Chairperson Neal Stenberg called the regular meeting of the Southeast Community College Board of Governors to order at 2:02 p.m. on Tuesday, August 22, 2023, at the Learning Center at Falls City, 3200 Bill Schock Blvd, Falls City, NE.

ROLL CALL:

Present:

Nancy A. Seim, Lincoln
Brandon Gunther, Hickman
Kathy Boellstorff, Johnson
Arlyn Uhrmacher, Lincoln
Vicki Haskell, Fairbury
Chuck Byers, McCool Junction
Kristin Yates, Lincoln
James Sherwood, Lincoln
Carina McCormick, Lincoln
Linda Hartman, Faculty Representative
Neal Stenberg, Lincoln

Absent:

Joann Herrington, Lincoln

PUBLIC MEETING LAW COMPLIANCE STATEMENT

Chairperson Stenberg stated the public meeting notice had been published in the Lincoln Journal Star on Tuesday, August 15, 20223 as well as posted on the bulletin board in the Area Office and on the website. He indicated that the meeting is conducted according to the principles of the revised *Robert's Rules of Order*.

Chairperson Stenberg stated that supplementary materials were available for the public, along with a copy of the Open Meetings Law. A specific agenda item is reserved for Public Comment, item number 10. To testify during this time any member of the audience may approach the Board. In general, oral testimony by individuals is limited to five minutes. Written testimony will also be accepted for the public record.

CONSENT AGENDA

Mr. Byers moved approval of the consent agenda. Seconded by Mr. Uhrmacher.

1) Approval of Agenda as Presented
2) Approval of Minutes of July 25, 2023, Work Session & Regular Board Meeting
3) Approval and Ratification of Bills and Claims
4) Approval of Personnel Changes for College Administrative and Support Personnel

5) Approval of Hiring/Resignations/Terminations of Instructional Staff

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	**AGAINST (0)**	**ABSENT (1):**
Byers		
Uhrmacher		
Seim		
Boellstorff		
Gunther		
Yates		Herrington
McCormick		
Haskell		
Sherwood		
Stenberg		

Motion Carried

Kathy Boellstorff:

Mister President, with regard to the Consent Agenda item Approval of Minutes of July 25, 2023, Work Session & Regular Board Meeting, I abstain from the action and vote to approve all other Consent Agenda items.

Carina McCormick:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to the following voucher numbers and vote to approve all other bills and claims and all other Consent Agenda items:

- V0856389

Neal Stenberg:

With regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to the following voucher numbers and vote to approve all other bills and claims and all other Consent Agenda items:

- V0856047

FINANCIAL REPORT

Financial Summary through July 31, 2023

General Fund	Budget 23-24	Year to Date through July 31, 2023 Budget	Actual	Variance	% Variance
Revenues:	Per June 23 BOG Mtg				
State aid	30,471,261	-	-	-	--
Local taxes	73,530,891	719,260	791,911	72,651	10.10%
Tuition	16,110,680	6,122,058	6,871,994	749,936	12.25%
Other	100,000	16,667	213,087	196,420	1178.50%
Total Revenues	**120,212,832**	**6,857,985**	**7,876,992**	**1,019,007**	14.86%
Expenses					
Personal services	99,379,881	8,005,972	6,329,684	(1,676,288)	-20.9%
Operating	21,942,673	1,828,557	1,329,609	(498,948)	-27.3%
Travel	569,713	47,477	6,399	(41,078)	-86.5%
Equipment	1,703,862	103,759	162,535	58,776	56.6%
Total Expenses	**123,596,129**	**9,985,765**	**7,828,227**	**(2,157,538)**	**-21.6%**
Net Position	**(3,383,297)**	**(3,127,780)**	**48,765**	**3,176,545**	

Dr. Illich and Amy Jorgens, Vice President Administrative Services/Resource Development reviewed the financial report for the period through July 31, 2023. Dr. Illich also reviewed the investment accounts.

The budget report ending July 31, 2023 showed:

Percentage of Budget year:	8.3%
Percentage of Budget spent:	6.3%
Percentage of Board budget spent:	3.5%

Ms. Boellstorff moved acceptance of the financial report. Seconded by Ms. Seim.

Chairperson Stenberg asked for discussion.

Mr. Byers asked what was unanimous expense in the financial report? Ms. Hartman and Dr. Illich mentioned it was for the mascot and marketing expense.

Roll call vote follows:

FOR (10):	**AGAINST (0)**	**ABSENT (1):**
Boellstorff		
Seim		
Yates		
Sherwood		
McCormick		
Haskell		
Gunther		
Byers		
Uhrmacher		Herrington

Stenberg

Motion Carried

BOARD MEMBER REPORTS

Mr. Uhrmacher mentioned he attended seven town hall meetings in the month of August, as well as other board members. He stated that all the meetings have been positive.

Mr. Stenberg stated he appreciated everyone's participation in attending the town hall meetings.

Ms. Boellstorff thanked Dr. Illich for his leadership and presentation in all the town hall meetings.

Ms. Hartman mentioned that she appreciated a former Superintendent's feedback during the Lincoln campus meeting.

Dr. Sherwood mentioned the public had provided good feedback and encouraged the max increase for Southeast Community College.

Mr. Byers mentioned speaking to Senator Hughes.

Dr. McCormick mentioned her conversation with Senator Clements.

Ms. Boellstorff mentioned the Nebraska City town hall meeting had the mayor in attendance and received positive feedback.

Mr. Stenberg mentioned entering the board in a board retreat contest.

BOARD TEAM REPORTS

Executive. Chairperson Stenberg stated the team met prior to the Board meeting and set the agenda for the August 22, regular meeting.

Finance & Facilities. Ms. Boellstorff stated the team met prior to the Board meeting. She provided an overview of the status of projects included on the Facilities Project Status chart and upcoming projects. She mentioned the Ag facilities fundraiser is ongoing and mentioned the construction on 84th is causing major delays getting into the Lincoln Campus.

Planning. Dr. Sherwood stated the team met prior to the Board meeting to finalize the board retreat survey and the new 2024 executive team can determine where to go from there.

Equity and Human Resources. Dr. Yates stated the team met prior to the Board meeting to finalize board policies A1-A6 and also reviewed A7-A11.

NCCA Representative. Mr. Byers stated the NCCA Board met and mentioned he will be the treasurer for the year. November 5 and 6 is the NCAA fall conference. Ms. Boellstorff mentioned the Governor will be discussing the workforce in Nebraska.

TCA Joint Board. Mr. Uhrmacher stated the TCA Joint Board met prior to the board meeting. He mentioned there 725 TCA students this semester. The funding from Beyond School Cares is to cover transportation and field trips. TCA might be the home school for the Freight Farm.

PRESIDENT'S REPORT

Dr. Illich reported on the following:

- SCC Fall semester began Monday, August 21
- SCC Lincoln greeter
- Lincoln Welding Center
    - Bond Council to go over the funding
- Open Forums
    - Meeting with Senators

Ms. Seim asked if the Agriculture in Beatrice was getting funds? Dr. Illich mentioned ARPA funds can be used to assist and a grant. He mentioned they might have a donor.

Joann Herrington arrived at 2:43 p.m.

FACULTY ASSOCIATION REPORT

Linda Hartman, Faculty Association Representative, mentioned doing a Faculty Professional Development activity where faculty stated what they did this summer and over 50 faculty members participanted.

PUBLIC COMMENT

Chairperson Stenberg asked for public comment. There was none.

ADMINISTRATIVE PRESENTATION/BOARD REVIEW

Instructional Presentation: Lisa Hunzeker, Learning Center at Falls City

Learning Center at Falls City Coordinator, Lisa Hunzeker, presented on increasing their presence in the community, partnerships, opportunities, and student impact at the center.

- Sixpence and Community for Kids and Events
- Practical Nursing Student partnered with Community Medical Center
- Student stories
    - Class of 2022 pinning ceremony
    - Leisure and Personal interest classes
    - Youth classes

Jordan Ratspringer, Falls City High School Graduate Student. She mentioned that she struggled with the nursing test and took a class at the Learning Center. She mentioned that she enjoyed the hands-on experience and stated she received accommodations that helped her pass the nursing exam.

Dr. McCormick encouraged Jordan to advocate for other individuals who struggle with test.

Ms. Boellstorff asked what are your plans for the future? Jordan mentioned staying as a CNA for a while and then pursue her LPN.

Ms. Herrington thanked Jordan for telling her story.

Revised Board Policies A1-A6

Chairperson Stenberg mentioned the process of reviewing board policies A1-A6. HR/Equity team recommends moving forward to finalize.

- A1: Policy Philosophy
    - No changes
    - Ms. Boellstorff ask about the degree? Dr. Illich mentioned it's according to the HLC commission standards.
- A2: Policy Statutory Mission
    - No changes
- A2a: Procedure College Mission Statement
    - No changes
- A3: Policy Election Oversight
    - No changes
- A4: Policy Non-Voting Representatives
    - Minor changes
    - Mr. Byers asked about the student representative coming to every meeting? Chairperson Stenberg mentioned the policy states they are to be at every meeting. He recommends leaving the policy for students as is.
    - Ms. Hartman mentioned students can request a policy change.
    - Chairperson Stenberg encourages students to be in attendance.
- A5: Policy Board Organization - Procedures
    - Minor changes
    - Changes to team names.
    - Dr. Sherwood asked if a separate committee should be created? Ms. Jorgens stated it is a possibility.
    - Dr. McCormick asked about a schedule? Ms. Jorgens stated a calendar of events can be created for the month.
    - Dr. Sherwood mentioned teams don't hold votes? Mr. Byers stated majority rule or unanimous consent determines the outcome during team meetings.
    - Dr. Sherwood asked if the votes need to be recorded or reported back to the board?
    - Chairperson Stenberg mentioned leaving the policy as is and vote later.
- A6: Policy General Duties and Powers

    - No changes
- A6a: Procedure Specific Duties and Powers
    - No change
    - Ms. Boellstorff asked about the taxing ability? Chairperson Stenberg mentioned no change was made.
- A6b: Procedure – General Duties – Job Description – Board of Governors
    - Minor change
    - Ms. Boellstorff asked if the treasurer needs to be bonded or is it automatic? Chairperson Stenberg mentioned the bond should be there.
    - Ms. Boellstorff asked about the code of ethics being listed? Chairperson Stenberg mentioned there are some and more specific codes can be listed.
    - Ms. Seim recommends a link be placed to cross reference code of ethics.

Chairperson Stenberg declared the Board in recess at 3:46 p.m.
Chairperson Stenberg declared the Board in session at 4:03 p.m.

2023-2024 Southeast Community College Budget and Tax Levy Review

The proposed 2023-2024 Budget was presented for review. Dr. Illich and Amy Jorgens, Vice President Administrative Services/Resource Development, provided an overview of the 2023-2024 general fund budget.

Ms. Jorgens discussed relevant comparison trend data including state aid, current property valuation, property tax levy rates, and tuition and fee rates. Potential capital improvement projects were also discussed. She mentioned the calculation is based on general fund levy at 8.5 cents and the capital levy at 2 cents.

Ms. Jorgens mentioned the Capital Improvement Fund and Levy was already designated into the Sandhills Global. She also mentioned that all Community Colleges are at their 2-cent levy.

Ms. Jorgens confirmed that due to LB644, SCC will need to participate in the Lancaster County joint budget hearing on September 19, causing a need to change the date of the SCC Board of Governors regular meeting.

It was noted that the budget hearing must be held separately from the regularly scheduled meeting and cannot be limited by time per LB 148, passed in 2020.

September 19, 2023 at 6:30 p.m. – County City Building; 2023-2024 Budget Hearing (this meeting will not be limited on time).

The SCC Board of Governors September meeting is scheduled for September 26, 2023, at 3:00 p.m.

DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:

Authorization to Advertise 2023-2024 Budget

Ms. Boellstorff stated she doesn't recommend the 7.37 cents.
Mr. Gunther, Mr. Uhrmacher, and Dr. McCormick, stated they recommended the 8.5 cents increase.
Mr. Byers mentioned attending the NCCA meeting and doesn't recommend going to the max.
Chairperson Stenberg mentioned that the 8.5 cents demonstrate a compromise and the 7.37 would hurt SCC. He stated the board needs to pick a scenario that will benefit SCC.

Ms. Seim recommended the 8.5 cents would be the best resolution for SCC.

Dr. Sherwood mentioned that it isn't a guarantee that the legislature will back off.

Dr. McCormick motioned to approve the advertising of the 2023-2024 Notice of Budget Hearing and Budget Summary per the Nebraska Budget Act as outlined below:

		Proposed Budget 2023-2024 (B)
General Fund	**$**	**114,300,722.00**
Self Supporting Funds		**200,075,000.00**
Capital Improvement Fund		**37,186,540.00**
Notice of Budget Hearing and Budget Summary Total 2023-2024	**$**	**351,562,262.00**
Tax Levy By Fund (per $100 valuation)		
General Fund	$	0.08500
Capital Improvement Fund	$	0.02000
Total Levy 2023-2024 (per $100 valuation)	$	0.10500

Seconded by Ms. Herrington.

Chairperson Stenberg asked for discussion.

Dr. McCormick mentioned that this is a significant adjustment for SCC.

Ms. Herrington mentioned the board needs to find out what more could have been done to promote the open forums. She mentioned that they need to increase their lobbying of events so constituents know what is going on.

Roll call vote follows:

FOR (11): **AGAINST (0)** **ABSENT (0)**

McCormick
Herrington
Uhrmacher
Boellstorff
Byers
Yates
Sherwood
Haskell
Seim
Gunther
Stenberg

Motion Carried

LEGAL COUNSEL REPORT

Derek Aldridge, Legal Counsel, stated there was no report.

TIMES AND LOCATION FOR SEPTEMBER REGULAR MEETING

Chairperson Stenberg stated the budget hearing and regular meeting are scheduled for September 26, with the budget hearing to begin at 3:00 p.m., followed by the regular meeting, at Milford Campus, Dunlap Center, rooms A and B.

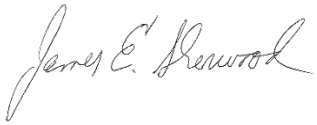
GOOD OF THE ORDER AND PUBLIC COMMENT

Chairperson Stenberg mentioned the Budget hearing on September 19 in the County Building at 6:30 pm.

ADJOURNMENT

Chairperson Stenberg adjourned the meeting at 5:06 p.m.

James Sherwood



Secretary

Southeast COMMUNITY COLLEGE

Area Office	301 S. 68th St. Place	Lincoln, NE	68510-2449	402-323-3400/800-642-4075	FAX: 402-323-3420
Beatrice Campus	4771 W. Scott Rd.	Beatrice, NE	68310-7042	402-228-3468/800-233-5027	FAX: 402-228-2218
Lincoln Campus	8800 O St.	Lincoln, NE	68520-1299	402-471-3333/800-642-4075	FAX: 402-437-2402
Milford Campus	600 State St.	Milford, NE	68405-8498	402-761-2131/800-933-7223	FAX: 402-761-2324

Learning Centers in Falls City, Hebron, Nebraska City, Plattsmouth, Wahoo, and York
Deaf TDD 402-437-2702
www.southeast.edu

SOUTHEAST COMMUNITY COLLEGE
BOARD OF GOVERNORS

Tuesday, August 22, 2023

Southeast Community College
Learning Center at Falls City
3200 Bill Schock Blvd, Falls City, Nebraska
Room 103

REGULAR MEETING AGENDA – 2:00 P.M.

1. Meeting Called to Order 2:00 p.m.
2. Roll Call 2:03
3. Public Meeting Law Compliance Statement 2:05
4. Consent Agenda 2:07
   a. Action Item - Review Agenda; Move Action Items to Regular Agenda and/or Approve Consent Agenda Items
      1) Approval of Agenda as Presented
      2) Approval of Minutes of July 25, 2023, Work Session & Regular Board Meeting
      3) Approval and Ratification of Bills and Claims
      4) Approval of Personnel Changes for College Administrative and Support Personnel
      5) Approval of Hiring / Resignations / Terminations of Instructional Staff
5. Financial Report 2:12
6. Board Member Reports 2:22
7. Board Team Reports 2:27
8. President's Report 2:32
9. Faculty Association Report 2:47
10. Public Comment 2:52
11. Administrative Presentation/Board Review
    a) Instructional Presentation: Lisa Hunzeker, Learning Center at Falls City 2:57
    b) Revised Board Policies A1-A6 3:12

Break

    c) 2023-2024 Southeast Community College Budget and Tax Levy Review 3:42

12. DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:

    a) Authorization to Advertise 2023-2024 Budget 4:22

Southeast COMMUNITY COLLEGE

Area Office	301 S. 68th St. Place	Lincoln, NE	68510-2449	402-323-3400/800-642-4075	FAX: 402-323-3420
Beatrice Campus	4771 W. Scott Rd.	Beatrice, NE	68310-7042	402-228-3468/800-233-5027	FAX: 402-228-2218
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13. Legal Counsel Report	4:27
14. Times and Location for September Budget Hearing and Regular Meeting	4:30
15. Good of the Order and Public Comment	4:32
16. Adjournment	4:35

The Southeast Community College (SCC) Board of Governors reserves the right and is empowered to discuss, consider and take action on (a) any item listed on the Agenda, and (b) at any time during the meeting, irrespective of the time or order listed. In addition, the Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The SCC Board of Governors releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the President.

*** Proof of Publication ***

State of Indiana)
Lake County) SS.

SOUTHEAST COMMUNITY COLLEGE-LINCOLN

301 S 68TH ST PLACE Floor 5

LINCOLN, NE 68510

ORDER NUMBER 1176010

NOTICE OF THE MEETING
OF THE BOARD OF GOVERNORS OF THE SOUTHEAST COMMUNITY COLLEGE AREA August 22, 2023 2:00 P.M. Learning Center at Falls City Room 103 3200 Bill Schock Blvd, Falls City, Nebraska
Notice is hereby given that the regular meeting of the Board of Governors of the Southeast Community College Area, will be held at 2:00 p.m. on August 22, 2023, at the Southeast Community College Learning Center at Plattsmouth, room 103, or other location therein, 3200 Bill Schock Blvd, Falls City, NE. The agenda for the meeting, kept continuously current, is available for public inspection during regular business hours at the Jack J. Huck Continuing Education Center, 301 South 68th Street Place, Lincoln, Nebraska.
THE BOARD OF GOVERNORS OF THE SOUTHEAST COMMUNITY COLLEGE AREA
1176010 8/15 ZNEZ

The undersigned, being first duly sworn, deposes and says that she/he is a Clerk of the Lincoln Journal Star, legal newspaper printed, published and having a general circulation in the County of Lancaster and State of Nebraska, and that the attached printed notice was published in said newspaper and that said newspaper is the legal newspaper under the statues of the State of Nebraska.

The above facts are within my personal knowledge and are further verified by my personal inspection of each notice in each of said issues.

Clerk of the Lincoln Journal Star

Signature _____ Date 8/15/23

Section: Class Legals

Category: 0099 LEGALS

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FILED ON: 8/15/2023

Subscribed in my presence and sworn to before me on

August 15, 2023

Christina Palma Notary Public

NOTARY PUBLIC SEAL INDIANA
CHRISTINA PALMA
Notary Public, State of Indiana
Lake County
Commission Number NP0750329
My Commission Expires
July 24, 2031

SOUTHEAST COMMUNITY COLLEGE
Personnel Changes August 17, 2023

Personnel Report: Staff (Non-Faculty)									
				ACTION TAKEN					
NAME	ASSIGNMENT	RANK	SALARY	AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Williams, Elizabeth	Coordinator, Adult Education	P3		X			X	8/1/2023	Transfer to New
Olsen, Dan	Environmental Health and Safety and Quality Assurance Coordinator	P1				X		7/27/2023	Separation
Carnes, Christie	Administrative Assistant II	N10					X	7/31/2023	Reclassification
Friedli, Sarene	Administrative Assistant II	N10					X	7/31/2023	Reclassification
Anderson, Jodi	Assistant Director, Adult Education	P2			X		X	08/08/2023	Transfer to Replace
Sullivan, Michelle	Project Coordinator, FTT	P2		X			X	9/5/2023	Transfer to New - Grant Funded
LaBrie, Jordan	Custodian II	N12				X		8/8/2023	Separation
VanBuskirk, Spencer	Administrative Director, Residence Life	A6		X		X		8/1/2023	Transfer to New
Olive, Jen	Administrative Director, Human Resources	A5					X	9/1/2023	Transfer to Replace

AD=Addition RP=Replacement RS=Resignation TR=Transfer

SOUTHEAST COMMUNITY COLLEGE
Personnel Changes August 17, 2023

Personnel Report: Staff (Faculty)

			ACTION TAKEN					
NAME	**ASSIGNMENT**	**SALARY**	**AD**	**RP**	**RS**	**TR**	**EFFECTIVE DATE**	**COMMENT**
Seebohm, Gina	Instructor, Math				X		7/31/2023	Resignation
Parker, Theresa	Instructor, Long Term Care Administration Program				X		7/31/2023	Retirement
Long, Kellie	Instructor, Associate Degree Nursing				X		7/31/2023	Resignation
Sales, Victoria	Instructor, Livestock Management & Production			X			8/8/2023	Replacing
Hosler, Jamie	Instructor, Medical Assisting				X		12/19/2023	Retirement
Sanchez, Brenda	Instructor, Developmental English					X	8/8/2023	Return From Temporary Reduction
Propst, Amber	Instructor, Associate Degree Nursing			X			8/18/2023	Replacing 223 Day Contract
Maloy, Tonya	Instructor, Associate Degree Nursing					X	8/8/2023	Transfer to 223 Day Contract

AD=Addition RP=Replacement RS=Resignation TR=Transfer

Board Report	SOUTHEAST COMMUNITY COLLEGE		
	Approved Position Requistions		
Application Deadline Date	**Job Title**	**Justification**	**Status as of 8/17/2023**
Open Until Filled	Instructor, Practical Nursing - Beatrice and Milford (FT)	Replacement	
Open Until Filled	Instructor, Practical Nursing - Falls City (FT)	Replacement	
Open Until Filled	Instructor, Associate Degree Nursing (Two Positions)	Replacement	
Open Until Filled	Weekend Overnight Public Safety Officer (PT)	Replacement	
Open Until Filled	Kitchen Assistant - Child Development Center (PT)	Replacement	
Open Until Filled	Aide - Child Development Center (PT)	Replacement	
Open Until Filled	Custodian, Floor Care (PT)	Replacement	
Open Until Filled	Assessment Team Member, Adult Education (PTT)	Replacement	
6/26/2023	College Advisor (FT)	Replacement	To Team
6/29/2023	Instructor, Diesel Ag Equipment Service Technology	Replacement	To Team
7/6/2023	Administrative Assistant I - Admissions (FT)	Replacement	To Team
7/19/2023	Administrative Assistant I (PTT)	New Grant Funded Position	To Team
7/20/2023	Purchasing Manager - Culinary/Hospitality/TCA (FT)	Replacement	To Team
7/24/2023	Administrative Director, Human Resources (FT)	Replacement	To Team
7/25/2023	Administrative Assistant I (FT)	Replacement	To Team
7/25/2023	College Advisor - Beatrice (PT)	Replacement	To Team
7/26/2023	Custodian II (FT)	Replacement	To Team
7/26/2023	Custodian I (FTT)	Replacement	To Team
7/31/2023	Executive Chef - Course Restaurant (FT)	Replacement	To Team
7/31/2023	College Advising Specialist - Learn to Dream Program (FT)	Replacement	To Team
8/2/2023	Front of House Manager (PTT)	Replacement	To Team
8/13/2023	Custodian I (FT)	Replacement	To Team
8/16/2023	Instructor, Long Term Care Administration Program (FT)	Replacement	To Team
8/16/2023	Administrative Assistant I (PT)	Replacement	To Team
8/17/2023	Account Clerk I (FT)	Replacement	
8/21/2023	Residence Life Manager, Beatrice (FT)	Replacement	
8/23/2023	Coffee Shop Manager - Course Ground Coffee (PT)	Replacement	
8/23/2023	Mental Health Counselor - Counseling Assistance Program for Students (CAPS) (PT)	Replacement	
8/24/2023	Custodian - Multiple Positions Available (PT)	Replacement	
8/30/2023	Testing Center Specialist (PT)	Replacement	
8/30/2023	Project Tutor, Upward Bound - Fairbury (PTT)	Replacement	
9/4/2023	Human Resources Coordinator (FT)	Replacement	