 **North Idaho College**
BOARD OF TRUSTEES MEETING
Edminster Student Union Building
April 22, 2026
MINUTES

CALL TO ORDER

Chair Tarie Zimmerman called the meeting to order at 6:01 p.m. and verified that a quorum was present.

ATTENDANCE

Trustees: Rick Durbin
Mary Havercroft
Eve Knudtsen
Tarie Zimmerman

Also present: Nick Swayne, President

APPROVE AGENDA

Chair Zimmerman called for a motion to approve the agenda as presented. Trustee Mary Havercroft made the motion which was seconded by Trustee Eve Knudtsen. The Chair called for the vote. The motion passed unanimously with four votes in favor. Chair Zimmerman then led the Pledge of Allegiance.

MESSAGE FROM BOARD CHAIR

Chair Zimmerman conveyed Trustee Brad Corkill's regrets for his absence due to a previously scheduled vacation. She noted his interest in attending, particularly in light of the tenure-related agenda item, and said that he is expected to return for the May Board of Trustees meeting.

Chair Zimmerman thanked the community for its ongoing support of the College. She reported that NIC remains fully accredited, enrollment trends are increasing, and implementation of the strategic plan is progressing. Upcoming graduation ceremonies were noted as students prepare to enter the local workforce. In closing, the Chair again recognized the community for their support of the continued viability of the College.

PUBLIC COMMENT

There were no requests from the public to make comments.

APPROVE CONFERRAL OF TENURE

Interim Provost Dr. Lloyd Duman provided an overview of the tenure pathway, describing it as a four-year evaluative process. He then presented seven tenure candidates for Board consideration.

Chair Zimmerman called for a motion to approve conferral of tenure for the candidates presented. Trustee Knudtsen made the motion which was seconded by Trustee Rick Durbin. Following comments from Trustee Havercroft, the Chair called for the vote. The motion passed unanimously with four votes in favor.

CELEBRATING SUCCESS: PTK WINNERS

Amber Hasz, Assistant to the Dean and PTK Advisor reported on the Phi Theta Kappa (PTK) Honor Society and the program's 2026 award recipients. She recognized and highlighted the academic achievements of three NIC students who received PTK honors and scholarships.

Ms. Hasz also acknowledged Dean of Students Alex Harris; one of 21 college administrators chosen for the PTK Distinguished College Administrator award which honors administrators who work with students to strengthen campus communities. Ms. Hasz's presentation is included as an addendum to these minutes.

CONSTITUENT REPORTS

ASNIC

Student Senator Serena Hand reported on behalf of President Blake Sanchez, who was not present. Ms. Hand stated that in addition to regular business, ASNIC concluded its student government elections, the Student

Survival Guide is nearly finished, the constitution revision process is complete, and preparations for upcoming Arbor Day and Day of Service activities are underway.

Faculty Assembly

Chair Jon Gardunia, DPT reported that after vigorous debate, the Faculty Assembly has scheduled a special meeting to finalize discussions of Policy 3.02.34 (Teaching Focus). Three further policies will also be discussed.

Staff Assembly

Chair Dan Adams reported on recent activity including new staff introductions, preparation for upcoming Staff Assembly elections, commencement activity discussions, and a presentation from NIC's X-Labs.

Senate

Chair Matt Petersen, PhD reported that the senate is currently focused on replacing term limit senators and senators not seeking reelection. He provided a meeting timeline for the remainder of the semester and stated that four policies are expected to be finalized before the end of the academic year.

PRESIDENT'S REPORT

President Swayne reported on accreditation, activity related to strategic plan goals, and general updates.

Accreditation

Collaboration with the Northwest Commission on Colleges and Universities (NWCCU) will proceed as part of NIC's standard institutional processes rather than as special responses. The College remains accredited and is awaiting feedback on the recently submitted Policies, Regulations, and Financial Report (PERFR).

The NWCCU recently approved a name change to the program formerly known as Mechatronics. NIC may now begin advertising the program under its new name, Industrial Robotics.

Goal 1: Student Success and Access

Enrollment trends have stabilized following two years of record growth. Summer enrollment is currently up approximately 1%, compared to increases of approximately 16% in each of the past two years. Early indicators for fall show an increase of roughly 12%; however, this is expected to moderate to about 5%.

Goal 2: Academic Programs and Pathways

Coursedog scheduling software is expected to improve the College's ability to manage course scheduling. Due to implementation challenges, certain practices will be modified to align with the software's capabilities.

Goal 3: Community Partnerships and Engagement

Minimal final touches are nearing completion on the American Indian Student Center. A ribbon-cutting originally planned for May 2026 has been postponed. A student-focused opening event is also being planned.

President Swayne recently participated in the Natural Resources Curriculum Development Summit. The session centered on environmental science within American Indian Studies. It was noted that NIC had previously updated its curriculum to align American Indian Studies more closely with Environmental Science.

Goal 4: Institutional Systems and Integration

Efforts continue on aligning systems between the non-credit Workforce Training Center (WTC) and the credit-bearing side of the College. NIC is exploring new software solutions to support this integration.

Goal 5: Operational Excellence and Infrastructure

Facilities planning is underway following past Board discussions. The College is in the process of issuing a Request for Proposal (RFP), after which the planning process will proceed.

Budget and Finance

Cost-saving measures for fiscal year 2027 (FY27) include an early retirement incentive, consolidating Sandpoint operations, and partnering with local law enforcement for Idaho Peace Officers Standards and Training (P.O.S.T) Council academy training.

General Updates

Specific dates for May commencement and graduation ceremonies were announced.

President Swayne recently gave an update to the State Board of Education in Moscow, ID. In addition to four year institutions, two year institutions are now being invited to provide updates. This was NIC's first presentation.

The President was recently invited to visit with the Murdock Foundation, a private foundation supporting innovation, entrepreneurship, and scientific research.

The University of Idaho will soon host its first direct-entry master's degree nursing program on the NIC campus.

Additional recognitions included a Fulbright scholar visit from Romania, and Evangeline Collett, an NIC student who has composed the entire score for the College's production of the play "Eurydice", currently in production.

Three NIC students enjoyed success in recent state level entrepreneurship competitions.

INFORMATION ITEMS

Finance Report (Q3 Jan – Mar)

Sarah Garcia, Vice President for Finance and Business Affairs presented a finance update for FY26, January through March. Her presentation is included as an addendum to these minutes.

Spring Enrollment Report

Tami Haft, Dean of Enrollment Services provided an overview of spring 2026 enrollment statistics, highlighting consistent year-over-year headcount increases. Her presentation is included as an addendum to these minutes.

Legislative Affairs: Outcomes Recap

Tom Greene, Interim Chief Communications and Government Relations Officer presented a recap of the 2026 Idaho Legislative Session. His presentation is included as an addendum to these minutes.

CONSENT AGENDA

Tabs 1 and 2: Approve Board Meeting Minutes for March 25, 2026, and Approve FY 2026-2027 Board Regular Meeting Schedule

Chair Zimmerman requested a motion to approve the consent agenda as presented. Trustee Knudtsen made the motion which was seconded by Trustee Durbin. Chair Zimmerman called for the vote. The motion passed unanimously with four votes in favor.

NEW BUSINESS

Preliminary FY 2026-2027 Budget

Sarah Garcia provided a FY 2026-2027 budget preview. Her presentation is included as an addendum.

TRUSTEE REMARKS FOR THE GOOD OF THE ORDER

Trustee Havercroft said that she attended the Kootenai Technical Education Center (KTEC) board meeting earlier in the day. She reported that KTEC, with 650 students currently registered, recently underwent a state Career & Technical Education (CTE) review with positive results. Additionally, KTEC will soon host its annual H4: Hard Hats, Hammers, Healthcare, and Hot Dogs event, with approximately 600 attendees expected.

The meeting was adjourned at 7:26 p.m.

Respectfully Submitted,
Suzy Scura, Board Clerk

Addenda:

- 1) PTK Winners Presentation
- 2) Finance Report (Q3 Jan – Mar)
- 3) Spring Enrollment Report
- 4) Legislative Affairs Presentation
- 5) Preliminary FY26-27 Budget Presentation

North Idaho College Phi Theta Kappa Scholars

Joseph Moran: 2026 Coca-Cola Academic Team Scholar, \$1300 Scholarship

Tamara Hamming: 2026 New Century Workforce Pathway Scholar, \$1500 Scholarship

Claire Greenwood: 2026 New Century Transfer Pathway Scholar, \$2750 Scholarship
All-USA Academic Team, \$3000 scholarship



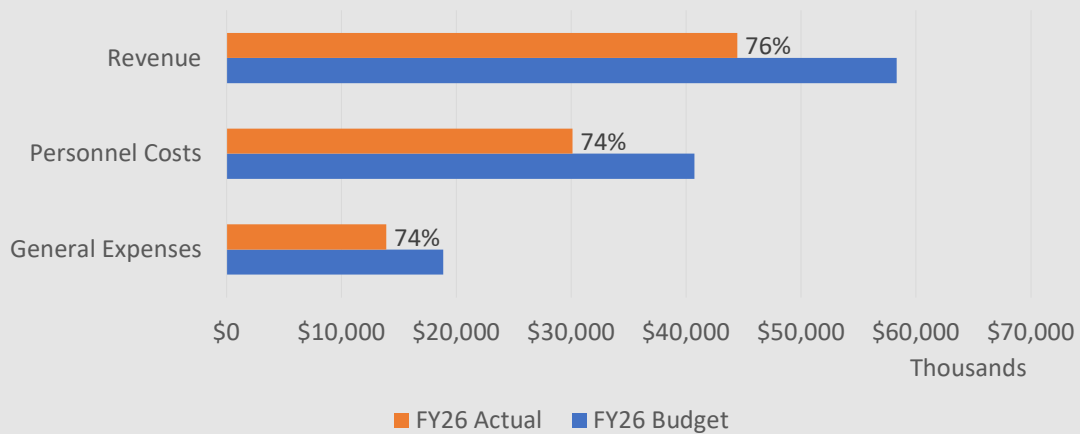


Finance Update Fiscal Year 2026 to Date

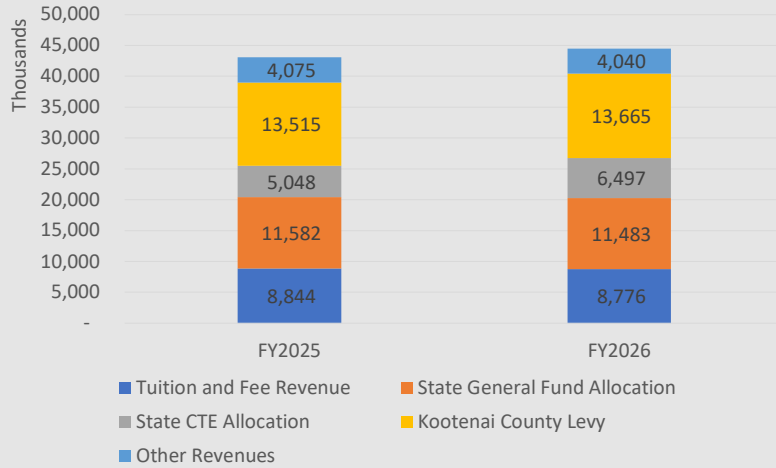
Recurring Report
April 2026

North
Idaho
College
► nic.edu

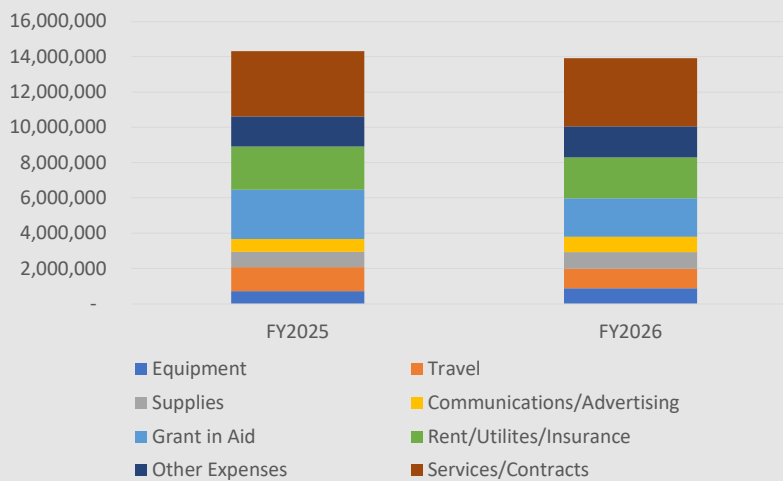
FY26 March Actual vs Budget



March Year To Date Revenue



March Year To Date Expenses





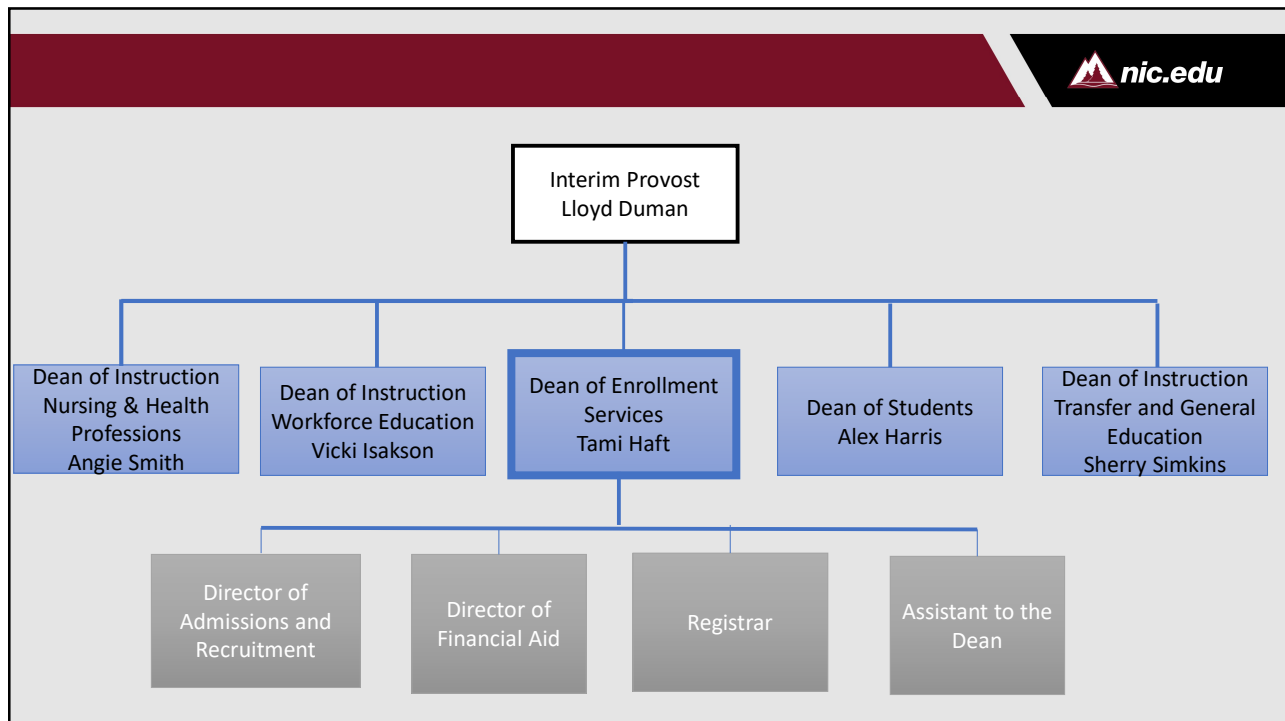
Enrollment Overview

Spring 2026 Enrollment

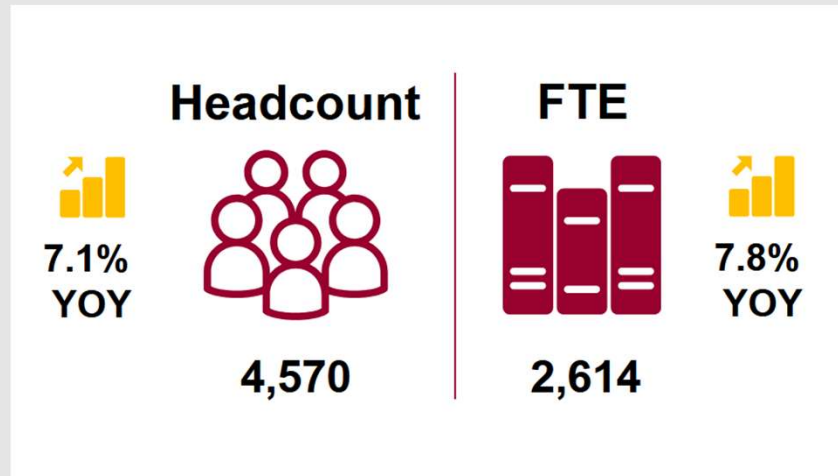
Dean of Enrollment Services

April 22, 2026

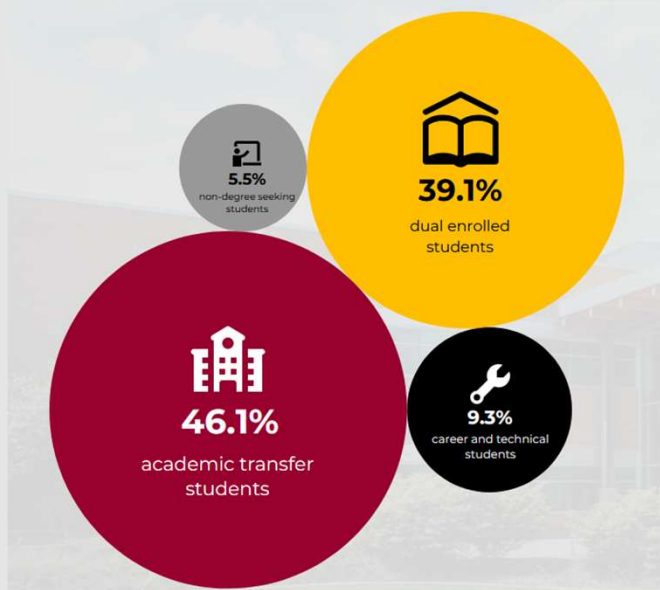
**North
Idaho
College**
► *nic.edu*

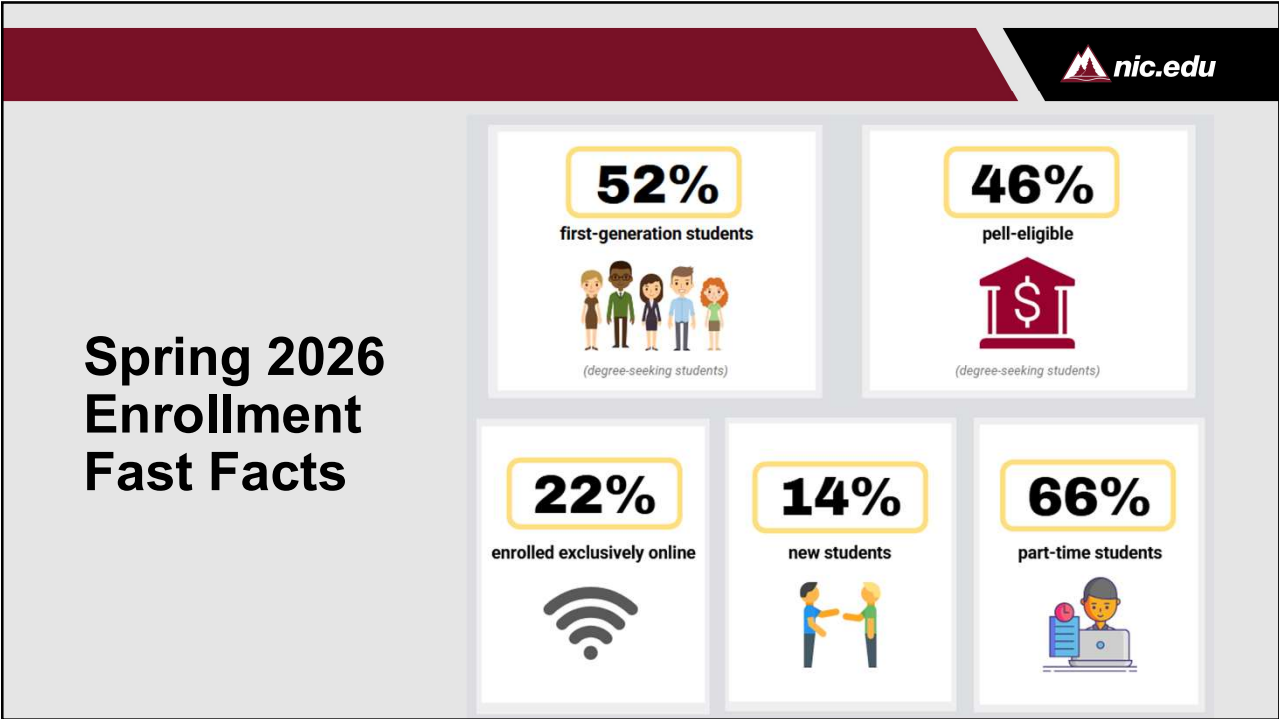
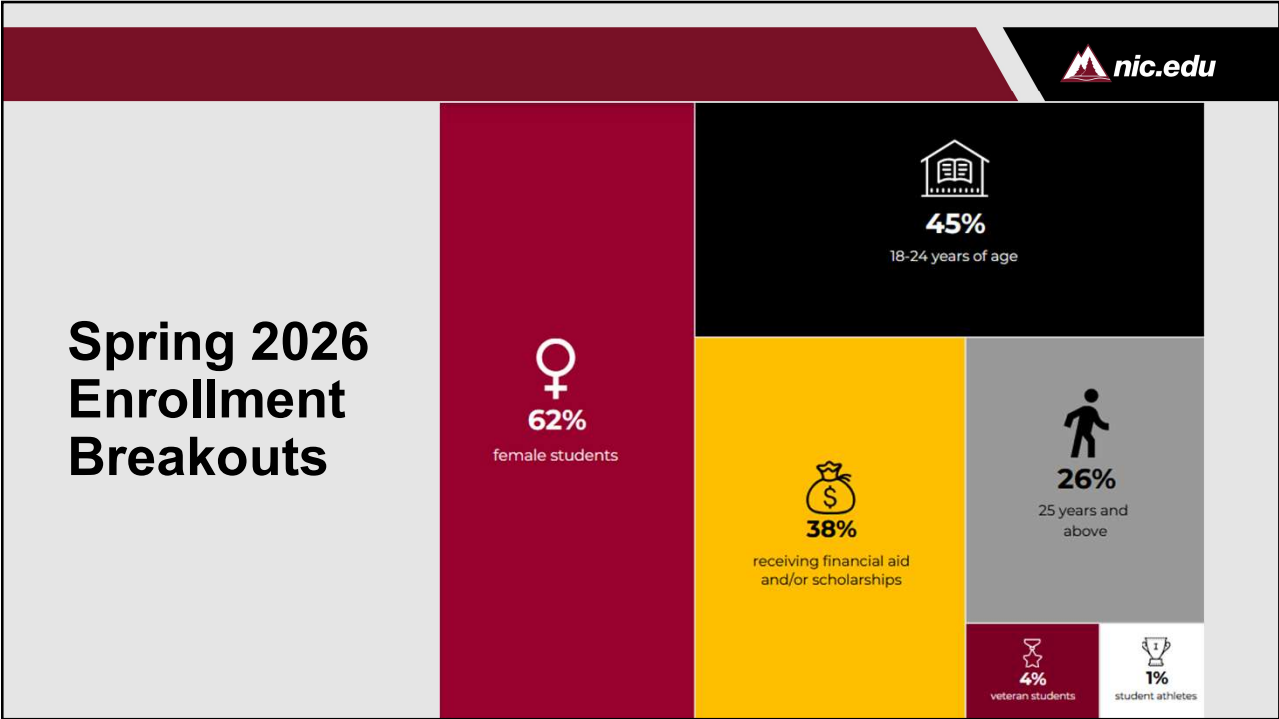


Spring 2026 Enrollment Snapshot



Spring 2026 Enrollment Buckets





Regional Enrollment



91%
Idaho resident

88%
Region I resident

73%
Kootenai County resident



17%

current dual high school seniors have applied to graduate with a degree or certificate this spring



1,785
dual enrolled students



41%
are male



6.98
average credits per student



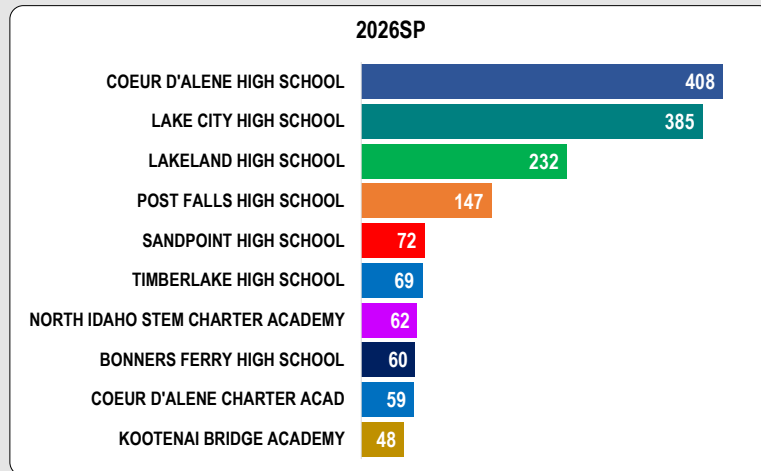
65% are taking one or more courses at a high school location



20%
attending full-time

Spring 2026 Dual Enrollment Highlights

Top 10 Feeder High Schools Dual Enrollment Students

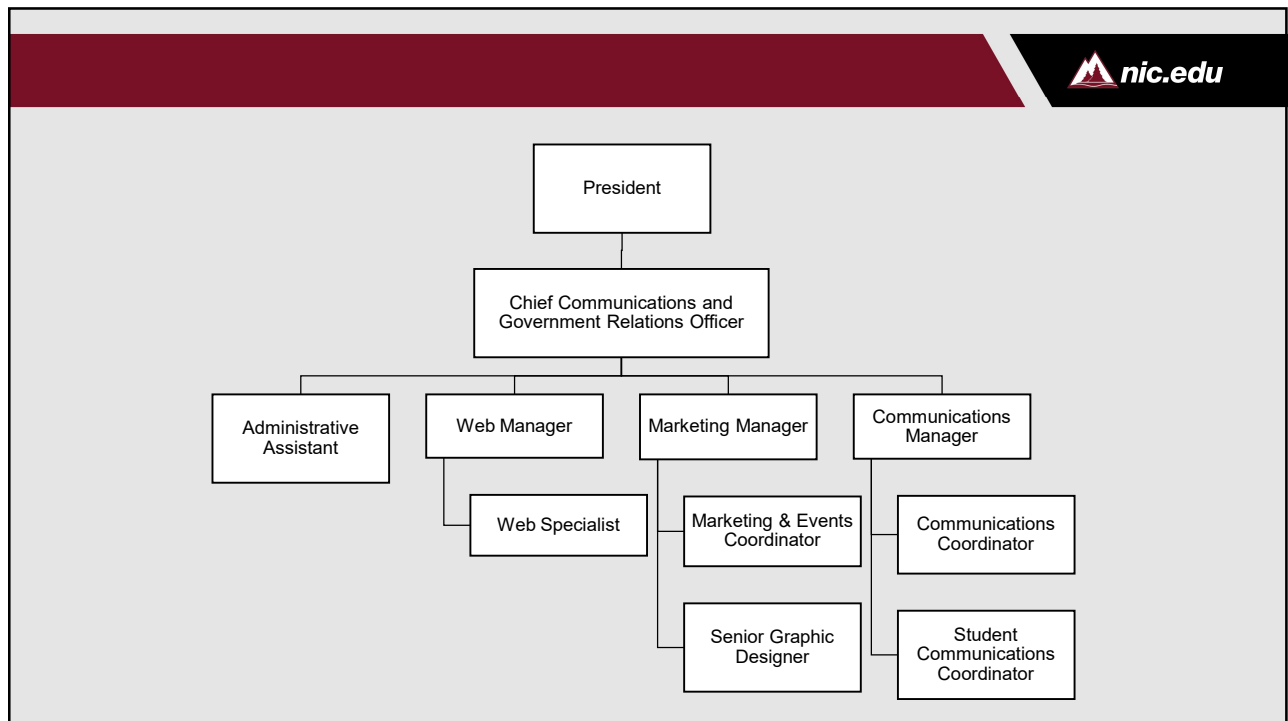




2026 Legislative Recap

Tom Greene
Interim Chief Communications and Government Relations Officer

North Idaho College
► nic.edu



2026 Idaho Legislative Session

- Early proposed cuts for all higher education
- Modest recovery in funding for community colleges after early reductions
- Not a growth year, but stabilization

Challenges Ahead

- Ongoing base budget pressure
- Higher education remains a target in tight budgets
- Expect continued constrained funding

Bottom Line

Community colleges avoided deeper cuts and saw modest gains, but NIC enters a continued tight funding environment requiring careful planning.

Successes at Federal Level

- NIC elevating its voice on the national stage through federal advocacy
- Direct engagement with Idaho's delegation driving real outcomes
- Workforce Pell expansion advancing access to short-term career training
- Federal relationships translating into support for NIC funding opportunities

What's Next?

- Continue strong advocacy for community college funding in Idaho
- Capitalize on federal policy changes to expand student access and workforce programs
- Strengthen relationships with state and federal policymakers to advance NIC priorities and funding opportunities



FY2026-2027 Budget Preview

North
Idaho
College
▶ nic.edu



nic.edu

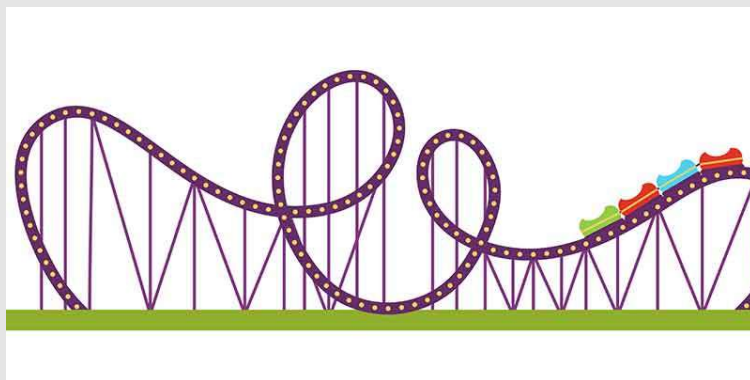
Principles and Assumptions

- Invest in recruitment and retention efforts
- Strategically allocate resources to college priorities
- Incremental increase in tuition rates
- Step plus 1% compensation increase for full-time employees

Revenue - Tuition and Fees

- Recommend \$5 per credit increase
 - Comparable with the other community colleges
 - Estimated revenue generation \$306,986 based on FY26 enrollment
- Recommend budget for flat enrollment level

Revenue - State Funding



Revenue - State Funding

- General Allocation

• 3% Reduction from FY26 carried forward to FY27	\$ (485,500.00)
• Funding for increased benefit costs	\$ 324,400.00
• Transfer funds to State Board for Learning Mgmt. Software	\$ (46,200.00)
	\$ (207,300.00)

Revenue - State Funding

- Career Technical Education

- 3% Reduction in FY26
- Funding for increased benefit costs
- Final allocation not yet provided
- Will adjust expense budgets within CTE to match revenue

Revenue - Property Taxes

- Recommending increase for new construction only
 - \$250,000
- Levy Increases would be \$182,000 per 1%
 - 1% - \$182,000
 - 2% - \$364,000
 - 3% - \$546,000

Total Changes in Revenue

Tuition and Fees	\$ 306,986.00
State General Funds	\$ (207,300.00)
State Career Technical Funds	\$ -
Property Tax	\$ 250,000.00
Change in Revenue	\$ 349,686.00

Expenses - Increases

New Expenses Added to FY27 Base Budget	Amount	Strategic Plan Goal(s)
Compensation Increase for Full-Time Employees	\$ 880,865.00	5
Increase in medical premiums	\$ 475,031.00	5
License fee for Course Dog and Element 451 software	\$ 300,000.00	1, 2, 5
Reclassification of 12 employees	\$ 95,000.00	5
Funding for 2 full-time faculty	\$ 160,000.00	2
Allocation of funding to successful recruitment and retention activities	\$ 75,000.00	1
Retain Strategic Initiative Fund	\$ 200,000.00	1,2,3,4,5
Cover inflationary increases for contracts and supplies	\$ 150,000.00	
Convert 3.5 temporary positions to permanent	\$ 200,000.00	2
	\$ 2,535,896.00	

Expenses - Reductions

- Salary savings from retiring employees
 - Reduction to midpoint of pay range
 - Not refilling selected positions
- Re-negotiation of contracts and leases
- Reduction of contingency funds
 - Accreditation-related costs

Summary

- Revenue budget increased by .59 percent
- Expense budget increase by 1 percent
 - Still unbalanced by \$230K
 - Leadership team worked to re-allocate existing resources to strategic and college priorities
 - President's Cabinet members worked through their teams to determine priorities and reallocate funds

Capital Investment Reserve

- Board authorized use of \$2.5M of Capital Reserve in FY26
 - Support for strategic plan goals 3, 4, and 5
 - Included space remodels, new furniture for American Indian Student Center, start of a Molstead Library remodel
 - Some projects still in progress
 - Request authorization to expend those funds into FY27
 - Anticipate similar requests as current projects complete