Nebraska Indian Community College
Office of the President
Macy Campus
P.O. Box 428 • Macy, Nebraska 68039
C: 402-960-5176 • moltrogge@thenicc.edu

MISSION

"The Nebraska Indian Community College provides quality higher education and lifelong educational opportunities for Umo^{n}ho^{n} (Omaha), Isanti (Santee Dakota) and all learners."

Board of Directors Meeting
Minutes
July 18, 2025
Box Elder, SD

1. Call to Order at 5:57 MST PM on July 17, 2025.

2. Invocation: Sam Kitto

3. Roll Call

Members' Present: Danielle LaPointe; Cheryl Kitto; Diane LaPointe; Deanna Parker; and Mary Lou Mitchell.

Members Excused: Linda Robinson

Others Present: Michael Oltrogge; Lorie Broberg;

Business Office/Finance Report – Presented during the Fiduciary Trust training Session. Review of the Finance information.

4. Approval of the Agenda

Motion to approve the agenda items as amended made by

Mary Lou Mitchell. Second by DeAnna Parker. Motion carried.

5. Review of previous actions

Review and approve the minutes from May 16 and May 23.

Motion to approve the minutes with corrections from May 16th and May 23rd, 2025 made by DeAnna Parker. Second by Danielle LaPointe. Motion carried.

6. President's Report with reports to the President

   a. Academics Report

   b. Student Services Report

   c. Technology Report

   d. Enrollment Report

   e. Workforce Development Report

7. Old Business

   a. BOD Governance Training September, 2025
      - The Board Governance training is scheduled for September:
      - September 17th – Dinner Meeting
      - September 18th – Full Day Training
      - September 19th – Full Day Training
      - September 20th – ?BOD meeting?

   b. Science Lab Naming Update
      - We are still waiting on the family to inform of us of additional details.

   c. Conflict of Interest Legal Determination – included for review.

   d. Board Signature Requirement for College Checks

      Purpose

      To define the threshold for Board of Directors' signatures on college-issued checks, ensuring proper oversight for significant expenditures while enhancing operational efficiency for routine transactions.

Policy Statement

Nebraska Indian Community College authorizes administrative staff to issue checks for approved expenditures within designated limits. For financial transactions exceeding a set threshold, additional oversight in the form of Board member signatures is required.

Policy Provisions

Check Signing Authority

Checks up to and including $5,000 may be signed by the President or other designated signatory authorized by the Board.

Checks over $5,000 must include at least one signature from an authorized member of the Board of Directors in addition to the President's signature.

Exceptions

Payroll and employee benefits payments, regardless of amount, are exempt from this policy.

Electronic fund transfers (e.g., direct deposit payroll, tax remittances, loan payments) may be executed by administrative staff without Board signatures, provided that such payments are pre-approved and documented.

Oversight and Reporting

A report listing all checks issued over $5,000, including check numbers, payees, amounts, and purposes, shall be submitted to the Board of Directors monthly. Documentation supporting all exceptions must be maintained by the Business Office and made available for review upon request.

Approved:

Academic Council – 6.20.2025

Administrative Council – 5.14.2025

Executive Council – 5.07.2025

BOD –

Motion to table the Board Signature Requirement for College Checks until the January 2026 meeting made by <u>Danielle LaPointe</u>. Second by <u>Deanna Parker</u>. Motion carried.

e. Employee Loan Isanti Information – included for review

f. Organizational Chart – Please review packet for recommendation.

8. New Business

a. Federal Advocacy documents – for review
b. BIE Application – for review
c. Fall 2025 Draft Schedule – for review
d. IDC Negotiation Documents – for review
e. Hazing Policy

Motion to approve "NICC adheres to the Stop Campus Hazing Act Hazing is a severe policy violation at Nebraska Indian Community College and is prohibited. The institution fully supports the Stop Campus Hazing Act, signed into law on December 23, 2024, as Public Law 118-173." motion made by Mary Lou Mitchell. Second by Deanna Parker. Motion carried.

f. Retention Bonus Incentive Policy

Purpose

The Retention Bonus Incentive program is designed to recognize and reward employees who demonstrate continued commitment and high-quality performance. This incentive aims to encourage long-term retention by providing financial rewards at milestone years of service.

Eligibility

1. Employees must maintain continuous employment with the company.
2. Employees must meet performance expectations, as determined by annual reviews.
3. Employees who are subject to disciplinary action within the past 12 months of their milestone year may not be eligible for the bonus.

4. Employees must be in active employment status at the time of payout.

Bonus Structure

Retention bonuses will be awarded based on the following years of service:

Years of Service	**Bonus Amount**
End of Year 1	$100
End of Year 5	$500
End of Year 10	$1,000
End of Year 15	$1,500
End of Year 20	$2,000
End of Year 25	$2,500
End of Year 30	$3,000
End of Year 35	$3,500
End of Year 40	$4,000
End of Year 45	$4,500
End of Year 50	$5,000

Motion to approve Retention Bonus Incentive Policy made by <u>Danielle LaPointe</u>. Second by <u>Mary Lou Mitchell</u>.

Motion carried.

g. Resolution 20250718.1 USDA Resolution

Motion to approve 20250718.1 USDA Resolution to seek funding to continue construction on the Santee Community Facility. Motion made by Danielle LaPointe. Second by <u>Mary Lou Mitchell</u>. Motion

carried.

h. Request from an employee for remote work – Discussion and guidance.

Discussion and guidance that the College President does not have the discretion to allow staff members any remote work options.

9. Public/Visitor Comments
10. Executive Session.
11. Set the date of the next meeting.

Motion to have the next board meeting on September 26 and 27 in South Sioux City, made Mary Lou Mitchell. Second by DeAnna Parker. Motion carried.

Motion to allow a reimbursement payment submitted by the President made by Danielle LaPointe. Second by DeAnna Parker. 3 yes votes 2 no votes. Diane LaPointe voted no because she believes it is outside of policy and questioned the legitimacy of the expenses. Cheryl Kitto voted no because she questioned the amounts and the amount of travel. Motion carried.

Motion to rescind the motion regarding the reimbursement payment and discuss at the next board meeting with additional documentation made by Danielle LaPointe. Second by DeAnna Parker. Motion carried.

12. Adjournment

Motion to adjourn at 7:20 PM MST made by Danielle LaPointe. Second by DeAnna Parker. Motion carried.