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## **Sandhills Community College**

### **Meeting Agenda**

**Board of Trustees Regular Meeting**

**Tuesday, April 7, 2026, | 5:00PM**

**Location: Johnson Hall 107 & 108, SCC Hoke Campus**

### **I. Call to Order**

**Presenter:** Larry Caddell, Chairman

#### **Ethics Statement:**

In accordance with the State Government Ethics Act, Board members must avoid conflicts of interest or appearances of conflict. Members should declare any known conflicts and refrain from participation in the related matter.

### **II. Recording of the Meeting**

**Presenter:** Larry Caddell, Chairman

The meeting is being recorded solely for transcription purposes. The recording will not become public record and will be deleted after one year.

### **III. Prayer**

**Presenter:** Bruce Hurst, Trustee

#### IV. Approval of the Agenda

**Presenter:** Larry Caddell, Chairman

#### V. Approval of Minutes

<b>Presenter</b>	Larry Caddell, Chairman
<b>Supporting Documents</b>	<a href="#">2026-03-03 BOT Meeting Minutes.pdf</a>

#### VI. Program Presentation

<b>Presenter</b>	Leslie Neal, SandHoke Early College High School Principal
<b>Summary</b>	Leslie Neal will join the Board of Trustees meeting to present alongside a panel of SandHoke students, highlighting the program's impact and student experience.

#### VII. Consent Agenda

<b>Presenter</b>	Larry Caddell, Chairman
<b>Summary</b>	All items listed below are considered routine and may be approved or received as information by one motion. Any trustee may request that an item be removed for separate discussion.
<b>Topics</b>	<b>County Bonds Report</b> Expenses as of 2/28/26 are \$682,871.30 for the Caddell Training Center. The total budget is \$1.8 million. <a href="#">Status of County Bond Funds 02-28-26.xlsx</a>
	<b>OSBM Report</b> As of 2/28/26, the college has expensed \$263,693.75. The STIF account has earned \$1,520,866.22 in interest to date. <a href="#">OSBM Report February 28, 2026.pdf</a>
	<b>Employee new hires, changes and separation updates.</b> <a href="#">2026.04.07 BOT Personnel Information.pdf</a>
	<b>College Strategic Plan of Operations</b> <a href="#">CSP Initiative Mid-Yr Update 2025-26 (2).pdf</a>
	<b>Updated Bylaws</b> <a href="#">2026-03-03 BOT Approved Bylaws</a>

	<p><b>Scottish Heritage Center</b>  Scottish Heritage USA is conducting a feasibility study for a public-facing, physical location located somewhere in the Sandhills region. At their request, SCC has offered a non-binding Memorandum of Agreement which 1) acknowledges the feasibility study, 2) acknowledges that the SCC campus will be a part of the feasibility study, and 3) does not bind SCC in any way to the results or desires of Scottish Heritage USA. So, the conversation is ongoing and there is no cost to the college at this time.</p>
	<p><b>Dempsey Center Second Floor Renovation</b>  The renovation is nearing completion. To date, six new offices have been constructed for Advising and CCP. Currently, the project is in the painting stage. The project is projected to be completed by the end of April.</p>
	<p><b>Compliance Review Final Report for Sandhills Community College Review Conducted: FY 2025-26</b>  A North Carolina Community College System Compliance Examiner was on campus from January 28 through February 10, 2026, and met with SCC employees to review relevant records. At the conclusion of the review period, the examiner discovered no findings in the three semesters reviewed; Summer 2024, Fall 2024 and Spring 2025.  <a href="#">Sandhills Final No Findings Report FY 2025-26.pdf</a></p>
	<p><b>Student Services Update</b>  As of 3/12/26, Curriculum FTE is up between 5-6% compared to Spring 2025. Student headcount for same period of time is up approximately 9%. Workforce Continuing Education FTE is trending up approximately 20%, and College and Career Readiness is up about 10%. The numbers may fluctuate; however, the trend is very positive to date.</p>
	<p><b>Workforce Innovation &amp; Strategic Planning Update</b>  SCC signed a three-year project with Ingersoll Rand worth about \$150,000 and serving 187 employees with 23 different trainings. The apprenticeship program has been engaging in the community and establishing relationships with Pinehurst Resort, Penick Village, and OA Defense. For each apprenticeship, we must establish workplace standards customized for each apprenticeship as well as standard operating procedures and measurable learning objectives. There is follow up throughout the apprenticeship to ensure the student is achieving their goals of the apprenticeship.</p>
	<p><b>Sandhills Community College Workforce Continuing Education Accountability and Integrity Plan Report for Year 2025 and Spring 2026.</b>  <a href="#">Sandhills.Acct.IntegrityPlanApproved.2023-2025 (1).pdf</a></p>

## VIII. Board of Trustee Committee Reports

<b>Student Government Association Report</b>	
<b>Presenter</b>	Nick Watts, SGA President
<b>Summary</b>	Update to the Board of Trustees on student activities, engagement initiatives, campus events, and matters of interest or concern from the student body.
<b>Action Requested</b>	No
<b>Supporting Documents</b>	None

<b>Governance Committee Report</b>	
<b>Old Business:</b> None	
<b>New Business</b>	
<b>Topic</b>	<b>POLICY 2.2 – Drug-Free Workplace (First Reading)</b>
<b>Presenter</b>	David McLean, Chairman
<b>Summary</b>	<p>This action updates how the College addresses drug and alcohol expectations by removing the old Policy 2.2 and combining everything into one clear, consistent framework across Human Resources and Student Services.</p> <p>The previous policy and procedures were detailed, repetitive, and spread across different areas, which could lead to confusion and inconsistent use. Some items also mixed policy with day-to-day procedures, making updates more difficult.</p> <p>The new approach creates one shared standard for both employees and students. Procedure 5.25.2 will serve as the main guide under Human Resources and will also be reflected under Student Services to ensure consistency in expectations, enforcement, and compliance.</p> <p>Overall, this improves clarity, reduces duplication, and keeps the College aligned with federal and state requirements, while making it easier to update procedures without needing Board approval.</p>

<b>Action Requested</b>	Approval to remove Policy 2.2 – Drug-Free Workplace
<b>Supporting Documents</b>	<ul style="list-style-type: none"> <li>• Rescission of <a href="#">Policy 2.2 – Drug-Free Workplace</a> <ul style="list-style-type: none"> <li>○ Rescission of <a href="#">Procedure 2.2.1 – Drug-Free Workplace Guidelines</a></li> <li>○ Rescission of <a href="#">Procedure 2.2.2 Compliance with the Drug-Free Workplace Act of 1998 and the Drug-Free Schools &amp; Communities Act of 1989</a></li> </ul> </li> <li>• Adoption of <a href="#">Procedure 5.25.2 under Policy 5.25 – Alcohol and Drugs on Campus (Human Resources)</a></li> <li>• Adoption of <a href="#">Procedure 4.4.2 – Alcohol and Drugs on Campus (Student Services) under Policy 4.4 – Code of Conduct</a>, <a href="#">Comparison Chart</a></li> </ul>
<b>Consent Agenda</b>	No
<b>Topic</b>	<b>Policy 10.8 – Visitors and Minors on Campus (First Reading)</b>
<b>Presenter</b>	David McLean, Chairman
<b>Summary</b>	<p>The proposed Policy 10.8 Visitors and Minors on Campus updates how the College manages visitors and minors on campus. Unlike the previous policy, which only focused on children, this policy includes all visitors and minors.</p> <p>It sets clear expectations for where visitors can go, especially in classrooms and potentially hazardous areas, and emphasizes the need for proper supervision of minors. At the same time, it allows flexibility for short visits or emergency situations.</p> <p>The policy also requires appropriate approval and clarifies the responsibilities of employees and supervisors. It ensures everyone understands their role in maintaining a safe environment and gives the College the authority to remove individuals who do not follow the rules.</p> <p>By replacing the old policy, the College removes outdated language and creates a clearer, more consistent approach to campus safety and access.</p>

<b>Action Requested</b>	Approval to remove Policy 10.8 – Children on Campus. Approval to adopt revised Policy 10.8 – Visitors and Minors on Campus
<b>Supporting Documents</b>	<ul style="list-style-type: none"> <li>• <a href="#">Rescission of prior Policy 10.8 – Children on Campus</a></li> <li>• <a href="#">Adoption of Policy 10.8 – Visitors and Minors on Campus</a></li> <li>• <a href="#">Comparison Chart</a></li> </ul>
<b>Consent Agenda</b>	No
<b>Topic</b>	<b>Policy 5.6 – Employee Classifications and Workloads (First Reading)</b>
<b>Presenter</b>	Presenter – David McLean
<b>Summary</b>	<p>The proposed revision to Policy 5.6 clearly defines employee classifications, full-time, part-time, and temporary, in alignment with federal requirements such as FLSA and ACA.</p> <p>It also moves detailed workload and instructional expectations out of the policy and into procedures. This allows the College to adjust more quickly to changes in enrollment, teaching methods, and workforce needs without needing Board approval each time updates are required.</p> <p>Overall, this creates a clearer and more flexible approach to managing employees.</p>
<b>Action Requested</b>	<ul style="list-style-type: none"> <li>• Approval to remove Policy 5.6 – Employee Classification and Obligations.</li> <li>• Approval to adopt revised Policy 5.6 – Employee Classifications and Workloads</li> </ul>
<b>Supporting Documents</b>	<ul style="list-style-type: none"> <li>• Rescission of <a href="#">Policy 5.6 – Employee Classification and Obligations (2007; revised 2012; 2022)</a></li> <li>• Adoption of <a href="#">Policy 5.6 – Employee Classifications and Workloads</a></li> <li>• <a href="#">Comparison Chart</a></li> </ul>
<b>Consent Agenda</b>	No

**Building and Grounds Committee Report**

<b>Old Business: None</b>	
<b>New Business</b>	
<b>Topic</b>	<b>Caddell Center Building Project Update</b>
<b>Presenter</b>	Tim Carpenter, Chairman
<b>Summary</b>	Sanford Contractors are steadily advancing. Concrete sidewalks have been poured around the perimeter of the building, and work on the MEP systems is ongoing.
<b>Action Requested</b>	No
<b>Supporting Documents</b>	<a href="#">IMG_1403.jpeg</a> , <a href="#">IMG_1411.jpeg</a> , <a href="#">IMG_1414.jpeg</a> , <a href="#">IMG_2322.HEIC</a> , <a href="#">IMG_2343.HEIC</a> , <a href="#">IMG_2344.HEIC</a> , <a href="#">IMG_2355.HEIC</a> , <a href="#">IMG_1658.jpeg</a> , <a href="#">IMG_1664.jpeg</a> , <a href="#">IMG_1666.jpeg</a> , <a href="#">IMG_1678.jpeg</a> , <a href="#">IMG_1691.jpeg</a> , <a href="#">IMG_1693.jpeg</a> , <a href="#">IMG_1709.jpeg</a>

<b>Topic</b>	<b>Workforce Trades Building Update</b>
<b>Presenter</b>	Tim Carpenter, Chairman
<b>Summary</b>	LS3P has prepared a proposed rendering for the new workforce trades building. The college is requesting approval from the Buildings and Grounds Committee to proceed with acceptance of the rendering.
<b>Action Requested</b>	Yes
<b>Supporting Documents</b>	<ul style="list-style-type: none"> <li>• <a href="#">SCC Workforce Trades Building Drawing.pdf</a></li> <li>• <a href="#">Trades Building Aerial.jpg</a></li> </ul>

<b>Finance, Personnel &amp; Planning Committee Report</b>	
<b>Old Business: None</b>	
<b>New Business</b>	

<b>Topic</b>	<b>Financial Report</b>
<b>Presenter</b>	Gene Horne, Chairman
<b>Summary</b>	Status of State and County budgets: As of 2/28/26, expenses for State funds (62.66%), Moore County funds (70.37%), and Hoke County funds (67.40%).
<b>Action Requested</b>	No
<b>Supporting Documents</b>	<a href="#">Financial Report February 28, 2026.xlsx</a>
<b>Consent Agenda</b>	No

<b>Educational Programs &amp; Student Affairs Committee Report</b>	
<b>Old Business:</b>	None
<b>New Business:</b>	All items reviewed and included in the Consent Agenda

### IX. Foundation Report

<b>Presenter</b>	Dr. Germaine Elkins, Vice President Engagement and Executive Director, SCC Foundation
<b>Supporting Documents</b>	<a href="#">2026-04-07 Foundation Report - Board of Trustees.pdf</a>

### X. President's Report

<b>Presenter</b>	Dr. Sandy Stewart, President
<b>Supporting Documents</b>	President's Report

### XI. Other Business

<b>Presenter</b>	Larry Caddell, Chairman
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Supporting Documents	
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**XII. Trustee Comments**

**XIII. Closed Session**

*The Board will enter Closed Session pursuant to N.C.G.S. § 143-318.11(a)(3) to discuss personnel and legal matters.*

**XIV. Adjournment**