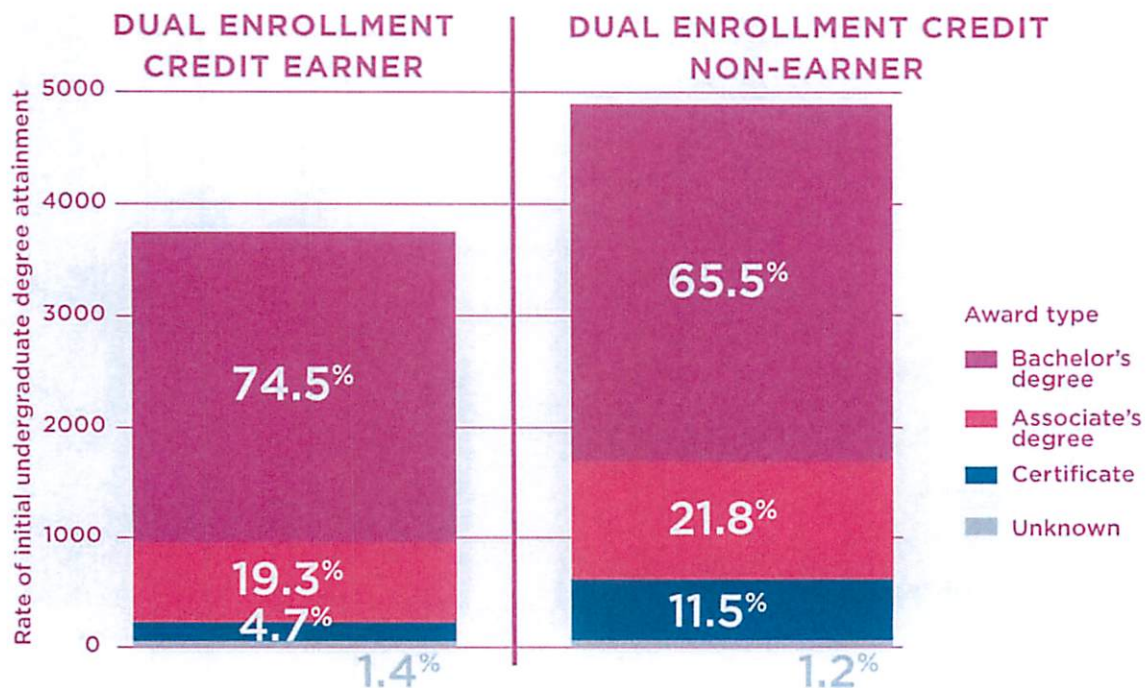


Among the 2016 cohort of Nebraska high school graduates who earned a college degree, it is most common to earn four-year degrees, then two-year degrees, and finally certificates. Among dual enrollment credit earners, it is more likely to initially attain a four-year degree compared to those who did not earn dual enrollment credit. This difference is made up by the lower likelihood of initially earning a certificate. The proportion of students who earned a two-year degree is similar between groups.

In the few cases where award level of a degree was unknown or where the earliest award was a graduate degree, the initial award is labeled as “unknown.” This award type is more common among students who went to college out of state where data is unavailable.

The initial postsecondary award attained by dual enrollment credit earners in college is highest for Bachelor’s degrees with nearly 75 percent, followed by Associate’s degrees (19.3 percent) and the lowest in Certificates (4.7 percent). Dual enrollment credit non-earners also attain Bachelor’s degrees at high percentages (65.5 percent), and have higher levels of Associate’s degrees (21.8 percent) and Certificates (11.5 percent) than dual enrollment credit earners.


### INITIAL AWARD EARNED BY DUAL ENROLLMENT CREDIT STATUS (2016 COHORT)







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**DUAL ENROLLMENT CREDIT**

**OTHER VARIABLES**

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In this section, NSWERS examines how student characteristics determine the likelihood of earning dual enrollment credit. This provides insights about where disparities in dual enrollment participation and success have been observed.

Specifically, for each student characteristic considered in this section, the rate at which students earned dual enrollment credit was estimated.

For example, to examine the effect of single parenthood on dual enrollment credit earning, the percentage of single parents who earned dual enrollment credit was compared to the percentage of non-single parents who earned dual enrollment credit. These rates are different than looking at the percentage of dual enrollment credit earners who fall into either category and will not always add up to 100 percent.

*These provisional results are based on certified NSWERS data as of January 16, 2024. The provisional results in this report may change because of data resubmissions by NSWERS Partners and/or Affiliates. For updated results, please contact [support@nswers.org](mailto:support@nswers.org).*



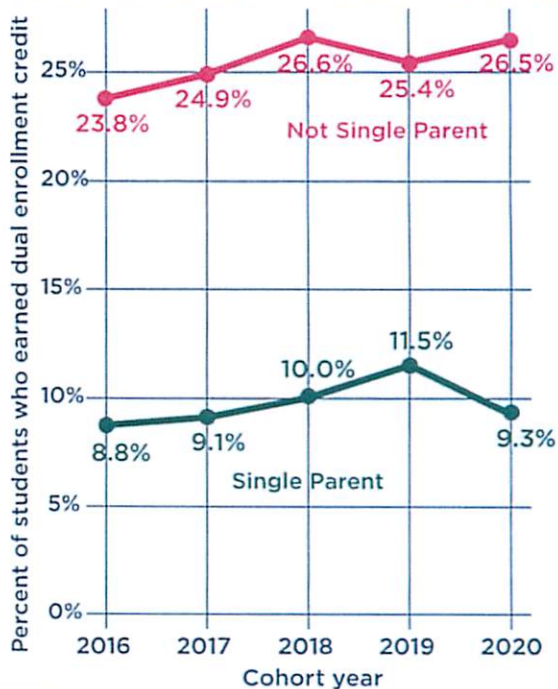
## SINGLE PARENT STUDENT

Students are categorized as *single parent* if they were ever recorded as a single parent while enrolled in high school.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY PARENT TYPE

Cohort	Single Parent	Not Single Parent
2016	28	5,890
2017	29	6,254
2018	30	6,915
2019	34	6,619
2020	19	7,038

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY PARENT TYPE



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



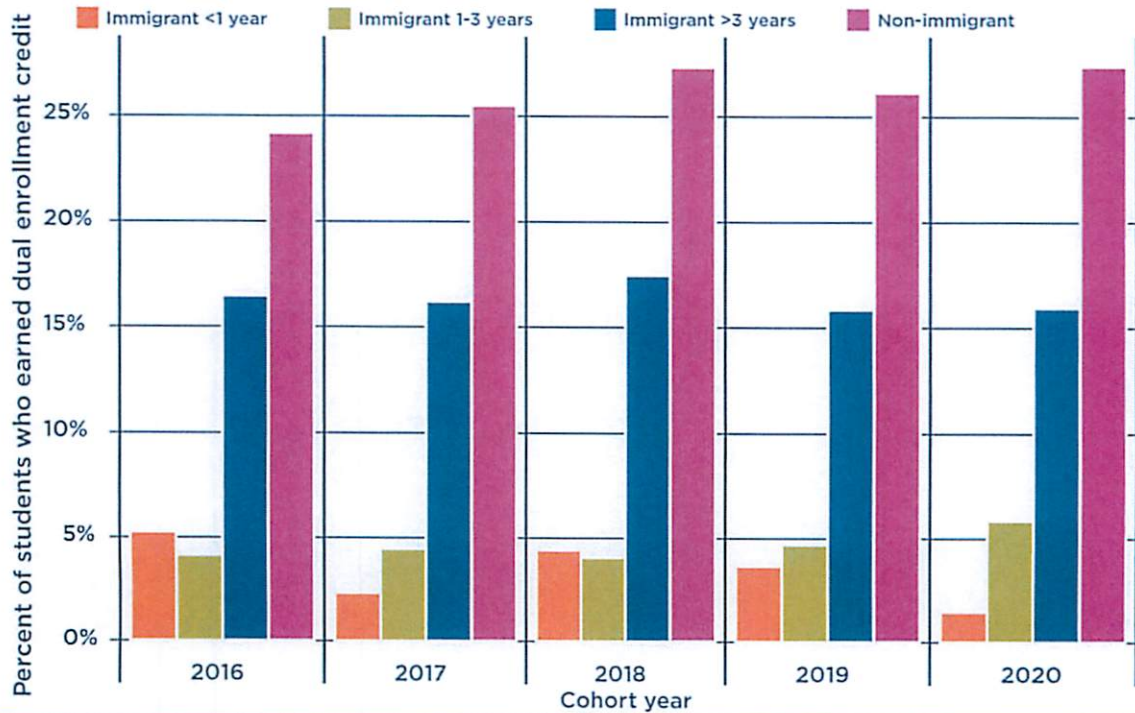
## IMMIGRANT STATUS

Student *immigrant status* is categorized by time since immigration. Since immigration status can change from year to year as a student progresses through high school, the most recent designation is applied. For instance, if a student was recorded as “Immigrant <1 year” in grade 9, then “Immigrant 1-3 years” in grades 10-12, this student would be categorized as “Immigrant 1-3 years” in the data below.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY IMMIGRANT STATUS

Cohort	Immigrant <1 year	Immigrant 1-3 years	Immigrant >3 years	Non-immigrant
2016	5.3%	4.1%	16.5%	24.2%
2017	2.3%	4.5%	16.2%	25.5%
2018	4.4%	4.1%	17.5%	27.3%
2019	3.6%	4.7%	15.9%	26.1%
2020	1.5%	5.9%	16.0%	27.4%

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY IMMIGRANT STATUS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



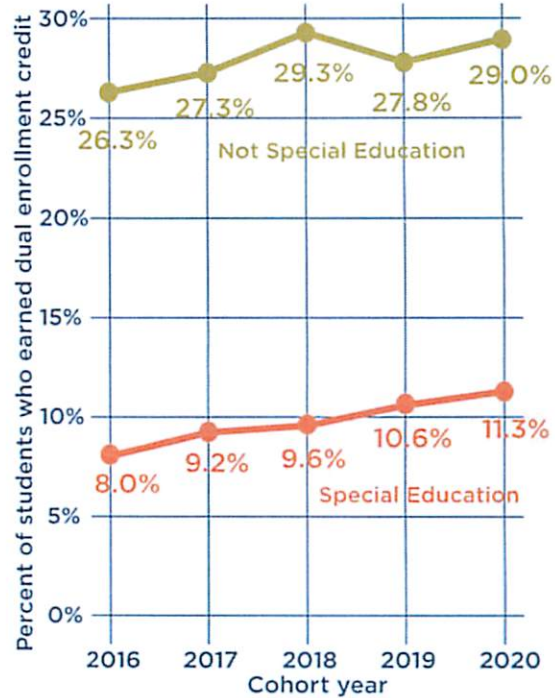
## SPECIAL EDUCATION

Students are categorized as *special education* if, at any time, they were recorded as participating in a special education program during high school.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY SPECIAL EDUCATION

Cohort	Not Special Education	Special Education
2016	26.3%	8.0%
2017	27.3%	9.2%
2018	29.3%	9.6%
2019	27.8%	10.6%
2020	29.0%	11.3%

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY SPECIAL ED



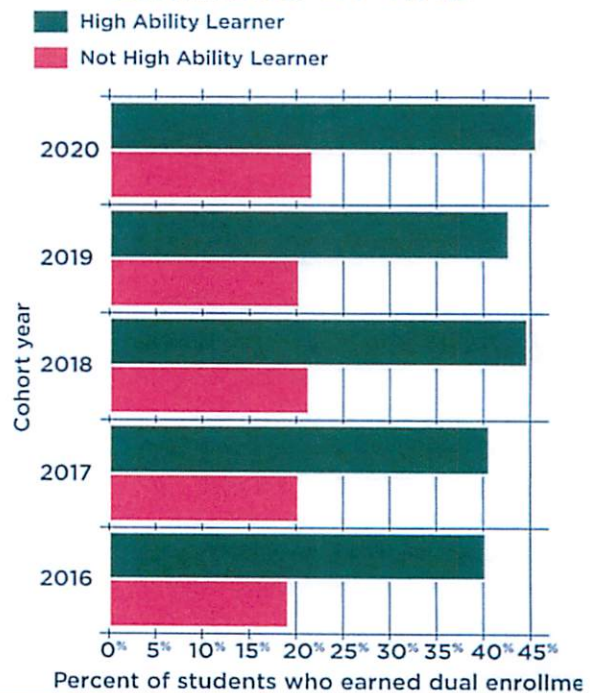
## HIGH ABILITY LEARNER

Students are categorized as *high ability learners* if they were ever recorded as participating in a high ability learning program during high school.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY HIGH ABILITY LEARNER STATUS

Cohort	High Ability Learner	Not High Ability Learner
2016	40.3%	19.2%
2017	40.6%	20.3%
2018	44.7%	21.4%
2019	42.7%	20.3%
2020	45.6%	21.7%

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY HAL



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



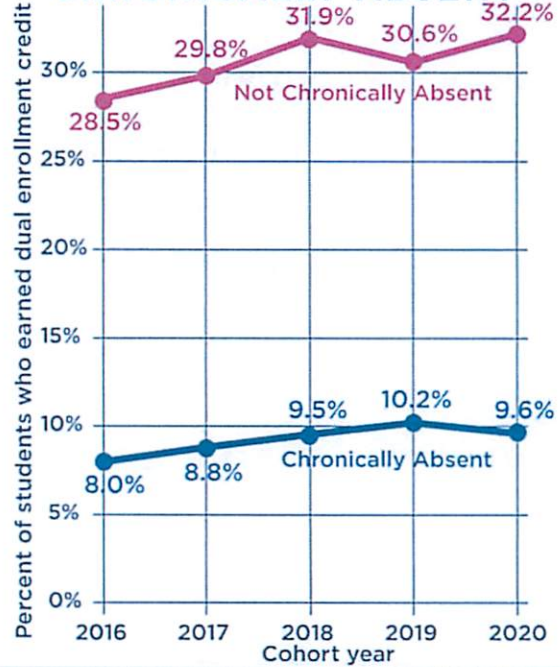
## CHRONIC ABSENTEEISM

Students are categorized as *chronically absent* if they missed greater or equal to 10 percent of school days during high school.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY CHRONICALLY ABSENT

Cohort	Not Chronically Absent	Chronically Absent
2016	28.5%	8.0%
2017	29.8%	8.8%
2018	31.9%	9.5%
2019	30.6%	10.2%
2020	32.2%	9.6%

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY CHRONICALLY ABSENT



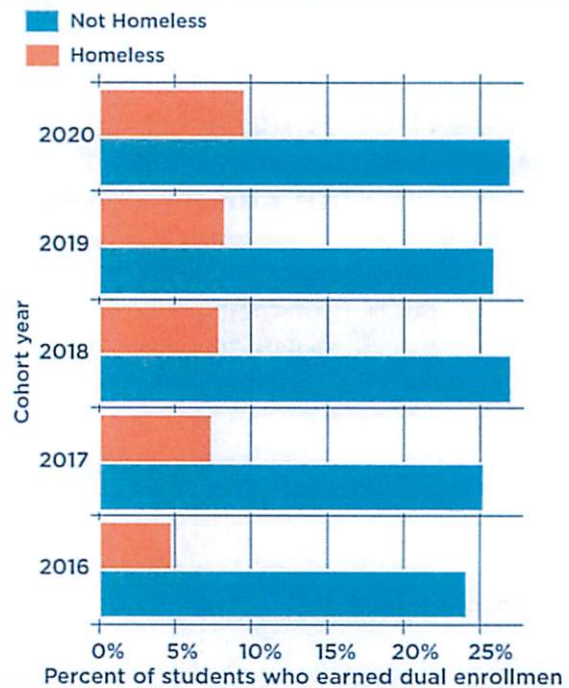
## HOMELESS

Students are categorized as *homeless* if they were ever recorded as homeless during high school.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY HOMELESSNESS

Cohort	Homeless	Not Homeless
2016	4.8%	24.2%
2017	7.4%	25.2%
2018	7.9%	27.0%
2019	8.3%	25.9%
2020	9.6%	27.0%

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY HOMELESSNESS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



## ENGLISH LANGUAGE LEARNER

**English Language Learner:** A student who was not born in the United States or whose native language is a language other than English.

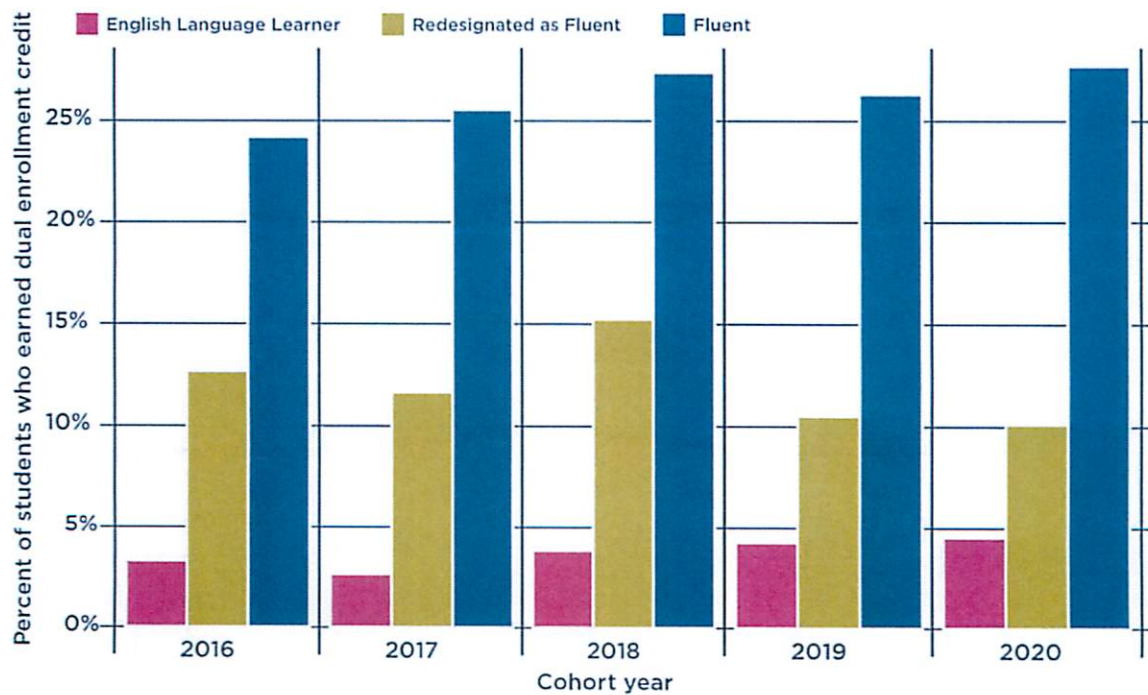
**Re-designated as Fluent:** Formerly designated as English Language Learner, re-designated as fluent while in high school.

**Fluent:** Native English speaker, never designated as English Language Learner.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY ENGLISH LANGUAGE LEARNER STATUS

Cohort	English Language Learner	Re-designated as Fluent	Fluent
2016	3.3%	12.7%	24.2%
2017	2.6%	11.7%	25.6%
2018	3.8%	15.2%	27.4%
2019	4.3%	10.5%	26.3%
2020	4.5%	10.1%	27.7%

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY ENGLISH LANGUAGE LEARNER STATUS



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.



## ASSESSMENT

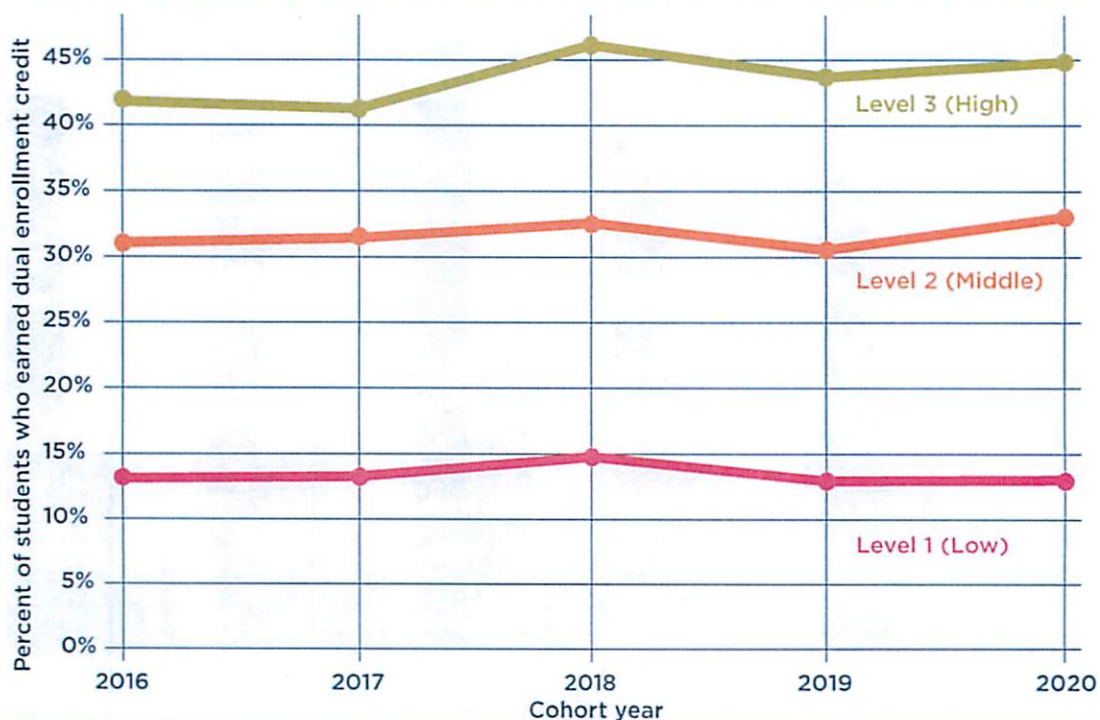
### 8th Grade Math

Math proficiency is based on a student's 8th grade state assessment proficiency level. Proficiency level is provided by the Nebraska Department of Education for NeSA or NSCAS, depending on the year the assessment was administered.

### PERCENT OF COHORT EARNING DUAL ENROLLMENT CREDIT BY 8TH GRADE MATH ASSESSMENT

Cohort	Level 3 (High)	Level 2 (Middle)	Level 1 (Low)
2016	41.8%	31.1%	13.2%
2017	41.3%	31.4%	13.3%
2018	46.2%	32.6%	14.8%
2019	43.7%	30.5%	13.0%
2020	44.9%	33.0%	13.0%

### PERCENT OF DUAL ENROLLMENT CREDIT EARNERS BY 8TH GRADE MATH ASSESSMENT ATTAINMENT LEVEL



Source: Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2014-2023. These data include records for public high schools and public postsecondary institutions in Nebraska. Data not provided by Central Community College.

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## NSWERS STAFF

**Matt Hastings**  
Executive Director

**Katie Bieber**  
Communications Director

**Alex Brodersen**  
Assistant Director,  
Research & Evaluation

**Tom Choi**  
Data Scientist

**David Hefley**  
Assistant Director,  
IT Applications Development

**Scott Jonker**  
Web Applications Developer

**David Nguyen**  
Data Scientist

**Akshdeep Singh Rajawat**  
Web Applications Developer

**Sara Simonsen**  
Engagement Specialist

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## NSWERS VISION

Create a data-informed decision culture that supports successful pathways of learning and earning for the people of Nebraska.

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## NSWERS MISSION

Integrate and organize Nebraska's education and workforce data to inform decision making.

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## NSWERS PARTNERS

*NSWERS Partners are public agencies within the meaning of Nebraska Revised Statutes §13-803 and are signatories to the NSWERS Interlocal Agreement. NSWERS Partners include:*

### Nebraska Community Colleges

- Central Community College
- Metropolitan Community College
- Mid-Plains Community College
- Northeast Community College
- Southeast Community College
- Western Nebraska Community College

### Nebraska Department of Education

- 244 Nebraska Public School Districts

### Nebraska State College System

- Chadron State College
- Peru State College
- Wayne State College

### University of Nebraska System

- Nebraska College of Technical Agriculture
- University of Nebraska at Kearney
- University of Nebraska - Lincoln
- University of Nebraska Medical Center
- University of Nebraska at Omaha

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## NSWERS AFFILIATE

*NSWERS Affiliates are those entities that are required by state statute to contribute data into the NSWERS data system but are not signatories to the NSWERS interlocal agreement. The NSWERS Affiliate includes:*

### Nebraska Department of Labor

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## NSWERS CONTRIBUTOR

*NSWERS Contributors are those entities that contribute data into the NSWERS data system but are not Partners or Affiliates. The NSWERS Contributor includes:*

### National Student Clearinghouse





nswers

Nebraska Statewide Workforce &  
Educational Reporting System

901 N 17th  
NH W 208  
Lincoln, NE 68588

[www.nswers.org](http://www.nswers.org)

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# 2024 NCCA LEGISLATIVE DAY

Wednesday, February 28, 2024

**WHERE:**

Nebraska Chamber of Commerce  
(Main Conference Room)  
1128 Lincoln Mall, Suite 302

**PARKING:**

Visitor Parking is located on the north side of the building  
(Enter parking lot on east side of 11<sup>th</sup> St., between "K" St. and  
Lincoln Mall)

**AGENDA:**

- |                   |  |
|-------------------|--|
| 7 a.m. - 9 a.m.   | Colleges meet with area senators<br>(Colleges to arrange meetings on their own)                |
| 9 a.m. - 10 a.m.  | NCCA Group briefing at Nebraska Chamber of<br>Commerce, then walk to State Capitol             |
| 10 a.m. - 11 a.m. | Colleges meet with area senators<br>(Colleges to arrange meetings on their own)                |
| 11 a.m.           | Group introduction during morning debate<br>(NCCA group will be in the north balcony together) |
| 12 p.m.           | Lunch Recess<br>(Colleges to arrange on their own)   |
| 1:30 p.m.         | Optional Attendance of Committee Hearings<br>(College to attend on their own)                  |

***Show your school pride by wearing gear from your community college!***





Board of Governors  
 Governance Committee  
 Wednesday, January 31, 2024  
 8:30 a.m.

Attendees: Dirk Petersen, Chairperson; Donovan Ellis; Carol Sibbel; Julie Robinson; Scott Gray, Liaison; Absent: Diane Davies

### NOTES

1. Content Review (CR) –
  - a. [EL-10](#) Land Development – Policy content was reviewed, and there are no recommendations for revision.
  - b. [EL-11](#) Construction – The proposed changes were discussed and will move forward for First Reading at the February 15, 2024, Board meeting.
  - c. [GP-01](#) Governing Style – Policy content was reviewed, and there are no recommendations for revision.
  
2. Board Self-Evaluation (BSE) –
  - a. GP-01 Governing Style – The Board Self-Evaluation of the policy was completed. The suggestion was made to let the Ownership Linkage Committee look at policies that may pertain to that topic so they can provide recommendations for changes. Any policies needing input from the Ownership Linkage Committee will be forwarded to that committee for review.
  
3. Policy Items on Board Meeting Agenda
  - a. Revisions to [EL-02](#) Access to Education that were inadvertently omitted from the November 9 Board meeting agenda are recommended for First Reading.
  - b. The following policies were inadvertently omitted from the January 11 Board meeting agenda and are recommended for First Reading for Deletion:
    - [BP-6821](#) Alternative Construction Method Policy – Content is covered in [AP-6821.0](#) Alternative Construction Method Procedure and [EL-11](#) Construction was revised during the Governance Committee’s content review.
    - [BP-3310](#) News Releases Policy – Content was incorporated into [AP-3410.0](#) Marketing, Public Relations, and Website Communications Standards.
    - [BP-3410](#) Marketing, Public Relations and Web Systems Communications Standards – Policy content was incorporated into [AP-3410.0](#) Marketing, Public Relations, and Website Communications.
    - [BP-5021](#) Missing Student Notification – Content was incorporated into [AP-5021.0](#) Missing Student Notification and is also included in [EL-01](#) Treatment of Students.

- c. Revisions to [GP-13](#) Board Linkage with External Organizations are recommended for Second Reading.
  - d. The following policies are recommended for First Reading for Deletion:
    - [BP-6120](#) Internal Control Policy – Content is covered under [EL-06](#) Asset Protection (#2, #4 and #5).
    - [BP-6811](#) Construction Change Orders Policy – Content is covered under [EL-11](#) Construction and [BPD-03](#) Delegation to the President.
  - e. Recommendation for First Reading for Deletion of BP-6140 Equipment and Technology Replacement Funding Policy is put on hold until a new administrative procedure is developed and approved.
4. Next Meeting Date/Time – Thursday, February 29, 2024, at 9:30 a.m.



Status **Active** PolicyStat ID 13466031



Origination 12/2021  
Last Approved 09/2023  
Effective 09/2023  
Last Revised 12/2021  
Next Review 09/2024

Owner Scott Gray: Vice President of Administrative Services and Gene

Area Board Policies - Executive Limitations

References EL-10

## Land Development

The President shall not allow development of the campus or other College lands in a manner that is inconsistent with the core business of the College, environmentally irresponsible, aesthetically displeasing, or that does not make the most effective use of land.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Allow the College to be without a long-term land use plan for future development that will avoid infrastructure redundancy and redevelopment costs.
2. Permit joint ventures or partnerships that do not provide for design and construction standards consistent with overall campus design.
3. Permit development that does not minimize adverse environmental impacts to the extent reasonably practicable.
4. Permit new development that does not meet at least one of the following criteria:
  - Provision of enhanced learning and ancillary space consistent with Ends achievement.
  - Extending the College's alliances with business and industry
  - Creation of opportunity to generate new revenue streams.
  - An opportunity to differentiate the College's learning environment.
  - Positioning the College as an innovative leader in new programs targeted at future market opportunities.

# Approval Signatures

Step Description	Approver	Date
Board of Governors	Lindsay Spiegel: Director of Institutional Effectiveness	09/2023
Board Governance Committee	Jennifer Happold: Administrative Services Executive Assistant	04/2023
	Scott Gray: Vice President of Administrative Services and Gene	04/2023



Status Active PolicyStat ID 13466053



Origination 12/2021
Last 09/2023
Approved
Effective 09/2023
Last Revised 03/2022
Next Review 09/2024

Owner Scott Gray: Vice President of Administrative Services and Gene

Area Board Policies - Executive Limitations

References EL-11

Construction

The President shall not allow construction of a new building or facility or major renovation that is inconsistent with industry standards and grantor expectations, environmentally irresponsible, risks financial jeopardy, or is not aligned with achievement of the Board's Ends.

Further, without limiting the scope of the above by the following list, the President shall not:

- 1. Proceed with grant applications, detailed architecture or engineering, procurement of construction services, or real-estate transactions for a capital construction project as that term is defined under the Coordinating Commission for Postsecondary Education Act.
2. Request authorization to proceed with such a capital construction project prior to providing information that demonstrates that such construction is fiscally responsible and aligned with achievement of the Board's Ends, and without providing data that supports an informed decision by the Board - including but not limited to clearly articulated information about the following:
1. Definition of the project's purpose and goals.
2. Definition of the project's key elements and rationale for their inclusion.
3. Definition of the project's strategic context, and contribution to advancing the Board's Ends or other policies, including the Master Site and Facilities Plan.
4. Explanation of the project's priority relative to other capital needs.
5. Estimates of the capital cost, ongoing operating and maintenance costs, and expected useful life associated with the project.
6. Explanation of anticipated funding sources and financing mechanisms.
7. Project timeline.
7.8. Whether the traditional design-bid-build or construction management at risk is the preferred method of construction.

3. Request authorization to proceed with a capital construction project without incorporating it into an annual budget or a budget amendment.
4. Proceed with any other construction project in excess of \$500,000 prior to having plans, specifications and estimates prepared or reviewed by an architect or engineer.
5. Expend funds on any other construction project prior to having confirmed funding for that stage.
- 5.6. Proceed with the negotiation or execution of a construction management at risk contract without the Board first adopting a resolution selecting the construction management at risk contract delivery system as the method of construction, in compliance with the Political Subdivisions Construction Alternatives Act.
- 6.7. Allow the Board to be without regular reports on a capital construction project's implementation, including but not limited to:
  1. Changes to the anticipated cost of the project.
  2. Changes to the elements/scope of the project.
  3. Changes to scheduled completion, delays or impacts to timelines.
  4. Timely notice of possible cost overruns and planned action to reduce impact.
  5. Changes in contractor(s) and rationale.

## Approval Signatures

Step Description	Approver	Date
Board of Governors	Lindsay Spiegel: Director of Institutional Effectiveness	09/2023
Board Governance Committee	Jennifer Happold: Administrative Services Executive Assistant	04/2023
	Scott Gray: Vice President of Administrative Services and Gene	04/2023



Status **Active** PolicyStat ID 12439410



Origination 12/2021  
 Last Approved 12/2021  
 Effective 12/2021  
 Last Revised 12/2021  
 Next Review 02/2024

Owner Scott Gray: Vice President of Administrative Services and Gene

Area Board Policies - Governance Process

References GP-01

## Governing Style

The Board will govern with the authority granted and duties defined in Nebraska Revised Statutes §§85-1501 to 85-1540 and §§85-917 to 85-966, with an emphasis on outward vision, commitment to obtaining Ownership input, encouragement of diversity in viewpoints, strategic leadership, clear distinction of Board and staff roles, collective decision-making, and a proactive, future focus.

1. The Board will cultivate a sense of group responsibility. The Board, not the President, will be responsible for excellence in governing. The Board will initiate policy, not merely react to President initiatives. The Board will use the expertise of individual Board members, Board committees and the President to enhance the ability of the Board as a body to make policy, rather than to substitute their individual judgements for the group's values.
2. The Board will direct, control and inspire the organization through the careful establishment of broad written policies reflecting the Owners' values and perspectives. The Board's major policy focus will be on the intended long-term results to be produced for beneficiaries outside the organization, not on the administrative means of attaining those results.
3. The Board will enforce upon itself whatever self-discipline is needed to govern with excellence. Self-discipline will apply to matters such as attendance, preparation for meetings, policy-making principles, respect of roles, Board behavior, regular self-evaluation, and ensuring the continuity of governance capability. Although the Board can change its governance process policies at any time, it will scrupulously observe those policies currently in force.
4. The Board will not allow any Board member or committee of the Board or outside influence to hinder or be an excuse for not fulfilling Board obligations.

## Approval Signatures

Step Description

Approver

Date



Status Pending PolicyStat ID 14615127



Origination	12/2021	Owner	Scott Gray: Vice President of Administrative Services and Gene
Last Approved	N/A	Area	Board Policies - Executive Limitations
Effective	Upon Approval	References	EL-02
Last Revised	10/2023		
Next Review	1 year after approval		

### Access to Education

The President shall not allow conditions that unnecessarily restrict student or potential student access to education.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. ~~Cause or allow~~ Recommend the setting of tuition fees that are not based on a reasonable balance of fiscal responsibility between students and taxpayers, within the context of the impact of the property tax levy on local property owners and the overall cost of attendance for a student to be provided with an affordable education.
2. Allow students and potential students to be uninformed of plans for future tuition fee increases to allow students in credit programs to do long-term financial planning.
3. Be without a consistent method that provides for appropriate recognition of learning outside of College programs.
4. Permit academically qualified students with disabilities to be without a supportive environment that, without compromising academic standards, wherever possible enables them to complete their programs.
5. Permit activities, circumstances, or decisions that jeopardize the ability of students to enroll in available courses or to obtain the instructional hours required to complete their course of studies.

### Approval Signatures

Step Description	Approver	Date
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Board of Governors	Lindsay Spiegel: Director of Institutional Effectiveness	Pending
Board Governance Committee	Jennifer Happold: Executive Assistant, Administrative Services	10/2023
	Scott Gray: Vice President of Administrative Services and Gene	10/2023

COPY



Status Pending PolicyStat ID 14701469



Origination	12/2011	Owner	Brandon McLean: Executive Director of Physical Plant
Last Approved	N/A	Area	Business and Fiscal Affairs
Effective	Upon Approval	References	BP-6821
Last Revised	05/2014		
Next Review	5 years after approval		

## Alternative Construction Method Policy

### 1. POLICY REASON/PURPOSE/INTENT

To establish a policy on the use of a construction manager at risk method of construction.

### 2. DEFINITIONS

N/A

### 3. POLICY

1. Notwithstanding the procedures for public lettings found in Neb. Rev. Stat. §§73-101 to 73-106 or any other Nebraska statute relating to the letting of bids, this policy shall allow the Board of Governors to enter into a construction management at risk contract by adhering to the procedures set forth in the Political Subdivisions Construction Alternatives Act (Neb. Rev. Stat. §13-2901 through §13-2914), as the same may from time to time be amended, and in accordance with college procedures.

### 4. APPLICABILITY

N/A

### Approval Signatures

Step Description	Approver	Date
------------------	----------	------

President's Council	Bobbi Rowlett: Executive Assistant, Technology Services	Pending
Administrative Services Standing Committee	Scott Gray: Vice President of Administrative Services and Gene	11/2023
Administrative Services Standing Committee	Jennifer Happold: Executive Assistant, Administrative Services	11/2023
	Brandon McLean: Executive Director of Physical Plant [JH]	11/2023





Origination 12/2011  
Last Approved 12/2023  
Effective 12/2023  
Last Revised 12/2023  
Next Review 12/2028

Owner Brandon McLean:  
Executive  
Director of  
Physical Plant  
Area Business and  
Fiscal Affairs  
References AP-6821.0

## Alternative Construction Method

### 1. PROCEDURE SUMMARY STATEMENT

In addition to the traditional design-bid-build method of construction, Nebraska law allows a political subdivision to procure construction services by utilizing alternative methods such as a construction management at risk contract, or a design-build contract. If authorized by the Board of Governors after adopting the appropriate resolution, this procedure sets forth the requirements for entering into a design-build contract or a construction management at risk contract as the method of construction.

### 2. DEFINITIONS

1. For purposes of this procedure the definitions found in the Political Subdivisions Construction Alternatives Act (Neb. Rev. Stat. §§13-2901 to 13-2914) are applicable.

### 3. PROCEDURE

1. Board Resolution
  1. Prior to proceeding with the requirements of this procedure, the Board of Governors shall first adopt a resolution selecting the construction management at risk contract delivery system as an alternative to the design-build method of construction. The resolution shall require the affirmative vote of at least two-thirds of the Board.
2. Process For Selecting a Construction Manager
  1. For each proposed project, the Board shall evaluate current statements of qualifications and performance data of persons and firms who are on file with the College, together with those proposals that may be submitted by persons or firms regarding the proposed project.
  2. At least thirty days prior to the deadline for receiving and opening proposals

prepared in accordance with Section 4.3 below, notice of the request for proposal shall be published in a newspaper of general circulation within the College's service area. The notice shall include a general description of the project and shall indicate how interested persons or firms can apply for consideration for such contract.

3. The Board shall select a construction manager after receiving a recommendation of the Board's Committee appointed by the Board for such purpose. The person or firm selected by the Board shall be fully qualified to render the required professional service.
4. The public shall not be excluded from the meetings or proceedings where such findings are made in accordance with the Open Meetings Act.
5. Notwithstanding any other provisions set forth above, there shall be no public notice requirement or utilization of the selection process as provided herein for projects in which the College is able to reuse existing drawings, specifications, and other documents from a prior project.

### **3. Construction Manager - Request for Proposals**

1. After adopting the aforementioned resolution the College shall prepare a request for proposal for each construction management at risk contract.
2. The request for proposal shall contain, at a minimum, the elements set forth in §13-2909 of the Political Subdivisions Construction Alternatives Act as the same currently exists or as may be amended.

### **4. Construction Manager Selection Committee and Proposal Evaluation**

1. In evaluating construction managers, the College shall refer the proposals to a Construction Manager Selection Committee for recommendation to the Board. The selection committee shall include those persons identified in §13-2911 of the Political Subdivisions Alternatives Act as the same currently exists or as may be amended.
2. At least one of the members of the committee shall be a person whose profession represents that particular field of endeavor being considered by the Board.
3. The selection committee shall evaluate proposals taking into consideration the criteria enumerated in §13-2911 of the Political Subdivisions Construction Alternatives Act as the same currently exists or as may be amended.
4. The records of the selection committee in evaluating proposals and making recommendations shall be considered public records for purposes of Neb. Rev. Stat. §84-712.01.

### **5. Board Evaluation and Negotiation**

1. The Board shall evaluate and rank each proposal on the basis of best meeting the criteria in the request for proposals and taking into consideration the recommendation of the selection committee.
2. The Board shall attempt to negotiate a construction management at risk contract with the highest ranked construction manager and may enter into a construction management at risk contract after negotiations. The negotiations shall include a



final determination of the manner by which the construction manager selects a subcontractor. If the Board is unable to negotiate a satisfactory contract with the highest ranked construction manager, the Board may terminate negotiations with that construction manager. The Board may then undertake negotiations with the second highest ranked construction manager and may enter into a construction management at risk contract after negotiations. If the Board is unable to negotiate a satisfactory contract with the second highest ranked construction manager, the Board may undertake negotiations with the third highest ranked construction manager, if any, and may enter into a construction management at risk contract after negotiations.

3. If the Board is unable to negotiate a satisfactory contract with any of the ranked construction managers, the Board may either revise the request for proposals and solicit new proposals or cancel the construction management at risk process under the Political Subdivisions Construction Alternatives Act and this Procedure.

6. Other Applicable Provisions

1. A construction management at risk contract may be conditioned upon later refinements in scope and price and may permit the College in agreement with the construction manager to make changes in the project without invalidating the contract. Later refinements under this section shall not exceed the scope of the project statement contained in the request for proposals.
2. Nothing in these procedures shall limit or reduce statutory or regulatory requirements regarding bonding or insurance.

## 4. APPLICABILITY

N/A

### Approval Signatures

Step Description	Approver	Date
President Approval	Lindsay Spiegel: Director of Institutional Effectiveness	12/2023
President's Council	Bobbi Rowlett: Executive Assistant, Technology Services	12/2023
Administrative Services Standing Committee	Scott Gray: Vice President of Administrative Services and Gene	11/2023
Administrative Services Standing Committee	Jennifer Happold: Executive Assistant, Administrative Services	11/2023

Brandon McLean: Executive  
Director of Physical Plant [JH]

11/2023



Status Active PolicyStat ID 12387247



Origination 11/1974
Last Approved 05/2016
Effective 05/2016
Last Revised 05/2016
Next Review 08/2021

Owner Jim Curry:
Director of Public
Relations

Area General
Institution

References BP-3310

News Releases Policy

1. POLICY REASON/PURPOSE/INTENT

To establish the Public Relations Office as the clearinghouse for all College news releases.

2. DEFINITIONS

N/A

3. POLICY

- 1. To provide area constituents with adequate information relative to the College's progress and development, the Public Relations Office is recognized as the clearinghouse for all news releases in accordance with the established College procedures.

4. APPLICABILITY

N/A

Approval Signatures

Table with 3 columns: Step Description, Approver, Date

Status Active PolicyStat ID 12387221



Origination 02/2012  
Last 05/2016  
Approved  
Effective 05/2016  
Last Revised 05/2016  
Next Review 08/2021

Owner Jennifer Greve:  
Executive  
Director of  
Marketing and  
Recruitment

Area General  
Institution

References BP-3410

## Marketing, Public Relations and Web Systems Communication Standards Policy

### 1. POLICY REASON/PURPOSE/INTENT

To establish standards regarding official College communications.

### 2. DEFINITIONS

N/A

### 3. POLICY

1. The Marketing, Public Relations, and Web Systems Services Departments are recognized as the official clearinghouse for all marketing activities, public release of information, and information delivery through Northeast Community College domains, websites, and applications, both externally and internally, in accordance with the established Northeast Community College Communication and Information Standards and college procedures. Adherence to these standards is designed to assure that the College's image is promoted in a professional and positive manner while providing a consistent message to all audiences.

### 4. APPLICABILITY

N/A



# Approval Signatures

Step Description

Approver

Date



Origination 02/2012  
Last 12/2023  
Approved  
Effective 12/2023  
Last Revised 12/2023  
Next Review 12/2028

Owner Jennifer Greve:  
Executive  
Director of  
Marketing and  
Recruitment

Area General  
Institution

References AP-3410.0

## Marketing, Public Relations and Website Communication Standards

### 1. PROCEDURE SUMMARY STATEMENT

To establish standards regarding official College communications.

### 2. DEFINITIONS

N/A

### 3. PROCEDURE

1. The Marketing, Public Relations, and Web Departments are recognized as the official clearinghouse for all marketing activities, public release of information, and information delivery through Northeast Community College domains, websites, and applications, both externally and internally, in accordance with the established Northeast Community College procedures. Adherence to these procedures is designed to assure that the College's brand image is promoted in a professional and positive manner while providing a consistent message to all audiences.
2. Northeast Community College Communication and Information Standards
  1. Marketing

The Marketing Department is responsible for protecting the positive image of the College, promoting awareness of its programs and services to prospective students, students and members of the public while ensuring that consistent and accurate communications are produced and marketing resources are used effectively. The Marketing Department serves as the clearinghouse for all promotional/marketing



projects.

All Northeast Community College marketing efforts reflect the following standards:

1. Provide a comprehensive marketing plan to achieve the strategic goals of the College.
2. Protect and enhance the Northeast brand.
3. Provide a consistent image of Northeast Community College.

## **2. Marketing Procedures**

In order for Northeast to fully realize these standards, the Marketing Department has instituted the following procedures:

1. All advertising for Northeast Community College can be placed only with prior authorization of the Marketing Department.
2. The Marketing Department must approve the use of all promotional projects directed to an external audience. This includes any information displayed on the web, in print, and any form of digital media.
3. The Marketing Department will provide recommendations on, and the creation of, promotional/marketing projects for the College and its departments.
4. All promotional/marketing projects for Northeast should be requested through a service request.
5. Proper use of the College logos must be followed.

Northeast's official Branding and Social Media Guides must be followed by all personnel and departments of the College. These guides provide specific information and are available in the Marketing Department and on the marketing SharePoint site.

## **3. Public Relations**

Public Relations maintains open and positive communication with the media in the region served by Northeast Community College and beyond and provides information related to the College's educational programs, services, events, and accomplishments. Public Relations develops communications for publication or broadcast designed to encourage and cultivate pride of association and ownership with College programs among students, parents, faculty, staff, and constituents in Northeast's 20-county service area as well as the state of Nebraska, the nation and across the world.

All Northeast Community College public information is developed with the following standards:

1. Public Relations coordinates and seeks approval for any statement or release of information for publication or broadcast concerning or involving

College policy with the College Director of Public Relations or their designee.

2. All public information and activities of the College campus in Norfolk and its extended campuses in O'Neill, South Sioux City, and West Point and regional offices in Ainsworth and Hartington for publication or broadcast are coordinated to assure a consistent message is communicated throughout the College's 20-county service area.
3. A program of public information and community relations is designed to assist current and prospective students in making informed decisions regarding enrollment in academic programs and promote the value of a comprehensive community college.

#### 4. Public Relations Procedures

In order for Northeast to fully realize these standards, Public Relations has instituted the following procedures:

1. The President is the official spokesperson of Northeast Community College.
2. Public Relations is responsible for issuing Northeast Community College-related news releases that are distributed primarily across the college's 20-county service area and beyond. Releases are also posted to the Northeast website and through the college's social media channels.
3. Public Relations serves as the primary contact for fielding inquiries from the media and arranging interviews with faculty/or staff experts. This also includes notifying the media to pitch story ideas, cover events as well as achievements and accomplishments of students, employees, and the college in general. All news releases by any employees should be routed through Public Relations. Public Relations also serves as the primary contact for fielding inquiries from the media and in making arrangements for interviews with employees. Any statement or release of information concerning or involving College policy must be cleared with the Director of Public Relations or their designee.

#### 5. Website

The Web Department follows industry standards and laws by establishing best practices when designing, developing, or administering websites and web systems. These best practices are important to the integrity of the Northeast brand and user experiences when engaging with the College's stakeholders.

All Northeast Community College websites and applications are created and maintained with the following standards:

1. Maintain accurate and up-to-date information.
2. Abide by all local, state, and federal laws and regulations.
3. Follow industry accepted best practices.



4. Follow web accessibility standards.
  5. Provide a consistent visual appearance.
  6. Keep the user's needs in mind and strive for simplicity.
  7. Protect the reputation of the College's domains and web presence.
6. Web Department Procedures

In order for Northeast to fully realize these standards and to protect the College's domains and web presence, the Web Department has instituted the following procedures:

1. The sponsoring department, division, or program is responsible for periodically reviewing the web page and providing accurate and updated information.
2. The Web Department is responsible for the design of all College websites and applications to assure that websites meet all legal requirements and follow best practices.
3. Staff must contact the Marketing and/or Web Department for assistance on the proper use of mass electronic communication tools (such as email, text, etc.) to assure protocols which protect the College's web properties and domains are followed.

## 4. APPLICABILITY

N/A

### Approval Signatures

Step Description	Approver	Date
President Approval	Lindsay Spiegel: Director of Institutional Effectiveness	12/2023
President's Council	Bobbi Rowlett: Executive Assistant, Technology Services	12/2023
Institutional Effectiveness Standing Committee	Charlene Widener: Vice President of Educational Services	11/2023
Institutional Effectiveness Standing Committee	Bobbi Rowlett: Executive Assistant, Technology Services	10/2023
Institutional Effectiveness Standing Committee	Amanda Nipp: Vice President of Student Services	10/2023

Jennifer Greve: Executive  
Director of Marketing and  
Recruitment

10/2023



Status Active PolicyStat ID 12402494



Origination 09/2010

Owner Lai-Monté

Last Approved 03/2018

Hunter: Dean of Students

Effective 03/2018

Area Student Services

Last Revised 03/2018

References BP-5021

Next Review 08/2022

## Missing Student Notification Policy

### 1. POLICY REASON/PURPOSE/INTENT

1. Northeast Community College (Northeast) is committed to creating and preserving a safe and secure environment for its students. In accordance with this commitment, this policy and the corresponding procedures, establish a framework for action to assist in locating students residing in college-owned or controlled student housing facilities who are reported missing.

### 2. DEFINITIONS

1. Missing Student: A Northeast student who resides in a college-owned or controlled student housing facility, who has not been seen by students or staff for 24 hours, or less if circumstances warrant, and whose whereabouts have been questioned and brought to the attention of a Northeast staff member.
2. Northeast-owned or controlled student housing facilities: Buildings owned by Northeast that provide student housing, buildings owned by a third party that has a written agreement with the College to provide student housing, and/or buildings that house students located on property owned or controlled by the College.

### 3. POLICY

1. When a student residing in a college-owned or controlled student housing facility is determined to be missing for 24 hours, or less if circumstances warrant, this policy and the corresponding college procedures will be implemented to assist in locating the student.

### 4. APPLICABILITY

N/A

## Approval Signatures

Step Description

Approver

Date





Origination 09/2010  
Last Approved 12/2023  
Effective 12/2023  
Last Revised 12/2023  
Next Review 12/2028

Owner Lai-Monté  
Hunter: Dean of Students  
Area Student Services  
References AP-5021.0

## Missing Student Notification

### 1. PROCEDURE SUMMARY STATEMENT

1. Northeast Community College (Northeast) is committed to creating and preserving a safe and secure environment for students. In accordance with this commitment, these procedures establish a framework for action to assist in locating students residing in College-owned or controlled student housing facilities who are reported missing.

### 2. DEFINITIONS

1. Missing student: A Northeast student who resides in a College-owned or controlled student housing facility, who has not been seen by students or staff for 24 hours, or less if circumstances warrant, and whose whereabouts have been questioned and brought to the attention of a Northeast staff member.
2. Northeast-owned or controlled student housing facilities: Buildings owned by Northeast that provide student housing, buildings owned by a third party that has a written agreement with the College to provide student housing, and/or buildings that house students located on property owned or controlled by the College.

### 3. PROCEDURE

1. Each Northeast student residing in College-owned or controlled student housing will identify and submit to the Residence Life Office the name of at least one individual to be contacted by Northeast in the event that the student is determined to be missing:
  1. Students will provide emergency contact information to the Residence Life Office through the housing application process. This emergency contact information will be kept confidential by Northeast. The emergency contact information will be confirmed at check-in into their student housing facility.

2. When the student is determined to be missing for 24 hours, or less if circumstances warrant, and the student is under 18 years of age and not an emancipated individual, Northeast is required to notify a custodial parent or guardian.
  3. Local law enforcement will be notified if a student is determined missing regardless of the prior notification of a contact person.
2. Northeast will implement the following notification procedure for a missing student who resides in a College-owned or controlled student housing facility:
1. A student is determined to be missing when a report comes to the attention of a Northeast staff member and Northeast determines the report to be credible. The Northeast staff member receiving the report will collect and document the following information at the time of the report:
    1. The name of the person making the report and the relationship of the person to the missing student.
    2. The date, time and location the missing student was last seen.
    3. The general routine or habits of the suspected missing student (i.e., visiting friends or relatives who live off-campus, employment off-campus, etc.), including any recent changes in behavior or demeanor.
    4. The missing student's most recent cell phone number and e-mail address if known by the reporter.
  2. The Northeast staff member will immediately begin a search for the missing student by contacting the Dean of Students or a Residence Life staff member who will:
    1. Initiate an investigation to determine the validity of the report of the missing student and attempt to locate the missing student by utilizing any or all of the following resources: check the student's room; contact the student's roommate/suitemates, Resident Assistants, Desk Assistants, and peers to determine if anyone can confirm the missing student's whereabouts and/or confirm the time and location the student was last seen; contact all of the student's instructors for last date of attendance; contact the food service vendor to determine when the last meal was consumed at the cafeteria; call and text the student's cell phone and call any other numbers on- record; send the missing student an e-mail; and contact any on or off-campus known contacts of the missing student.
    2. Forward the report of the missing student to Campus Security.
    3. Make a determination as to the status of the missing student.
  3. Within 24 hours of a determination that a student is missing or sooner if circumstances warrant:
    1. The Dean of Students or designee will be contacted by the Director of Residence Life or designee.
    2. The Dean of Students or designee will notify the appropriate law enforcement agency to report the missing student immediately upon receiving the official missing student report.



3. The missing student's emergency contact will be notified by the Dean of Students or designee.
  4. If the missing student is under the age of 18 years, the missing student's custodial parent or guardian will be notified by the Dean of Students or designee.
4. Documentation concerning the missing student reported to the appropriate law enforcement agency will be maintained in the office of the Vice President of Student Services.
3. Legal Reference: HEOA Sec 488(g) amended HEA Sec 485 (20 U.S.C. 1092: added HEA Sec. 485(j)

## 4. APPLICABILITY

### Approval Signatures

Step Description	Approver	Date
President Approval	Lindsay Spiegel: Director of Institutional Effectiveness	12/2023
President's Council	Bobbi Rowlett: Executive Assistant, Technology Services	12/2023
Student Services Standing Committee	Amanda Nipp: Vice President of Student Services	11/2023
Student Services Standing Committee	Amy Clausen: Executive Assistant, Student Services	11/2023
	Lai-Monté Hunter: Dean of Students	11/2023



Origination 12/2021  
Last Approved 09/2023  
Effective 09/2023  
Last Revised 12/2021  
Next Review 09/2024

Owner Scott Gray: Vice President of Administrative Services and Gene

Area Board Policies - Executive Limitations

References EL-01

## Treatment of Students

The President shall not cause or allow conditions, procedures or decisions related to the treatment of students that are unsafe, unfair, disrespectful, or unnecessarily intrusive.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Permit students and others who use College property to be without reasonable protections against hazards or conditions that might threaten their health, safety or well-being.
  1. Allow students to be without current, enforced procedures that minimize the potential for exposure to harassment, provide remedy for harassment situations, and provide methods for dealing with individuals who harass.
2. Deliver programs in a manner that is insensitive to students' culture.
3. Permit violation of student confidentiality and privacy, except where specific disclosure is required by legislation or regulation.
  1. Use forms or procedures that elicit information for which there is no clear necessity.
  2. Use methods of collecting, reviewing, storing or transmitting student information that inadequately protect against improper access to personal information.
4. Permit admission, registration, evaluation, or recognition processes that treat students unfairly.
5. Permit unfair, inconsistent or untimely handling of student complaints.
  1. Permit students to be without a process for registering a complaint or concern, including an appeal process, or to be uninformed of the process.
  2. Retaliate against any student for non-disruptive expression of dissent.



6. Permit students to be uninformed of student rights and responsibilities, including expectations for student behavior, and the consequences of failure to adhere to the expectations.
7. Permit decisions affecting students to be taken without appropriate consultation with students.

## Approval Signatures

Step Description	Approver	Date
Board of Governors	Lindsay Spiegel: Director of Institutional Effectiveness	09/2023
Board Governance Committee	Jennifer Happold: Administrative Services Executive Assistant	06/2023
	Scott Gray: Vice President of Administrative Services and Gene	06/2023

Status Pending PolicyStat ID 14804097



Origination	11/1978	Owner	Coleen Bressler:
Last Approved	N/A		Executive Director of Administrative Services
Effective	Upon Approval	Area	Business and Fiscal Affairs
Last Revised	05/2016	References	BP-6120
Next Review	5 years after approval		

## Internal Control Policy

### 1. POLICY REASON/PURPOSE/INTENT

To establish a policy on internal control.

### 2. DEFINITIONS

N/A

### 3. POLICY

1. It is the policy of the College to develop and maintain a system of internal control, thereby providing assurance that transactions have been executed in accordance with established college policy and procedures, that accounting data is accurate and reliable, and that accountability is maintained over the assets of the College.

### 4. APPLICABILITY

N/A

### Approval Signatures

Step Description	Approver	Date
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President's Council	Bobbi Rowlett: Executive Assistant, Technology Services	Pending
Administrative Services Standing Committee	Jennifer Happold: Executive Assistant, Administrative Services	12/2023
Administrative Services Standing Committee	Scott Gray: Vice President of Administrative Services and Gene	12/2023
	Coleen Bressler: Executive Director of Administrative Services	11/2023



Origination 12/2021  
Last 12/2023  
Approved  
Effective 12/2023  
Last Revised 03/2023  
Next Review 12/2024

Owner Scott Gray: Vice  
President of  
Administrative  
Services and  
Gene

Area Board Policies -  
Executive  
Limitations

References EL-06

## Asset Protection

The President shall not allow assets to be unprotected, inadequately maintained or unnecessarily risked. Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Permit the organization to have inadequate bonding and/or inadequate insurance against property and casualty losses.
  1. Permit the organization to insure its property with inadequate valuation and limits and for damage due to an insufficient scope of perils.
    1. Insure the buildings and contents with a blanket limit which is not in accordance with the industry standard cost to replace the damaged items with materials of like kind and quality, without deduction for depreciation.
    2. Permit the organization to have inadequate insurance for theft, disappearance or destruction of money and securities inside or outside the premises.
  2. Permit the Board members, College staff and individuals engaged in activities on behalf of the organization, or the organization itself, to have inadequate liability insurance.
    1. Allow the organization, Board members, and College staff to have inadequate insurance covering professional liability, errors or omissions related to the administration of or fiduciary duties involved with design or administration of employee benefits, wrongful acts involving personnel or other material decisions, or claims alleging sexual harassment, molestation, abuse or workplace harassment.
  3. Permit the organization to have inadequate Privacy/Cyber insurance.



4. Permit individuals traveling out of the United States on behalf of the College to have inadequate Travel Accident insurance.
  5. Permit the organization to purchase a bond or crime insurance with inadequate limits and which does not cover loss due to dishonesty and lack of faithful performance by personnel having access to material amounts of funds, and which does not comply with any applicable statutory or regulatory obligations related to retirement accounts.
2. Allow personnel who are not included under a bond or crime insurance to have access to material amounts of funds
  3. Unnecessarily expose the organization, its Board members or staff to claims of liability.
    1. Allow any material contracts or material internal human resource documents to be executed without adequate review by qualified legal counsel.
    2. Allow any employee or volunteer to be in contact with children under the age of 18 or other vulnerable populations without being screened subject to the requirements of the organization's insurer.
  4. Receive, process or disburse assets under controls that are insufficient to meet the Board-appointed auditor's standards.
    1. Receive, process or disburse the organization's assets under internal controls insufficient to detect, deter and prevent fraud or insufficient to prevent and detect significant deficiencies or material weaknesses.
  5. Permit internal controls insufficient to prevent and ensure against tardy, inaccurate, specious or misleading financial reporting.
  6. Cause or allow buildings and equipment to be subjected to improper wear and tear or insufficient maintenance.
  7. Allow the organization to operate without a plan to mitigate loss to organizational assets damaged by a disaster and to expedite recovery from a disaster.
  8. Make purchases that do not result in an appropriate level of quality, after-purchase service and value for dollar, or do not provide opportunity for fair competition.
  9. Compromise the independence of the Board's audit or other external monitoring or advice.
    1. Engage parties already chosen by the Board as consultants, auditors, legal counsel or advisers.
  10. Permit investments that are inconsistent with state law, or managed in a way that is inconsistent with the primary objectives of capital preservation and reasonable growth.
  11. Allow intellectual property, trademarks and copyrights, information, and files to be exposed to loss or significant damage.
  12. Allow information and files to be retained for an inappropriate period of time, stored in a manner that does not enable efficient access, or improperly destroyed.
    1. Permit employees and contractors to be uninformed of these requirements.
  13. Endanger the organization's public image, credibility, or its ability to accomplish Ends.

1. Allow non-adherence to guidelines for required institutional and desired supplemental program accreditations.
  2. Accept gifts or bequests other than through the Northeast Community College Foundation in accordance with Foundation Gift Acceptance Procedures.
  3. Publicly position the college in support of or opposition to any political party or candidate for public office.
  4. Develop or continue collaborative relationships with organizations whose principles or practices are incompatible with those of the College.
  5. Allow relationships with stakeholders to be inconsistent with the productive cooperation necessary to the achievement of Ends.
  6. Permit inconsistent, disrespectful or untimely response to stakeholder concerns.
14. Change the organization's name or substantially alter its identity in the community.
  15. Decide or change the name of any College Property after an individual or organization.
  16. Create or purchase any subsidiary corporation.

## Approval Signatures

Step Description	Approver	Date
Board of Governors	Lindsay Spiegel: Director of Institutional Effectiveness	12/2023
Board Governance Committee	Jennifer Happold: Executive Assistant, Administrative Services	12/2023
	Scott Gray: Vice President of Administrative Services and Gene	12/2023



Status Pending PolicyStat ID 14701874



Origination 02/2005
Last Approved N/A
Effective Upon Approval
Last Revised 05/2014
Next Review 5 years after approval

Owner Brandon McLean: Executive Director of Physical Plant

Area Business and Fiscal Affairs

References BP-6811

Construction Change Orders Policy

1. POLICY REASON/PURPOSE/INTENT

To establish a policy on the authority to approve construction change orders.

2. DEFINITIONS

N/A

3. POLICY

- 1. The President or his/her designee is authorized to approve and sign all change orders for construction contracts. The Board of Governors' Facilities Committee will be informed of all approved change orders through a written report.

4. APPLICABILITY

N/A

Approval Signatures

Step Description Approver Date

President's Council	Bobbi Rowlett: Executive Assistant, Technology Services	Pending
Administrative Services Standing Committee	Scott Gray: Vice President of Administrative Services and Gene	12/2023
Administrative Services Standing Committee	Jennifer Happold: Executive Assistant, Administrative Services	12/2023
	Brandon McLean: Executive Director of Physical Plant [JH]	11/2023





Origination 12/2021  
Last 12/2021  
Approved  
Effective 12/2021  
Last Revised 12/2021  
Next Review 10/2026

Owner Scott Gray: Vice  
President of  
Administrative  
Services and  
Gene

Area Board Policies -  
Board President  
Delegation

References BPD-03

## Delegation to the President

The Board will instruct the President through written policies which prescribe the organizational Ends to be achieved, and describe organizational situations and actions to be avoided, i.e., Executive Limitations, allowing the President to use any reasonable interpretation of these policies.

1. The Board will develop Ends policies instructing the President to achieve specified results, for specified recipients at a specified worth.
  1. Policies that do not address the subjects of results, recipients or worth will not be included in Ends, as they relate to means.
    1. Specifically, documents such as the College's Strategic Plan and budget will not be considered Ends, as they relate to operational means of achieving the Ends.
2. The Board will develop Executive Limitations policies which limit the latitude the President may exercise in choosing the organizational means.
  1. These limiting policies will describe those practices, activities, decisions and circumstances that the Board would find unethical or imprudent, and therefore unacceptable, even if they were to be effective.
  2. The Board will never prescribe organizational means delegated to the President.
3. All policies will be developed systematically from the broadest, most general level to more defined levels.
4. As long as the President uses any reasonable interpretation of the Board's Ends and Executive Limitations policies, the President is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities. Such decisions of the President shall have full force and authority as if decided by the Board.

1. The President has all management rights in accordance with applicable laws and regulations, including but not limited to, the right: (a) to hire, promote, transfer, assign, and retain employees in positions within the College, and to suspend, demote, discharge, or take employee disciplinary action, (b) to direct college employees in maintaining the efficiency of the operations of the College and to determine the methods, means, and personnel by which such operations are to be conducted, and (c) to take whatever actions may be necessary to carry out the mission of the College in situations of emergency.
  
5. The Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between Board and President domains. By doing so, the Board changes the latitude of choice given to the President. But as long as any particular delegation is in place, the Board will respect and support any reasonable President interpretation of the policies. This does not prevent the Board from obtaining information from the President about the delegated areas, except for data protected by privacy legislation.

## Approval Signatures

Step Description

Approver

Date



Status **Draft** PolicyStat ID 14803628

Origination	12/2021	Owner	Scott Gray: Vice President of Administrative Services and Gene
Last Approved	N/A		
Effective	N/A		
Last Revised	N/A	Area	Board Policies - Governance Process
Next Review	N/A	References	GP-10

## Board Code of Conduct

The Board expects of itself and its members ethical, business-like and lawful conduct. This includes proper use of authority and appropriate decorum when acting as Board members. It expects Board members to treat one another, the President, College employees, students and their parents, and all citizens of the College service area (*Owners*), with respect, co-operation and a willingness to deal openly on all matters.

1. Board members must have loyalty to the Ownership Ownership of the service area that supersedes any loyalties to the constituents of the Districts that elected them, the President, College staff, other organizations or any personal interest as a consumer.
2. Board members are accountable to exercise the powers and discharge the duties of their office honestly and in good faith. Board members shall exercise the degree of care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.
3. Board members must avoid a conflict of interest with respect to their fiduciary responsibility.
  1. There must be no self-dealing or any conduct of private business or personal services between any Board member and the organization, except as procedurally controlled to assure openness, competitive opportunity, and equal access to otherwise "inside" information. Board members will annually disclose their involvements with other organizations, vendors, or any associations that might be or might reasonably be seen as being a conflict.
  2. When the Board is to decide upon an issue, about which a Board member has an unavoidable conflict of interest, that Board member shall absent herself or himself without comment from not only the vote, but also from the deliberation. This absence shall be recorded in the minutes.
  3. Board members will not use their Board position to obtain employment with or

furnish services or goods to the College for themselves, family members, or associates. Should a Board member obtain employment, she/he must first resign from the Board.

4. Board members will not solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that a vote, official action, or judgment of the Board member would be influenced thereby.
4. Board members will respect the confidentiality appropriate to issues of a sensitive nature, including at all times the content of legally held, closed meetings of the Board.
5. Board members shall not attempt to exercise individual authority over the organization.
  1. When interacting with College employees, Board members must recognize that individual Board members have no authority to instruct or evaluate employees, and no authority to insert themselves into employee operations.
  2. The Board Chair or designee is the only person authorized to speak to the public, the media or other entities on behalf of the Board. Board members shall not presume to speak for the Board when interacting with the press or the public. Board members shall only report actual Board policy decisions when interacting with the press or the public.
6. Board members shall be familiar with the incorporating documents, relevant legislation and regulations, by-laws, governing policies of the organization, issues pertaining to higher education, as well as the rules of procedure and proper conduct of a meeting so that any decision of the Board may be made in an efficient, knowledgeable and expeditious fashion.
7. Board members will be properly prepared for Board deliberation.
8. Board members will support the legitimacy and authority of Board decisions, regardless of the member's personal position on the issue.
9. Board members shall attend meetings on a regular and punctual basis. Each Board member shall notify the President or Recording Secretary of an absence from a Board meeting as far in advance of the meeting as possible. Failure to notify the President or Recording Secretary of their absence shall be unexcused. All absences shall be indicated in the meeting's roll call section and noted whether the absence is excused or unexcused.
  1. Unexcused absence of a Board member from more than three (3) consecutive regular meetings, or from more than four (4) regular or special meetings in any calendar year, shall be considered a resignation from the Board and shall constitute a Board vacancy under Nebraska Revised Statute §85-1514. A Board member may request reinstatement. The Board may, at its discretion, reinstate a Board member upon request. Only one such reinstatement per Board term is permitted.
10. Board members are expected to attend scheduled retreats and work sessions.
11. Board members are expected to review community college publications and encouraged to regularly take part in educational activities including state, regional and national meetings and events that will assist them in their ability to serve effectively as a member of the College's governing Board.
12. Board members are encouraged to communicate the Board's interest and respect for student accomplishments by attending student commencement ceremonies and events.



13. Board members shall hold themselves and other Board members accountable for complying with this Code of Conduct.
14. Charges by any person that a Board member has violated this Code of Conduct shall be in writing and directed to the Board Chair, or Vice Chair in the event the charge involves the Chair. At a special meeting called specifically for such purpose, the Board shall review all available evidence and, by a majority vote of the Board members not subject to the charge, determine whether a violation occurred. Board members who are found to have violated this Code of Conduct may be subject to the following:
  1. Public reprimand.
  2. Removal as an officer.
  3. Removal as a representative to the Nebraska Community College Association (NCCA) or other organization.
  4. Denial of travel to state or national meetings as a representative of the Board.
  5. Any other censure or consequence including removal from the Board as allowed by law.
  6. Referral to the appropriate law enforcement or legal authority.

## Approval Signatures

Step Description

Approver

Date



Monitoring Report  
EL-05  
February 15, 2024

I hereby present my monitoring report on the **Executive Limitations Policy EL-05: Financial Conditions and Activities** according to monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed   
Leah A. Barrett, President

Date 12 February 2024

**With respect to the actual, ongoing financial conditions and activities, the President shall not cause or allow the development of fiscal jeopardy or actual expenditures that are not aligned with achievement of the Board's Ends.**

INTERPRETATION

I interpret "fiscal jeopardy" to mean a) compliance with policy items #1 to #10 below; b) an audit report that finds no material irregularities, because irregularities in an audit report signal potential fiscal jeopardy, and c) financial ratios within acceptable range as provided by the Higher Learning Commission, because ratios outside the acceptable range are a signal of fiscal jeopardy.

EVIDENCE

- a) Evidence of compliance for items #1 to #10 is provided below.
- b) The **Northeast Community College Area Financial Statement Audit** completed for FY23 reported no material irregularities.
- c) The College will report the following financial ratios to HLC for FY2023. These are submitted in March annually to HLC:



	<u>2023</u>	<u>2022</u>	<u>5yr Average</u>	<u>Threshold Range*</u>
Primary Reserve Ratio	1.347	1.283	1.248	.4 – 1.33
Net Operating Revenue Ratio	0.027	(.017)	0.084	.04 - .13
Return on Net Assets Ratio	0.044	.027	0.096	.06 - .20
Viability Ratio	4.227	3.939	3.694	1.25 – 4.17
Composite Financial Indicator Score (link to HLC website page)	7.653	6.827	7.770	1.1 to 10.0

\* HLC relies on the financial ratios recommended in the publication *Strategic Financial Analysis for Higher Education: Identifying, Measuring & Reporting Financial Risks (Seventh Edition)*, 2010, by KPMG LLP; Prager, Sealy & Co., LLC; Attain LLC (updated summer, 2016)

Further, without limiting the scope of the above statement by the following list,

... the President shall not:

1. Expend more funds than have been received in the fiscal year to date unless anticipated revenue exceeds anticipated expenditures for the remainder of the current fiscal year in an amount sufficient to cover any deficit.

INTERPRETATION

I interpret “revenue” to mean current, general fund and capital improvement fund revenue in the form of property tax, state aid, tuition and fees and other income such as facility rentals and interest income. I interpret “expenditure” to mean any current, general fund or capital fund expenditure.

Compliance will be demonstrated when:

- a) Quarterly financial statements show revenues exceed expenditures; or
- b) In a quarter where revenues do not exceed expenditures, anticipated revenues through year end show sufficient revenue to cover any current quarter deficit.

This is reasonable because any shortfall in budgeted tax revenue in any quarter is due only to the timing of receipt of funds. Any shortfall in budgeted tuition and fee revenue will result in reduced expenditures.

EVIDENCE: See Attachment A

...the President shall not:

**2. Use any portion of a restricted fund balance for purposes other than those for which the fund was established.**

INTERPRETATION

I interpret "restricted fund balance" to mean the balance of any current restricted fund such as a) grants, contracts, scholarships, and financial aid; b) any agency fund such as student clubs; or c) any plant fund such as capital improvement, restricted plant or debt retirement fund.

Compliance will be demonstrated when the annual audit report provides reasonable assurance that expenditures were made from the correct funds. This is reasonable because of the College's fund-based accounting rules.

EVIDENCE

The [Northeast Community College Area Financial Statement Audit](#) for fiscal year 2023 showed no irregularities in the payment of expenditures from the appropriate fund.

...the President shall not:

**3. Allow untimely payment of payroll or debts.**

INTERPRETATION

Compliance will be demonstrated when:

- a) Payroll records verify payment of all employees is consistent with current collective bargaining agreements and all written Human Resources procedures. This is reasonable because it meets commitments made to staff, and Human Resource procedures incorporate all relevant elements of collective bargaining agreements.
- b) Accounts payable show no material amount outstanding beyond 30 days unless there is documentation of vendor's terms longer than 30 days, or unless a payment is under dispute. This interpretation is reasonable because it meets contractual agreements with vendors and minimizes payment of interest.



EVIDENCE

- a) Review of the sample group of payroll records conducted as part of the annual audit provided reasonable assurance that payroll has been processed consistent within all applicable Human Resources procedures.
- b) Review of accounts payable on January 31, 2024, confirmed the following amounts due beyond 30 days.

A/P Aging February 1	Over 30 Days	Over 60 Days	Over 90 Days	Total
2024	\$2,996.86	\$(283.74)	\$(19,003.49)	\$(16,290.37)

...the President shall not:

4. Write off receivables without having first aggressively pursued payment after a reasonable grace period.

INTERPRETATION

I interpret “aggressively pursued” to mean the established, documented process that is outlined in the [Student Accounts Billing Process](#) and consistently applied for the collection of overdue accounts. This process is reasonable because students make up the majority of overdue accounts and the process is one of the standards used in higher education.

EVIDENCE

Data from the National Association of College and University Business Officers (NACUBO) 2023 Student Financial Services Benchmarking Report is attached, which provides further context surrounding the collection of student accounts and how Northeast compares to the industry benchmark of other similar sized institutions who contributed data to the NACUBO report.

...the President shall not:

5. Allow tax payments or other government ordered payments or reports to be overdue or inaccurately filed.

INTERPRETATION:

Compliance will be demonstrated when:

- a) Statements of account from the appropriate government agencies verify on-time receipts of deductions for employee income taxes and FICA.
- b) Statements of account from the appropriate government agencies verify on-time receipts of payment of the employer's portion of FICA, along with payment of all sales tax, occupation tax and unemployment insurance.

On advice from our auditor, this is an exhaustive list of all payments due to government agencies. Government statements of accounts are official documents verifying date of receipt. Receipt by the due date is consistent with government regulations.

- c) The insurance company audit confirms that all workers' compensation insurance premiums have been paid for all employees.
- d) No deliberately falsified information or information containing errors other than minor miscalculations is uncovered in a random sampling of filings by the auditor. This is reasonable as auditing standards should uncover any material inaccuracies, and not needing to submit revised filings based on auditing standards is a reasonable way to assess accuracy.

#### EVIDENCE

- a) **NOTE: There have been two instances of non-compliance in the area of payment of tax installments to the IRS for employee income tax withholding. Please see attached narrative for explanation.** Review of year-to-date statements of account from the IRS verified that all other source deductions and tax installments for employee income tax withholding and FICA, have been received on or before due dates.
- b) Review of year-to-date statements of account from the government agency conducted verified on-time receipts of payment of the employer's portion of FICA, along with payment of all sales tax, occupation tax and unemployment insurance.
- c) Review of year-to-date statements from the insurance company confirms that all workers' compensation insurance premiums were received on or before the due date.
- d) The external auditor was asked to do a random check of filings to guard against falsified information. The auditor's report stated that all payments were accurate for the fiscal year.

...the President shall not:

6. Acquire, encumber, sell or convey land or buildings.



**INTERPRETATION:**

Compliance will be demonstrated when a comparison of the current audited statement with the previous year’s statement confirms that no building or land has been acquired or sold in the fiscal year unless there is a record of decision in Board meeting minutes authorizing the transaction.

**EVIDENCE:**

Land Acquired	Board Approval	Acquisition Date
707 and 713 Norfolk Ave - (i-Hub) Building	August 11, 2022	January 6, 2023
Ag Property	January 11, 2024	February 29, 2024* (expected)

**...the President shall not:**

**7. Engage in auxiliary enterprise fund activity inconsistent with contribution to the overall Ends of the college in order to generate revenue.**

**INTERPRETATION**

I interpret “auxiliary enterprise funds” to mean the College Bookstore, Print Services, Transportation Center, Residence Life and College Farm operations.

**EVIDENCE**

All auxiliary enterprise funds are consistent with the overall Ends of the College.

**...the President shall not:**

**8. Enter into any grant arrangement or fundraising initiative that does not emphasize the production of Ends.**

**INTERPRETATION:**

Compliance will be demonstrated when grant activities demonstrate a direct contribution to the achievement of Board Established ENDS.

EVIDENCE:

Review of **FY24 Grant Report** confirmed the College is the recipient of 12 grant awards pending agreement for FY24, for a total of \$7,557,587 All grant applications are reviewed by the appropriate Vice President and Cabinet to ensure the grant directly contributes to the Ends.

...the President shall not:

9. Use any resources of the College, to contribute to, or pay for fundraising events for, any political party or candidate for public office.

INTERPRETATION

Compliance will be demonstrated when:

- a) All rental agreements comply with administrative procedures that specify that College facilities and resources are not to be used for political fundraising events.
- b) List of paid bills verifies that no contributions were made to either a political party or to any candidate for public office.

This interpretation is reasonable as use of College facilities is not possible without a rental agreement even if a facility is being provided free of charge and rental agreements are legally binding. Further the monthly list of paid bills is comprehensive and any payment to a political party or candidate would be detectable.

EVIDENCE

**AP-3010.0 Use and Scheduling of College Property** prohibits the use of College facilities or property “for campaign activities, political rallies, conferences, or meetings of a candidate or partisan group.” (Note that forums on candidates or issues are permissible when all sides are invited, and forums held be elected officials for purposes of informing the public and not held as a campaign event are also permissible.)

- a) Review of rental agreements for the past year confirms no rental agreements inconsistent with rental procedures.
- b) A review of the monthly paid bills shows that no payments were made contradictory to this policy.



...the President shall not:

10. Use public funds for awards or recognition events for employees, volunteers and/or elected or appointed officials which exceed the Board approved limits in GP-17 items 1, 1.1 and 1.2.

#### INTERPRETATION

Examples of awards for employees are Years of Service Award.

Examples of recognition events for employees are the mid-year celebration event.

#### EVIDENCE

Recipients of the Years of Service Award receive gifts that do not exceed \$50.

Recognition events for employees involving meals are catered through Chartwells food service at a cost that does not exceed \$50 per person.

All other engagement activities for employees may include items such as free coffee, free popcorn, or bookstore and food service gift cards of nominal amounts.

**Evidence for item #5(a):**

In April 2023 and June 2023, a federal tax deposit for the deposit of federal income tax withholdings of Northeast employees was made one (1) day beyond the due date. This resulted in a penalty being charged to the College in the amount of \$20,208.93. Upon investigation, it was discovered that federal tax deposits were being made under the IRS rule which allows depositors on a semi-weekly schedule (which Northeast is) to make deposits at least 3 business days following the close of the semiweekly period. The two applicable deposits were made within the allowable number of days under this rule. However, another IRS rule requires depositors who accumulate \$100,000 or more in taxes on any day during a deposit period (which Northeast is), must deposit the tax by the next business day. Once it was discovered that Northeast must operate under the next business day rule, rather than the 3-business day rule, systems were put in place within the Payroll department to ensure that all federal tax deposits are made by the next business day, and to properly train new employees on compliance with this rule.



# ATTACHMENT A

EL-05 - Financial Conditions and Activities  
Monitoring Report  
February 15, 2024

Evidence for Section 1:

Northeast Community College Budget and Actual Projections 2023-24							
		Budget	Actuals	Budget	Forecast	Forecast	
Revenue:		FY24	2/1/2024	Thru %	Amount	Total	
Tuition & Fees		8,496,030	7,113,260	83.72%	820,000	7,933,260	est. \$400K summer I; \$350K non-credit; \$70K UL
State Aid		15,680,987	7,841,197	50.00%	7,839,790	15,680,987	est to receive 100%
Local Property Taxes		26,878,890	12,612,389	46.92%	14,266,501	26,878,890	est to receive 100%
Other		3,070,735	549,363	17.89%	2,521,372	3,070,735	est to receive 100%
<b>Total Revenue</b>		<b>54,126,642</b>	<b>28,116,209</b>	<b>51.95%</b>	<b>25,447,663</b>	<b>53,563,872</b>	
Unexpended Payroll		2,131,512					
Cash Reserves		2,889,343	-	0.00%			
<b>Total Appropriated Reserves</b>		<b>5,020,855</b>					
<b>Total Revenue Budget</b>		<b>59,147,497</b>	<b>28,116,209</b>	<b>47.54%</b>			
<b>Expenditures:</b>							
Personnel Services		42,630,239	23,397,150	54.88%	16,712,250	40,109,400	monthly exp to date annualized (Note - current actual rate of unexpended payroll is 6% of personnel budget; the rate used to budget the amount of unexpended payroll was 5%)
Operating Expenses		13,086,568	7,617,837	58.21%	5,441,312	13,059,149	monthly exp to date annualized
Supplies & Materials		2,211,415	1,258,827	56.92%	899,162	2,157,989	monthly exp to date annualized
Travel		649,900	281,723	43.35%	201,231	482,954	monthly exp to date annualized
Capital Outlay		481,874	688,822	142.95%	411,178	1,100,000	approved amount was \$1,285,558 - deficit budget intended to utilize reserves; \$1,100,000 is high estimate based on status update from Purchasing
Student Aid		87,500	53,992	61.71%	33,508	87,500	est to spend 100%
<b>Total Expenditure Budget</b>		<b>59,147,497</b>	<b>33,298,351</b>	<b>56.30%</b>	<b>23,698,641</b>	<b>56,996,992</b>	
<b>Revenue over/(under)</b>		<b>0</b>	<b>(5,161,656)</b>			<b>(3,433,120)</b>	
<b>Expenditure Budget</b>							

EL-05 - Financial Conditions and Activities  
Monitoring Report  
February 15, 2024

Evidence for Section 4:

Questions from NACUBO Benchmarking Study	Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022
	Northeast	Benchmark	Northeast	Benchmark	Northeast	Benchmark	Northeast	Benchmark	Northeast	Benchmark	Northeast
Total number of full-time equivalent (FTE) students enrolled at your institution in:	1482.55		1474.55		1506.93		1447.18		1478.08		1549.52
	FY18		FY19		FY20		FY21		FY22		FY23
12-month unduplicated student headcount in academic year:	6541		6294		6450		6421		6636		6610
Total number of students with an unpaid balance (cumulative) at the end of the fiscal year. This includes currently enrolled students and prior students no longer enrolled with an unpaid balance. Do not include students whose unpaid balance has been written off:	1030		950		744		458		703		595
Ratio of cumulative # of students with unpaid balance at end of fiscal year, to unduplicated student headcount for the academic year (compared to institutions with Carnegie Classification of Associate's Colleges)	15.7%	48.3%	15.1%	49.3%	11.5%	45.2%	7.1%	47.8%	10.6%	53.3%	9.0%
Total dollar amount of unpaid balances (cumulative) at the end of:	\$844,842.76		\$847,222.46		\$661,411.80		\$462,664.10		\$498,812.98		\$564,179.44
Total number of students whose account was placed in collections during:	243		261		109		-		-		108
Total dollar amount placed in collections during:	\$253,838.16		\$266,602.06		\$126,258.93		-		-		\$113,928.96
Total dollar amount received from student payments (including outside scholarships; do NOT include loans and financial aid disbursed by your institution or tuition waivers/exemptions from your institution) for:	\$7,381,149.65		\$7,556,452.53		\$7,728,306.32		\$8,288,560.67		\$10,497,788.09		\$9,429,337.74
Ratio of student accounts placed in collections and current student headcount	3.7%	7.6%	4.1%	9.2%	1.7%	10.2%	-	5.8%	-	4.2%	1.6%
Of the total dollars charged/invoiced to student accounts, provide the dollar amount that was outstanding at the end of the fiscal year:	\$378,171.09		\$354,060.05		\$212,827.33		\$174,303.01		\$473,376.54		\$377,984.56
Outstanding Accounts Receivable as % of total dollar amount invoiced at end of fiscal year (compared to institutions with Carnegie Classification of Associate's Colleges)	2.5%	7.9%	2.3%	9.3%	1.4%	10.1%	1.4%	9.0%	3.0%	5.4%	2.3%





**Board of Governors  
Northeast Community College Area  
Minutes of Regular Meeting  
Thursday, January 11, 2024**

**ATTENDANCE**

**BOARD OF GOVERNORS**

Jeffrey Scherer, Chairperson.....	Present
Donovan Ellis, Vice-Chairperson .....	Present
Nicole Sedlacek, Secretary .....	Present
Del Ames .....	Present
Steve Anderson .....	Absent-Excused
Dr. Terry Nelson .....	Present
Dirk Petersen.....	Present
Julie Robinson.....	Absent-Excused
Nicole Sedlacek .....	Present
Carol Sibbel .....	Present
Pat Wojcik.....	Present

**OTHERS PRESENT**

- Dr. Leah A. Barrett, President
- Scott Gray, Vice President, Administrative Services
- Dr. Charlene Widener, Vice President, Educational Services
- Dr. Tracy Kruse, Vice President, Development and External Affairs
- Amanda Nipp, Vice President, Student Services
- Jerry Guenther, Director, Public Relations
- Lindsay Spiegel, Director, Institutional Effectiveness
- Diane Reikofski, Executive Assistant to the President
- Jessica Dvorak, Vice President, Human Resources
- Wendy Swensen, Spanish Instructor
- Terri Heggemeyer, Director, Career Services
- Paul Hughes, WJAG
- Diane Davies

The Northeast Community College Board of Governors met for its regular session Board Meeting on Thursday, January 11, 2024 in Suite 197 of the Lifelong Learning Center, located on the campus of Northeast Community College, 801 East Benjamin Avenue, Norfolk, NE.

**1. PLEDGE OF ALLEGIANCE**

Chairperson Scherer convened the meeting at 10:32 a.m. and led the assembly in pledging their allegiance to the flag of the United States of America.

**2. ADOPT AGENDA**

**MOTION** by Nicole Sedlacek, **SECONDED** by Del Ames to adopt the Agenda of the January 11, 2024 Regular Meeting. Official Notice of the meeting was posted on the Northeast Community College website and published in the *Norfolk Daily News* on Friday, January 5, 2024.

<b>Voting Yes:</b> Ames, Ellis, Nelson, Scherer, Sedlacek, and Sibbel
<b>Voting No:</b> None
<b>Absent:</b> Anderson, Petersen, Robinson, and Wojcik
<b>MOTION CARRIED</b>

**3. OPEN MEETINGS ACT**

A copy of the Nebraska Open Meetings Act is posted on the table at the back of the meeting room, along with a copy of the January 11<sup>th</sup> Board of Governors Meeting agenda and all printable supporting documents.

**4. BOARD EDUCATION AND INFORMATION**

**4.1 Administrative Services Report**

**4.1.1 Monthly Financial Report and Paid Bills**

Review was given to the financial report for the period ending December 31, 2023. Scott Gray explained the significant changes within the Statement of Changes in Fund Balances. Changes in the General Funds Government Appropriations are due to the receipt of state aid appropriations that are received in ten installments. Any month that the amount increases it is due to the receipt of property taxes.

The Capital Improvement Fund decreased from last month. The fund will continue to decrease to pay for the construction of the Maclay Building.

The South Sioux City construction project is paid from the Restricted Plant Fund because there are multiple funding sources for the project.

Mr. Petersen and Mrs. Wojcik arrived at 10:36 a.m.

Items of significance within the paid bills report include payments to Cengage Learning for the purchase of books, Dana F. Cole for the audit, Dell Marketing for software licenses, HCI Construction for construction of the South Sioux City driving range, Hausman Construction for construction of the Maclay Building, Matheson Tri-Gas for a virtual welding simulator, Nebraska Community College Association for annual dues, and Vander Haags, Inc. for the purchase of a van.

Payments to multiple banks are for the purchase of CDs, all of which are secured.

**4.2 Development/External Relations Report**

**4.2.1 Monthly Presidential Update**

**4.2.1.1 Annual Report/Graduate Report**

President Leah Barrett reported that the Annual Report and the Graduate Report contained some duplicate information so the two were combined into one report, providing a cost savings opportunity. This publication can be shared with elected officials, school representatives, employers that hire students and those that we are developing relationships with, etc.

Services offered by the Northeast Community College Career Services office include assisting students with all aspects of seeking employment as



well as providing opportunities for employers to come to campus and meet face-to-face with students. A new employee in the Career Services office focuses on career exploration, career assessment, and offers a career planning class. The Graduate Report is a highlight of the work conducted in the Career Services office.

The 2023 Annual/Graduate Report reveals that 99% of the 2023 graduates are employed or are continuing their education, 89% of career and technical graduates are working in a field related to their program of study, 90% are employed in Nebraska, and 54% of 2023 graduates are employed in the 20-county service area.

This combined report is a report card for Northeast that provides evidence that Northeast is doing what it is supposed to be doing. Board members indicated that this is a report that they look forward to receiving each year and is a resource that they frequently refer to when speaking with constituents.

#### **4.2.1.2 ACCT Community College National Legislative Summit (NLS)**

The National Legislative Summit will be held February 4-7, 2024, in Washington, DC. Pat Wojcik and Dirk Petersen are registered to participate in a pre-summit webinar on January 18th at which time the 2024 legislative priorities will be unveiled. It is anticipated that the green sheet will also be announced during the webinar.

#### **4.2.1.3 Engagement Survey Summary Results**

Highlights of the Engagement Survey results were reviewed. For the most part, scores are higher than the benchmarks. While this tool is used for engagement, Northeast utilizes other tools for evaluations. McLean & Co. will meet with the Engagement Team and the President's Cabinet to review the data to improve the work with the governance structure and the line structure of the institution. Dr. Barrett is very involved with working with McLean and Co. because she wants to create an engaged community. Changes at the institution will be made in a positive manner.

Dr. Barrett has the information by vice president and will use the data as a learning opportunity as she meets with the vice presidents on an individual basis prior to them drilling down in the reports directly related to their division. Northeast will also work with McLean on 365 evaluations.

#### **4.2.1.4 Monthly Update**

- Dr. Barrett will hold monthly Open Hours across campus and at the extended campuses, in different buildings and at different times to provide employees and students an opportunity to informally meet with her, ask questions, or socialize with co-workers.
- There is a potential to increase completions by 17-26% by focusing on transfer education through Evolving Pathways. Northeast is working to be more intentional about sequencing and scheduling.
- Guided Pathways continue to evolve. Multiple Measures Placement will offer better predictions of college-level student success and can be one of the most promising avenues for improving student success.

- Northeast is using its program review process to evaluate programs. This process provides the opportunity to expand or add programs that make sense in this environment.
- Anticipate that enrollment will remain flat. While we have more Early Entry students, they typically take few credit hours. The 10<sup>th</sup> Day Enrollment Report will be reviewed in February.
- Key dates of the 2024 Nebraska legislative session were reviewed. This is a short session that is scheduled to end on April 18<sup>th</sup>. If a bill does not get prioritized, it likely will not pass. Not only is Northeast tracking bills introduced in 2024, but we are also tracking bills that were introduced in 2023.
- January 18<sup>th</sup> is Governor Pillen’s State of the State address.
- GP-15, Handling Operational Complaints. Information has been consolidated into one webpage so that it is easy for students or employees to access complaint or report forms. [www.northeast.edu/online-reporting-forms](http://www.northeast.edu/online-reporting-forms) If a board member receives a complaint, they should encourage the individual to go to the website to complete the appropriate form. If they don’t wish to do that, a board member can reach out to the president or appropriate vice president so that the complaint can be investigated, and determination made on how to handle.
- Networking and professional engagements that Dr. Barrett has been involved in during the past month include participation in the Growing Together Steering Committee, International Professional Association, roundtable discussion with Congressman Flood, Norfolk Area Childcare Collaborative, and met with Governor Pillen on January 8<sup>th</sup>.

#### 4.2.2 NCCA Report

The NCCA Board of Directors first quarter meeting will be held on January 26<sup>th</sup> at which time they will prioritize legislative bills. Priorities include finding the champions in the legislature and working with them. Will also concentrate on career scholarships, LB 243, expanding access to capital levy, and working to remove community colleges from the pink postcards, etc.

#### 4.2.3 Conflict of Interest statement

Board members were provided with the Conflict-of-Interest statement to complete and submit to the Board Recording Secretary.

Dr. Barrett advised that there is a different format under 9.3, Claims Paid, to include an abstention process of claims paid to board members (themselves). State statute requires other political subdivisions to not vote on claims paid to themselves. Scott Gray is not sure if the statute applies to the Board of Governors so discussion will be turned over to the Governance Committee on how to proceed.

### 5. **PUBLIC COMMENT on Board Education and Information**

Chairperson Scherer advised that individuals commenting on Board Education and Information items are allowed three minutes each. No constituents were in attendance to address the board with a public comment.



## 6. COMMITTEE REPORTS

### 6.1 Governance Committee

- The Governance Committee met in December via email communication.
- Content review was conducted of E-00, Ends, with no recommendations for revision.
- Content Review of GP-14, Special Rules of Order was conducted with no recommendation for revision.
- The Governance Committee conducted a Board Self-Evaluation of GP-14, Special Rules of Order. They recommended that it would be beneficial for all Board members to have a refresher course on the policies concerning procedures in conducting meetings and other related items. For some, it may be difficult to access the different policies and refer to them as needed when more in depth discussion is needed on certain policies.
- The revision to GP-13, Board Linkage with External Organizations is recommended for First Reading.
- The revision to GP-10, Board Code of Conduct is recommended for First Reading.
- The following policies are recommended for First Reading for Deletion and will be included on the February 2024 agenda:
  - BP-6821, Alternative Construction Method Policy. Content is covered in AP-6821.0, Alternative Construction Method Procedure and recommendation for revision to EL-11, Construction will be provided to the Board Governance Committee during their next content review in February of 2024.
  - BP-3310, News Releases Policy, Content was incorporated into AP-3410.0, Marketing, Public Relations, and Website Communications Standards and is also included in EL-02, Access to Education, #13.
  - BP-3410, Marketing, Public Relations and Web Systems Communications Standards. Policy content was incorporated into AP-3410.0, Marketing, Public Relations, and Website Communications.
  - BP-5021, Missing Student Notification. Content was incorporated into AP-5021.0, Missing Student Notification and is also included in EL-01, Treatment of Students.

#### 6.1.1 Governance Committee Chairperson

Dirk Petersen was nominated to serve as the Chairperson of the Governance Committee for 2024. Other members of the Governance Committee include Diane Davies, Donovan Ellis, Julie Robinson, and Carol Sibbel.

#### 6.1.2 Del Ames was nominated to serve as the Chairperson of the Ownership Linkage Committee for 2024. Other members include Steve Anderson, Terry Nelson, Nicole Sedlacek, and Pat Wojcik.

#### 6.1.3 Del Ames and Nicole Sedlacek were nominated to serve as Northeast's representatives on the NCCA Board of Directors, with the remaining board members serving as alternates.

### 6.2 Search Committee

Donovan Ellis advised that the Search Committee is recommending Diane D. Davies of Pilger, NE to fill the District IV vacancy on the Board of Governors.

Mr. Nelson departed the meeting at 1:46 p.m.

**7. MONITORING REPORT**

**7.1 E-00, Global Ends**

Results from the EMSI | Burning Glass Impact Study provides evidence that Northeast Community College students use the skills that they have learned to fill jobs in our region, which has a direct economic impact and contributes to the vitality of the service area.

Board members expressed appreciation of the data that was provided in the monitoring report as it confirms why Northeast Community College exists.

**7.2 EL-10, Land and Development**

The due diligence checklist forces articulation of construction projects at Northeast and assures that the college operations are on the same page as the Board of Governors.

**7.3 EL-11, Construction**

Future discussions will be held regarding what the process might look like if a large change order is received on a capital construction project.

**8. PUBLIC COMMENT on Committee or Monitoring Reports**

Chairperson Scherer advised that individuals commenting on Committee or Monitoring Reports are allowed three minutes each. No constituents were in attendance to address the board with a public comment.

**9. CONSENT AGENDA**

**MOTION** by Carol Sibbel, **SECONDED** by Donovan Ellis to **APPROVE** the Consent Agenda as follows:

- 9.1 Minutes of the December 14, 2023 Regular Meeting as presented.
- 9.2 Monthly Financial Report for December 31, 2023.
- 9.3 Claims paid in December 2023 with the exception of payments to themselves.

**Voting Yes:** Ellis, Petersen, Scherer, Sedlacek, Sibbel, Wojcik, and Ames

**Voting No:** None

**Absent:** Anderson, Nelson, and Robinson

**MOTION CARRIED**

**10. PUBLIC COMMENT**

Chairperson Scherer advised that individuals commenting on Items for Decision are allowed three minutes each. No constituents were in attendance to address the board with a public comment.

- 11. At 2:15 p.m., Chairperson Scherer convened the Public Hearing on the Acquisition of Real Estate: Part of the Southwest Quarter (SW ¼) of Section Eighteen (18), Township Twenty-Four (24) North, Range One (1) East of the 6<sup>th</sup> P.M., Stanton County, Nebraska.

Scott Gray reported that this is ag property that is located next to Northeast property and will be of good use. Auxiliary funds will be used to pay for the purchase of the property. Pending approval of the purchase agreement for \$350,000, closing will occur no sooner than 30 days from today.

Chairperson Scherer closed the Public Hearing at 2:17 p.m.

**12. COLLEGE REPORTS**

**12.1 Student Leadership Association (SLA) Report**

No report.

**12.2 President’s Report**

President Leah Barrett highlighted activities, events, and accomplishments of faculty, staff, students, and athletes that occurred during the past month. The complete copy of the President’s Report is available in the January 11<sup>th</sup> Board of Governors Teams site.

**13. ITEMS FOR DECISION**

**13.1 MOTION** by Del Ames, **SECONDED** by Pat Wojcik, to **APPROVE** the agreement for the purchase of real estate described as: Part of the Southwest Quarter (SW ¼) of Section Eighteen (18), Township Twenty-Four (24) North, Range One (1) East of the 6<sup>th</sup> P.M., Stanton County, Nebraska.

**Voting Yes:** Petersen, Scherer, Sedlacek, Sibbel, Wojcik, Ames, and Ellis

**Voting No:** None

**Absent:** Anderson, Nelson, and Robinson **MOTION CARRIED**

**13.2 MOTION** by Donovan Ellis, **SECONDED** by Nicole Sedlacek, to **APPOINT** Dirk Petersen as Chairperson of the Governance Committee.

**Voting Yes:** Scherer, Sedlacek, Sibbel, Wojcik, Ames, Ellis, and Petersen

**Voting No:** None

**Absent:** Anderson, Nelson, and Robinson

**13.3 MOTION** by Dirk Petersen, **SECONDED** by Donovan Ellis, to **APPOINT** Del Ames as Chairperson of the Ownership Linkage Committee.

**Voting Yes:** Sedlacek, Sibbel, Wojcik, Ellis, Petersen, and Scherer

**Voting No:** None

**Abstain:** Ames

**Absent:** Anderson, Nelson, and Robinson

**13.4 MOTION** by Carol Sibbel, **SECONDED** by Pat Wojcik, to **APPOINT** Del Ames and Nicole Sedlacek as the Nebraska Community College Association (NCCA) Board of Directors representatives, with the remainder of the board serving as alternates.



<p><b>Voting Yes:</b> Sibbel, Wojcik, Ames, Ellis, Petersen, Scherer, and Sedlacek</p> <p><b>Voting No:</b> None</p> <p><b>Absent:</b> Anderson, Nelson, and Robinson</p>
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<p><b>13.5 FIRST READING of REVISIONS to GP-10, <u>Board Code of Conduct.</u></b></p>
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<p><b>13.6 FIRST READING of REVISIONS to GP-13, <u>Board Linkage with External Organizations.</u></b></p>
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**14. SEARCH COMMITTEE RECOMMENDATION AND ACTION**

<p><b>14.1 MOTION by Donovan Ellis, SECONDED by Dirk Petersen, to APPOINT Diane D. Davies to fill the Board of Governors District IV vacancy.</b></p> <p><b>Voting Yes:</b> Wojcik, Ames, Ellis, Petersen, Scherer Sedlacek, and Sibbel</p> <p><b>Voting No:</b> None</p> <p><b>Absent:</b> Anderson, Nelson, and Robinson</p>
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<p><b>14.2 Scott Gray administered the Oath of Office to Diane D. Davies of Pilger, NE.</b></p>
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15. In other business, Chairperson Scherer acknowledged board and staff members having birthdays during the month of January.

Chairperson Scherer also thanked board and staff members for their preparation of and participation in today’s board meeting.

16. A self-evaluation of today’s meeting was conducted and is recorded in today’s Board of Governors Teams site.

**17. ADJOURNMENT**

At 2:40 p.m., there being no further business to discuss, it was **UNANIMOUSLY PASSED BY VOICE VOTE to ADJOURN** the meeting.

*Minutes prepared by Diane Reikofski, Recording Secretary.*

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Jeff Scherer, Chairperson  
Northeast Board of Governors

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Nicole Sedlacek, Secretary  
Northeast Board of Governors

**ACCA Finalist** – I want to tell you about Tracy Kruse, who we learned on Wednesday is a finalist for one of the American Association of Community Colleges' Awards of Excellence. In the Rising Star – Executive category, Dr. Kruse is one of three finalists. Her work includes advancing the work of the Community College Alliance for the Advancement of Agriculture. The Iowa native – as those who get to know her will attest – is “all-in” when it comes to community colleges and education. Moreover, Dr. Kruse is a humble person, wanting to share her honor with the team that she works with. While that is nice to say, Dr. Kruse has built and maintained great relationships with our federal delegation and their staff, along with many government agencies. She has helped to grow the Northeast Community College endowment, resulting in increases in the number of scholarships awarded and the amount awarded to our students. We are fortunate to have her on our team. ...Winners will be announced at the Awards of Excellence Gala on April 8 during the AACC Annual in Louisville, Ky.

**Washington, D.C. Trip** -- Sometimes the public might not understand why we place such a priority on the Association of Community College Trustees' (ACCT) annual National Legislative Summit. Last week, we attended the meeting with other community colleges across Nebraska and the nation in Washington, D.C. This year's Northeast delegation included President Leah Barrett, along with Tracy Kruse, vice president of Development & External Affairs, and board members Dirk Petersen of Norfolk and Pat Wojcik of South Sioux City. The group met with U.S. Reps. Mike Flood of Norfolk, Adrian Smith of Scottsbluff and Don Bacon of Omaha, as well as U.S. Sen. Pete Ricketts of Omaha. The delegation also met with U.S. Sen. Deb Fischer's staff as she had to be on the floor for a vote. **So why is the summit important?** It gives us a chance to interact directly with the elected officials who shape priorities that impact our students. Tracy Kruse has done an incredible job of creating and cultivating these relationships over the years, yet there is no substitute for visiting in person with political leaders and their staff. This year, we advocated for tax free Pell, short-term Pell and inclusion of community college funding opportunities in the Farm Bill. Finally, President Barrett was invited to the White House for a listening session. This is a tremendous honor for Northeast as she was one of about 30 community college presidents who met with White House staff, offering suggestions to improve community college and industry partnerships.

**Open House** -- Taking the lead from Vice President Charlene Widener, President Barrett is holding monthly open houses. They serve as a time when employees can stop by for a light snack, say hello to the president and talk to colleagues. This open-door communication for employees to share perspectives also enables the president to get to know our employees better. The next one will be Monday, Feb. 19.

**Welcome Back** -- We welcomed new students back on Jan. 10. It was a bit of an unusual start to the new year and Spring Semester. Three of the first five days of classes were canceled. Welcome Back Events were postponed to the following week, including a breakfast where several cabinet members, deans and vice presidents helped to serve and prepare the breakfast.



**Thriving on Drama** – Auditions were held Monday night for “Silent.” Under the direction of 15-year veteran instructor, Adam Peterson, students will put on this play. This will be the fourth play of the current school year, with the other three co-produced by the Norfolk Community Theatre. This decades-long arrangement has worked well for Northeast and the community, with patrons saying these productions are as good or better than any in the region. The love of theater by Adam Peterson has been such a benefit to Northeast.

**Livestock Judging** – In Nebraska, just about everything can be compared to the Nebraska football team. Using that analogy, our livestock judging team is young, but it looks like it will have a winning record with a chance for a bowl. No, there aren’t actual bowls in livestock judging, but our team competes in such major shows as the National Western in Denver, the American Royal in Kansas City, the North American in Louisville, and Forth Worth Stock Show and the Houston Livestock Show. We also competed at the Bull Bash in Valentine last weekend, with the team getting third and one of our students, Cole Miller, getting first place overall and in placings, and second in reasons. Coach Mike Roeber has been leading Northeast since 1998.

**Deans’ Lists** – Northeast Community College has released the President’s Honor List and Deans’ Honor List for both full and part-time students for the Fall 2023 semester. To be named to the President’s Honor List, students must earn a grade point average of 4.0 and be enrolled for at least 12 credit hours. Students named to the President’s Part-Time list attained a 4.0 grade point average while taking at least six credit hours. Students named to the Dean’s Honor List earned a graded point average of at least 3.75 while taking at least 12 credit hours. Students named to the Dean’s Part-Time list earned a grade point average of 3.75 or above while taking at least six credit hours.

**Nursing Fair** – Some 46 organizations registered for a recent Nursing Career Fair, which took place earlier this month at the Lifelong Learning Center. Each year, Northeast puts on a career fair in hopes of helping to fill the nursing shortage and to help students get used to visiting with prospective employers. Events like this help our graduates learn all the opportunities they have locally, meeting firsthand with employers eager to visit with our students.

**Apprenticeship** – While athletes signing on to play at colleges garners headlines, that could be expanding. Spencer Babel, a senior at **St. Francis High School in Humphrey**, recently signed to participate in a Registered Apprenticeship Program to train as a diesel mechanic. The program is a partnership between Mitchell Equipment and Northeast Community College that began in 2023. Apprenticeship programs include paid employment, so they can be a fit for both new high school graduates and adults looking to make a career move while sustaining a paycheck. This opportunity provides another way to attract top students and expand opportunities, with Northeast offering eight apprenticeship pathways in partnership with several regional companies.



**Trio Student** – Wow, if you haven't read the about Melanie Alvarez of Norfolk, check it out. Melanie is the January Trio student of the month. Like so many of our Trio students, Melanie has overcome some major obstacles, including suffering a cardiac arrest after track practice when she was 16. Cutting to the chase, that helped to inspire Melanie to study nursing. The struggles her family and she herself has endured inspires us all to be better, work hard and overcome adversity.

**Hawk Talk** – Baseball fans sometimes talk about the "Hot Stove League," which references all the off-season moves that major league teams make, and fans love to discuss. The same could be true for green thumbs and gardeners as they dream of warmer days. Tee Bush, who is in her fifth year as an agriculture instructor at Northeast, recently spoke at a Hawk Talk, sharing gardening tidbits and answering questions. Call it a version of "Backyard Farmer Live at Northeast." Like Paul Muncy, who coordinates Hawk Talks said, "If you want to know anything about horticulture in this part of Nebraska, Dr. Tee Bush is the person you want to know."

**Snack Break** – They came from near and far – from the north, the Physical Plant to the south, the Lifelong Learning Center. Classified staff recently conducted a monthly snack break at the College Welcome Center. No matter how busy we get, sometimes those two minutes to grab a snack and have a quick conversation with a coworker help to put our lives in balance, providing one of the perks that make Northeast a great place to work as well as study.

**Cheated Death** – Maybe some of you have read or are planning to read "Saving Harlan Brandt," which recounts the story of the Antelope County cattleman who was involved in a horrific tractor accident in 2013. The book is told from the perspective of more than 20 modern-day Good Samaritans, family members and medical professionals who combined to save his life. Among the Northeast connections is that it was co-written by a former employee here, Kent Warneke. It also includes submissions from President Leah Barrett, and an entire chapter featuring Carol Rodenberg, Northeast director of EMT paramedic programs.

**Uplifting Talk** -- Once the stigma with mental illness is erased, society can move forward. That's one of the messages from Mark Potter, who knows firsthand the difficulties of dealing with mental illness. The former community college basketball coach of the year in Kansas believes the current generation is the one that will break the stigma about discussing mental health. He sees evidence of that already as he talks to groups around the nation. Strong people ask for help and the only thing wrong you can do is to do nothing, he said. This is the right issue all aspects of society must address.

**Academic All Americans** – This is another topic that doesn't get enough attention. Northeast Community College student-athletes set an athletic program school record during the fall semester for their efforts in the classroom. There were 114 student-athletes who were named to the two Iowa Community College Athletic Conference (ICCAC) Academic All-Region



Teams. To qualify, First Team performers had to receive a 3.5 grade point average or above while Second Team members earned between a 3.0 and a 3.49 GPA. For anyone who knows how much time athletics require, this is remarkable. We have some amazing student athletes.

**Children's Day Festival** – It's almost certain that Northeast hosted some future college students on Sunday. For the first time, the college hosted the Children's Day Festival, which is a family, fun event that is designed to get children reading. Assisting in the event were members of Northeast Community College's Early Childhood Education Club, sponsor Lisa Guenther, and the Student Education Club, sponsor Mary O'Boyle. Hundreds of free books were given away.

**Expanding Education Opportunities** -- Since Northeast is now offering tuition-free dual credit college classes to high school students, it is looking to expand the opportunities for all students. Northeast recently hosted around 60 individuals, including high school administrators and counselors, for what was known as the Early College Access Project (ECAP) Interactive Workshop. A Chicago-based trainer provided ideas for a relationship-based, systems-building approach during the two-day workshop.

**Basketball** – There was excitement on the hard court earlier this week as the Northeast Community College men and women swept Central Community College-Columbus. The Raiders are our big rivals, and Northeast won both games by at least 15 points. Allison Richards has been doing an outstanding job for the women and was the leading scorer against Central. Vincent Garrett and Bryson Faines both scored 30 points to lead Northeast this week. Both teams are close to .500 and will be playing at home on Saturday afternoon against Kirkwood Community College, whose men and women are both rated in the top 10 nationally.

**Baseball is Back** – While Major League Baseball teams are just starting spring training this week, community colleges are playing games already. The Northeast baseball team opened the 2024 season on the road at Northern Oklahoma – Enid over the weekend, losing three of the four games in that series. That's OK as many northern teams are behind the southern teams, many of which have already played quite a few games and practice all year. Expectations are high again this season after the Hawks tied the program record for wins with 39 in each of the last two years. Coach Marcus Clapp enters his eighth season at the helm of the Hawks and there is one word that keeps coming up when he thinks about his 2024 group: excitement.

**Popcorn** – Sometimes people think these President's Reports are corny. This one is and deservedly so. We at Northeast Community College love popcorn. And we celebrated National Popcorn Day last month. You might see as much in this "grainy" photo. Much of Northeast's love affair with popcorn can be traced to Del Ames, who gave the college some popcorn that Faye Kilday popped and shared on special occasions. So if you are saying "Shucks" to yourself that you missed it, "butter" not miss it next year as there will be another chance to grab this a-"maize"-ing treat.



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 Last Revised N/A  
 Next Review N/A

Owner Scott Gray: Vice  
 President of  
 Administrative  
 Services and  
 Gene

Area Board Policies -  
 Governance  
 Process

References GP-10

## Board Code of Conduct

The Board expects of itself and its members ethical, business-like and lawful conduct. This includes proper use of authority and appropriate decorum when acting as Board members. It expects Board members to treat one another, the President, College employees, students and their parents, and all citizens of the College service area (*Owners*), with respect, co-operation and a willingness to deal openly on all matters.

1. Board members must have loyalty to the Ownership Ownership of the service area that supersedes any loyalties to the constituents of the Districts that elected them, the President, College staff, other organizations or any personal interest as a consumer.
2. Board members are accountable to exercise the powers and discharge the duties of their office honestly and in good faith. Board members shall exercise the degree of care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.
3. Board members must avoid a conflict of interest with respect to their fiduciary responsibility.
  1. There must be no self-dealing or any conduct of private business or personal services between any Board member and the organization, except as procedurally controlled to assure openness, competitive opportunity, and equal access to otherwise "inside" information. Board members will annually disclose their involvements with other organizations, vendors, or any associations that might be or might reasonably be seen as being a conflict.
  2. When the Board is to decide upon an issue, about which a Board member has an unavoidable conflict of interest, that Board member shall absent herself or himself without comment from not only the vote, but also from the deliberation. This absence shall be recorded in the minutes.
  3. Board members will not use their Board position to obtain employment with or



furnish services or goods to the College for themselves, family members, or associates. Should a Board member obtain employment, she/he must first resign from the Board.

4. Board members will not solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that a vote, official action, or judgment of the Board member would be influenced thereby.
4. Board members will respect the confidentiality appropriate to issues of a sensitive nature, including at all times the content of legally held, closed meetings of the Board.
5. Board members shall not attempt to exercise individual authority over the organization.
  1. When interacting with College employees, Board members must recognize that individual Board members have no authority to instruct or evaluate employees, and no authority to insert themselves into employee operations.
  2. The Board Chair or designee is the only person authorized to speak to the public, the media or other entities on behalf of the Board. Board members shall not presume to speak for the Board when interacting with the press or the public. Board members shall only report actual Board policy decisions when interacting with the press or the public.
6. Board members shall be familiar with the incorporating documents, relevant legislation and regulations, by-laws, governing policies of the organization, issues pertaining to higher education, as well as the rules of procedure and proper conduct of a meeting so that any decision of the Board may be made in an efficient, knowledgeable and expeditious fashion.
7. Board members will be properly prepared for Board deliberation.
8. Board members will support the legitimacy and authority of Board decisions, regardless of the member's personal position on the issue.
9. Board members shall attend meetings on a regular and punctual basis. Each Board member shall notify the President or Recording Secretary of an absence from a Board meeting as far in advance of the meeting as possible. Failure to notify the President or Recording Secretary of their absence shall be unexcused. All absences shall be indicated in the meeting's roll call section and noted whether the absence is excused or unexcused.
  1. Unexcused absence of a Board member from more than three (3) consecutive regular meetings, or from more than four (4) regular or special meetings in any calendar year, shall be considered a resignation from the Board and shall constitute a Board vacancy under Nebraska Revised Statute §85-1514. A Board member may request reinstatement. The Board may, at its discretion, reinstate a Board member upon request. Only one such reinstatement per Board term is permitted.
10. Board members are expected to attend scheduled retreats and work sessions.
11. Board members are expected to review community college publications and encouraged to regularly take part in educational activities including state, regional and national meetings and events that will assist them in their ability to serve effectively as a member of the College's governing Board.
12. Board members are encouraged to communicate the Board's interest and respect for student accomplishments by attending student commencement ceremonies and events.

13. Board members shall hold themselves and other Board members accountable for complying with this Code of Conduct.
14. Charges by any person that a Board member has violated this Code of Conduct shall be in writing and directed to the Board Chair, or Vice Chair in the event the charge involves the Chair. At a special meeting called specifically for such purpose, the Board shall review all available evidence and, by a majority vote of the Board members not subject to the charge, determine whether a violation occurred. Board members who are found to have violated this Code of Conduct may be subject to the following:
  1. Public reprimand.
  2. Removal as an officer.
  3. Removal as a representative to the Nebraska Community College Association (NCCA) or other organization.
  4. Denial of travel to state or national meetings as a representative of the Board.
  5. Any other censure or consequence including removal from the Board as allowed by law.
  6. Referral to the appropriate law enforcement or legal authority.

## Approval Signatures

Step Description

Approver

Date





### GP-13

## Board Linkage with External Organizations

The Board shall identify other organizations with which it ~~requires-is prudent to have~~ good working relationships in order to share and enhance its role as owner representative in determining the most appropriate Ends.

1. The Board will annually at its January meeting appoint two of its members to serve on the Nebraska Community College Association Board of Directors. The Board may appoint two alternate Board members or the balance of the Board.
2. The Board, on an annual basis, shall consider the merits of membership in other organizations relevant to the Board's governance role.
3. The Board will consider Board advocacy on behalf of the College.
4. The Board shall establish mechanisms for maintaining open communication with federal, state, local governing bodies as well as other public and private entities regarding Ends. Such mechanisms may include, but are not limited to:
  - Inviting representatives of those organizations to Board meetings.
  - Meeting jointly with other Boards on occasion.