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Sandhills Community College

Meeting Agenda
Board of Trustees Regular Meeting
Tuesday, August 4th, 2026, | 5:00PM
Location: BPAC

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. Oath of Office for Newly Appointed Trustees

Presenter	Larry Caddell, Chairman
	John Ritter, Trustee, Seagrove, NC, Appointed by Moore County Commissioners, July 2026

VI. Recognition of Outgoing Trustees

Presenter	Larry Caddell, Chairman
	Joseph A. Clendenin, Trustee, Southern Pines, NC, Appointed by Moore County Commissioners in July 2022 Eugene B. Horne, Jr., Trustee, Pinehurst, NC, Appointed by Governors Office in July 2022

VII. Approval of Minutes

Presenter	Larry Caddell, Chairman
Supporting Documents	2026-06-02 Unapproved BOT Meeting Minutes.pdf

VIII. Program Presentation

Presenters	Stephanie McDavid, Department Head, School of Creative and Liberal Arts William "Bill" Saunders, Associate Professor and Coordinator of Theatre Luke Huling, Associate Professor and Coordinator of Visual Arts Kristina Henckel, Professor, Music
Summary	The School of Creative and Liberal Arts will provide a program presentation highlighting work within the Visual Arts and Theatre programs.

IX. Consent Agenda

Presenter	Larry Caddell, Chairman
Summary	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.
	Notification of Clerical Error: Policy 7.5 Budget In Policy 7.5, Budget, the word "College" at the end of the first sentence should be capitalized. 2026-08-04 Policy 7.5 Budget Clerical Error Update - Copy.pdf
	Bradshaw Performing Arts Center (BPAC) Rate Card (FY 2026-27) Review of BPAC's FY 2026-27 rental rates and fees for facilities, labor, and/or services BPAC Rate Card FY26-27 ao6-18-26.pdf
	2026-2027 Insurance Premiums The 2026-2027 insurance premiums and property insurance information from the NC State Fire Marshal were shared for informational purposes. 2026-07-01_Sandhills Premium Comparison.pdf 2026-07-01 State Fire Marshal Property Insurance.pdf
	Sledge Board Room Phase 1 Seeking approval to move forward with phase 1 of the Sledge Boardroom upfit. Phase 1 consists of covering the current wallpaper with new sheetrock and paint, adding sheetrock and paint between the windows, and removing access to the bathroom from within the boardroom.
	County Bonds Update As of 6/30/26, $1,011,265.55 has been expensed with $88,734.45 Moore County Bond funds remaining for the Caddell Classroom Building project. Total bond funds are $1.1 million. The total budget is $1.8 million. Copy of Status of State and County Bond Funds 06-30-26.xlsx
	OSBM Report As of 6/30/26, $764,229 has been expensed from the $25 million General Assembly appropriation for the Workforce Trades Building project. The STIF account has earned $2,020,680.24 in interest to date. OSBM Report June 2026 .pdf
	Personnel Update Personnel update related to position changes, new hires and separations. August 2026 Personnel Information Items.pdf

	The Pierce Group The institution is moving away from NC Flex as our benefits administrator. We were with Pierce group prior to NC Flex. There is no cost to the employees.
	College Strategic Plan of Operations Update On July 9, faculty and staff leaders met to discuss plans for the 2026–27 academic year. Campus leaders then shared top priorities with Senior Leadership on July 14. A draft of the 2026 Annual Report for the College Strategic Plan of Operations will be presented to the Finance, Personnel, and Planning Committee at its September 15 meeting. **REMINDER:** The next Finance, Personnel, and Planning Committee meeting begins at **3 PM** on September 15th.

X. Board of Trustee Committee Reports

Student Government Association Report	
Presenter	Marianne Yoder
Summary	None
Supporting Documents	None

Governance Committee Report	
Old Business	
Topic	**Policy 10.8 – Visitors and Minor Visitors on Campus (Second Review)**
Presenter	Richard Maness, Trustee
Summary	At the April 7, 2026 Board of Trustees meeting, a trustee requested clarification regarding whether the definition of “minors” in Policy 10.8 includes individuals under age 18 who are students or participants in College-sponsored activities, such as dually enrolled high school students, summer campers, field trip participants, or other approved program participants. In response to that request, the proposed language has been revised to clarify the distinction between minor participants and minor visitors. The was presented as first review June 2, 2026.The policy now uses the term “Minor Visitors” to refer specifically to individuals under age 18 who are present on College property but are not enrolled in, registered for, or actively participating in a College-

	sponsored program, activity, camp, field trip, instructional experience, student organization event, or other approved College activity. This clarification helps ensure that the policy applies to minors who are visiting campus, while recognizing that minors participating in approved College activities are subject to separate supervision, permission, emergency contact, conduct, and safety requirements.
Action Requested	Yes
Supporting Documents	• Rescission of prior Policy 10.8 – Children on Campus • 2026-06-02_TBD_AdoptingPolicy10.8 Visitors and Minor Visitors on Campus.pdf
Topic	**Policy 1.1 – Mission Statement (Second Review)**
Presenter	Richard Maness, Trustee
Summary	Request approval of revised Policy 1.1 – Mission Statement as presented. The Board is asked to approve the revised Policy 1.1 – Mission Statement. The revised policy maintains the College's current Mission Statement and updates the policy to reflect the newly approved College Goals: LEARN, ENGAGE, and BELONG. This revision aligns Policy 1.1 with the Board-approved goal framework and provides consistency across institutional planning, communication, assessment, and strategic priorities. The Mission Statement itself remains unchanged; the revision updates the supporting College Goals section of the policy.
Action Requested	Yes
Supporting Documents	• https://www.sandhills.edu/policy/1-1-mission-statement.html • 2026-06-02_TBA_Adopting_Policy 1.1_Mission Statement.docx
Topic	**Policy 5.13 – Compensatory Time and Overtime Compensation (First Review)** (to be presented again as a first reading)
Presenter	Richard Maness, Trustee
Summary	Request approval to adopt revised Policy 5.13, which updates the College's approach to compensatory time to provide greater clarity, consistency, and alignment with the Fair Labor Standards Act. The policy narrows compensatory time to the appropriate non-exempt employee group, strengthens supervisor oversight, clarifies how overtime is calculated, protects employees earned compensatory time from forfeiture, and establishes clearer rules for payout upon separation. It

	also removes prior language related to exempt employees, reducing ambiguity and helping ensure that compensatory time is administered consistently and legally.
Action Requested	Yes
Supporting Documents	• Policy 5.13 Board Rationale for Adoption • 2026-07-13 Policy 5.13 Compensatory Time.pdf • 2026-08-04_BOT_Policy_Comparison.docx

New Business	
Topic	**Revise Policy 1.14 Accreditation (First Review)**
Presenter	Richard Maness, Trustee
Summary	Pursuant to Session Law 2025-92, NC community colleges are no longer required to change accrediting agencies for consecutive accreditation cycles.
Action Requested	Yes
Supporting Documents	• CURRENT Policy 1.14 Accreditation • DRAFT 2026-07_Policy1.14Accreditation.docx • 2026-08-04_BOT_Policy_Comparison.docx
Topic	**Revised Policy 2.14/NEW Policy 7.6 Fiscal and Management Practices (First Review)**
Presenter	Richard Maness, Trustee
Summary	• Current Policy 2.14 will remain in effect and will also be adopted as new Policy 7.6 under Section 7, Business Operations, with additional revisions to items 4 and 10. • This will be a dual policy, consistent with existing policies shared across multiple sections (e.g., Human Resources and Student Services).
Action Requested	Yes
Supporting Documents	• Current Policy 2.14 Fiscal and Management Policies • Proposed Policy 2.14/7.6 Fiscal and Management Practices.docx • 2026-08-04_BOT_Policy_Comparison.docx

Building and Grounds Committee Report	
Old Business: None	
New Business	
Topic	**Ball Visitor Center and Gardens Access Road**
Presenter	Tim Carpenter, Chairman
Summary	Seeking approval for an access road to be built connecting Lindbergh Road to the Ball Visitor Center. The road is necessary for Garden of Lights & additional SCC Gardens events management. If approved, the road will enhance security and access to the Ball Visitor Center/SCC Gardens. During the design phase of Foundation Hall, LS3P designed the access road as part of the project. The SCC Gardens Endowment will fund the cost of the project. Ideal completion of the road will be November 2026 prior to the opening of the Garden of Lights production.
Action Requested	Yes
Supporting Documents	Lindbergh Connector to Ball Visitor Center.pdf
Topic	**Moore Innovative High School**
Presenter	Tim Carpenter, Chairman
Summary	MCS has made a request for the College to renovate the office wing of Van Dusen Hall (second floor) to create an assembly space for MIHS students that would accommodate 140 students. Funding for the renovation will come from a tentative gift agreement from a donor. Assuming additional funds are needed, the College would use interest earned from the $25 million appropriation from the General Assembly to complete the project.
Action Requested	Yes
Supporting Documents	SCC Floor Plan for MIHS.pdf
Topic	**Hoke County Building Lease Agreement**
Presenter	Tim Carpenter, Chairman
Summary	Seeking approval to move forward with a 3-year lease agreement to lease a 4000 square foot building in Hoke County to offer workforce trades programming to the Hoke Community. Current facilities at the SCC Hoke Center do not accommodate workforce trades programming. If approved,

	the lease would be signed in August of 2026 with classes to begin in the Fall of 2026.
Action Requested	Yes
Supporting Documents	SCC.Earl Smith Lease Agreement 2026.pdf
Topic	**Public Safety Training Center Construction**
Presenter	Tim Carpenter, Chairman
Summary	The construction phase is ongoing. To date, the roof is 90% installed and will be completed once approval from the manufacturer is received. Siding, doors, and windows have been installed. Interior spaces have sheetrock installed. Sanford Contractors are expecting paint samples for exterior walls, and interior walls are being primed for paint. HVAC units are on site and will be installed next week.
Action Requested	No
Supporting Documents	Classroom Building .jpeg, Caddell Center Classroom Building 2.jpeg, IMG_2654.jpeg, IMG_2655.jpeg, IMG_2661.jpeg, IMG_2662.jpeg
Topic	**President's House**
Presenter	Tim Carpenter, Chairman
Summary	Request approval of the following motion: "The house and property shall be reserved for internal SCC use only and shall not be available for use by anyone outside the organization."
Action Requested	Yes
Supporting Documents	None

Finance, Personnel & Planning Committee Report	
Old Business: None	
New Business	
Topic	**Financial Report**
Presenter	Mike Freidel, Trustee
Summary	Status of State and County budgets: As of 6/30/26, the College had expensed State funds at 96%, Moore County funds at 98%, and Hoke County funds at 96%. Institutional cash balance has been added to the report to provide a more comprehensive view of the College's fund sources. As of

	6/30/26, the College's Non-Foundation institutional cash balance was: $1,608,277.40
Action Requested	No
Supporting Documents	Financial Report June 30, 2026.xlsx
Topic	**Approved County Budgets**
Presenter	Mike Freidel, Trustee
Summary	Seeking approval of the approved county budgets for 2026-2027. Moore County budget is 6,068,446 which is 261,152 more than last year. Hoke County had no change, 744,156.
Action Requested	Yes
Supporting Documents	2026-2027 Projected County Budgets .pdf
Topic	**2026-2027 Curriculum Registration & Fee Rates**
Presenter	Mike Freidel, Trustee
Summary	The System Office released the 2026-2027 curriculum registration and fee rates. There are no increases for the 2026-2027 academic year.
Action Requested	Yes
Supporting Documents	2026-2027 Curriculum Registration and Fees Rates.pdf
Topic	**Travel Authorization Requests: President & Board of Trustees**
Presenter	Mike Freidel, Trustee
Summary	Annually, travel authorization requests are completed by the President and Board of Trustees. The College is seeking approval by the Board of Trustees for the President and the Board for travel in 2026-2027 related to college associated travel.
Action Requested	Yes
Supporting Documents	Hardcopies will be provided at the full BOT meeting

Educational Programs & Student Affairs Committee Report	
Old Business: None	
New Business	
Topic	**Golf/Turf Equipment Technician**
Presenter	Billy Carter, Chairman
Summary	College leadership reported that the Provost's Office is engaged in conversations with several industry partners

	regarding a potential new program designed to address the need for well-trained turf equipment technicians. The Provost's Office is seeking Board of Trustees approval to explore and potentially pursue adding this program to the College's offerings.
Action Requested	Yes
Supporting Documents	None
Topic	**Program Updates for All Instructional Programs**
Presenter	Billy Carter, Chairman
Summary	At a previous Board of Trustees meeting, approval was granted to explore six new residency licensure certificates designed to prepare and certify K–12 teachers. The College has since received approval from the North Carolina Community College System to offer all six certificates. College leadership is currently preparing the required SACSCOC prospectus to move forward with offering three of the certificates—Middle School Science, Middle School Mathematics, and Special Education—beginning in January 2027. The College is also exploring the rental of a facility in Raeford to support the delivery of small engine repair and other trades-related programs.
Action Requested	No
Supporting Documents	None
Topic	**Student Services Updates**
Presenter	Billy Carter, Chairman
Summary	**NC Reconnect Update** VP Williams reported that the college is engaged in NC Reconnect through the John M. Belk Endowment. $75,000 of $125,000 has been received, an additional $50,000 will be received in January 2027, and is being used toward a new WCE registration system, program marketing, and to begin the rental of the property mentioned previously in Raeford. Sandhills has a 5% reengagement from "stopped out" students through the program and our highest program for reenrollment is EMT. **Curriculum Enrollment Update**

	• Summer – CU enrollment is up 11% in Headcount and FTE compared to last summer; WCE numbers are continuing to update, but we are on track to meet or exceed last summer. • Fall – CU enrollment is approximately 2% up in Headcount and FTE, and WCE is on track to be up.
Action Requested	No
Supporting Documents	None
Topic	**Workforce Innovation & Strategic Planning updates**
Presenter	Billy Carter, Chairman
Summary	• The state budget has been signed and includes funding for apprenticeships and Access to Achievement programs, both of which are important to the college and our students. • NC Military Business Center is funded through NCCCS – based out of FTCC and helps people get government contracts. • Sandhills has been active with pre-employment trainings: 2 with ATEX (medical products) and 1 with Henry & Henry Logistics who is partnering with MCS for bus driver training.
Action Requested	No
Supporting Documents	None

XI. Foundation Report

Presenter	Jennifer Dail
Supporting Documents	2026-08-04 Foundation Report - Board of Trustees.docx

XII. President's Report

Presenter	Dr. Sandy Stewart, President
Supporting Documents	

XIII. Other Business

Presenter	Larry Caddell, Chairman

XIV. Trustee Comments

XV. Closed Session (if needed)

The Board will enter Closed Session pursuant to N.C.G.S. § 143-318.11(a)(3) to discuss personnel-related matters. [consult with legal counsel regarding matters subject to attorney-client privilege.]

XV. Adjournment

THE BOARD OF TRUSTEES OF SANDHILLS COMMUNITY COLLEGE
REGULAR MEETING MINUTES

Tuesday, June 2, 2026, | 5:00 pm
Caddell Public Safety Training Center

<u>PRESENT</u>: Trustees Larry Caddell, Chairman; David McLean, Secretary; Gene Horne; Billy Carter; Dell Cook; Mike Freidel; Richard Maness; BethAnn Pratte; Stephen Woodward; Marianne Yoder

<u>ABSENT</u>: Tim Carpenter; Bruce Hurst; Irish Pickett; Tony Hunt; Joseph Clendenin

<u>STAFF</u>: Dr. Sandy Stewart, Dr. Julie Voigt, Dr. Rebecca Roush, Dr. D.J. Farmer, Dr. Germaine Elkins, Chad Williams, Lindsey Farmer, Mary Bridschge, Steven Garner, Karen Walker, Vickie Collins, Jennifer Pearce, Kirsten Walter, Chad Thomason

<u>GUESTS</u>: John May, Robbins May & Rich

Mr. Caddell called the meeting to order at 5:00 p.m. He read the statute regarding conflicts of interest to the Trustees and asked the Board if there were any potential conflicts with the agenda items to be discussed. Hearing none, Mr. Caddell proceeded to the next item of business.

Dr. Stewart offered a moment of prayer.

Oath of Office – Ms. Bridschge administered the Oath of Office to Marianne Yoder, who was sworn in as the Student Government Association President.

<u>Mr. Horne made a motion to approve the agenda. Mr. Freidel seconded the motion, and the motion passed unanimously.</u>

<u>Mr. Carter made a motion to approve the minutes of the April 7, 2026, Board of Trustees meeting. Mr. Horne seconded the motion, and the motion passed unanimously.</u>

<u>Program Presentation</u>

Chad Thomason, Director and Part Time Instructor, Fire Academy Workforce Continuing Education, presented an overview of the Fire Academy Program. He explained that the Day Academy operates 6 months of each year, running from January through July. An additional program begins in July and is completed in December. Students completing the program receive all the certifications necessary to become a firefighter. There is an 80% hire rate from academy graduates. Mr. Thomason added there is also a high school fire academy for which Hoke and Moore Counties are served. The program offers training for high school students except for burn-building training, which is not included until students become 18 years of age. Following the presentation, attendees were shuttled by bus to tour the training facility, including the new building currently under construction.

Mr. McLean made a motion to recess to participate in the tour of the Caddell Training Center. Ms. Pratte seconded the motion, and the motion passed unanimously.

Mr. Horne made a motion to reconvene. Mr. Friedel seconded the motion, and the motion passed unanimously.

Consent Agenda

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 discussions.

2027 Board of Trustees Committee Meeting Schedule
Minor Construction Projects on the Pinehurst Campus
County Bonds
OSBM Report
Personnel Update
College Strategic Plan of Operations – Summer Planning
WCE Accountability and Integrity Plan
College Fees
Student Services
Workforce Innovation & Strategic Planning

Mr. Horne made a motion to approve the Consent Agenda. Mr. Freidel seconded the motion, and the motion passed unanimously.

Student Government Association Report

No report was available at this time.

Governance Committee Report

Mr. McLean reviewed items which were discussed in the recent Governance Committee Meeting held on Wednesday, May 20, 2026.

Policy 10.8 – Visitors and Minor Visitors on Campus (First Review Revisited) – Request was made to clarify what constitutes a minor versus a student. Definition clarifies that minor visitors remain under the supervision and responsibility of the parent, guardian, or individual who brought the minor to campus. The college does not assume care or responsibility unless the minor is accepted as a participant in approved college-sponsored activity. Mr. McLean made a motion to approve the first review of visitors and minors on campus. Mr. Horne seconded the motion, and the motion passed unanimously.

Policy 2.2 – Drug-Free Workplace (Second Review) Goal is to remove outdated Policy 2.2 and associated procedures, and to organize them in a more useable way, and to place them in the more appropriate areas such as Human Resources and Student Services. Mr. McLean made a motion to rescind Policy 2.2 and associated procedures and to adopt Policy 5.25 with Procedure 5.25.2 as well as adoption of Policy 4.4 with Procedure 4.4.2. Mr. Horne seconded the motion, and the motion passed unanimously.

Policy 5.6 – Employee Classifications and Workloads (Second Review) Mr. McLean made a motion to rescind Policy 5.6 and adopt the revised Policy 5.6 Employee Classifications and Workloads. Mr. Horne seconded the motion, and the motion passed unanimously.

New Business
Approval of the 2027 Board of Trustees Meeting Schedule - Meetings are generally held every other month on the first Tuesday of each month beginning at 5 p.m. Mr. McLean made a motion to approve the 2027 Board of Trustees Meeting Schedule. Mr. Maness seconded the motion, and the motion passed unanimously.

Revised College Goals
Ms. Farmer reported that every five years the college is required by SACSCOC to review the college's mission statement. The last review was in 2021. Typically, a cross section of faculty and staff is convened to conduct this review which includes college goals. Last summer a committee of faculty and staff convened to put together language, looking at the current six college goals, and made the recommendation to condense them to three. This aligns with the College Strategic Plan. Mr. McLean made a motion to adopt the three revised college goals, Learn, Engage, Belong as recommended. Mr. Horne seconded the motion, and the motion passed unanimously.

Policy 1.1 – Mission Statement (First Review) – Mr. McLean made a motion to approve the first review of Policy 1.1, the updated Mission Statement, which reflects the newly approved goals, Learn, Engage, Belong. Mr. Carter seconded the motion, and the motion passed unanimously.

Policy 5.13 – Compensatory Time and Overtime Compensation (First Review) – Mr. McLean made a motion to approve the first review of Policy 5.13 and adopt a revised 5.13 updating the college's approach to compensatory time. Mr. Maness seconded the motion, and the motion passed unanimously.

Buildings and Grounds Committee

Mr. McLean reviewed the following items:

Workforce Trades Building – Dr. Farmer presented information regarding the progress of the building through LS3P Architects. We continue to work with LS3P concerning equipment and mechanical systems needs. Will visit Edenton, N.C. to view a site that was completed and utilizes some of the systems. We also continue to work with McAdams through potential zoning challenges. Continue to make progress through the design phase of the project. LS3P projects that we should be able to go out to bid within a November/December time frame.

Caddell Classroom Building – Board members were presented an opportunity to tour the classroom during the Board of Trustees meeting.

Garden of Lights Event – Dr. Elkins highlighted details of the event. Preliminary planning has begun regarding ticketing. Meetings are underway with associates from the Tourism Authority to discuss marketing and a press release for the event. A webpage will be created with information for the public. The Visitor's Bureau has entered a budget of $371K and the Foundation will add another $100K to better able provide up-front expense costs.

Amended 3-1 for Meyer Hall – Dr. Farmer reviewed information regarding the request for the Meyer Hall Amended 3-1. Mr. McLean made a motion to approve the amended 3-1 for the Meyer Hall project. Mr. Horne seconded the motion, and the motion passed unanimously.

Finance, Personnel & Planning Committee Report

Mr. Horne reported on the status of State and County budgets as of 4.30.26. Dr. Farmer summarized the budget information. No Board action was required.

2026-2027 SCC Budget Request – Mr. Horne asked to correct the summary which reads "request approval from the Board of Trustees to adopt the 2026-2027 Institutional budget which includes $345K from the Sandhills Community College Foundation," to change "which includes" to "of". Mr. Horne made a motion to adopt the 2026-2027 Institutional budget of $345K from the Sandhills Community College Foundation. Mr. Freidel seconded the motion, and the motion passed unanimously.

2026-2027 County Requested/Projected Budgets – Dr. Farmer shared that there was a 6% increase in the Moore County budget which will result in an increase of $261,152.00 for the Moore County budget in the coming year. A request has been submitted for the Hoke County budget requesting the same funding as the 2025-2026 year, and we are awaiting a response to that request.

Educational Programs & Student Affairs Committee Report

Mr. Carter reported that the Educational Programs and Student Affairs Committee met on May 14, 2026. All items reviewed were included on the Consent Agenda. Mr. Williams presented an update on enrollment. Comparing last summer's enrollment to the current numbers, we currently show a 10% increase in headcount and a 12% increase in FTE. Adjustments will occur throughout the summer semester. Although it is too early to project fall enrollment, numbers currently indicate a 2% increase. Workforce Continuing Education projects strong numbers as well.

Foundation Report

Dr. Elkins presented the SCC Foundation Report. To date, the Foundation has received 1,452 gifts. A Guarantors Recognition Dinner was held on April 23, 2026. The Foundation Board meeting was held on April 27, 2026. The Garden of Lights Event planning is well underway. Summer camps will begin next week and all camps are full. The largest group of personal enrichment classes on record will begin in the fall.

President's Report

Dr. Stewart highlighted information from the President's Report handout given to Trustees.

System Leadership Update – Dr. Jeff Cox will retire on June 30, 2026. A Presidential search is now ongoing. Dr. Bill Carver will serve as Interim President of the North Carolina Community College System, effective July 1, 2026.

General Assembly Update – The General Assembly convened its short session in April, with significant attention focused on development of a comprehensive state budget. Legislative leaders have announced a framework agreement between the house and Senate after an extended period without a finalized budget, although full details are still being developed. The community college system has two major pieces in terms of funding: 1) enrollment growth funding, and 2) Propel NC.

Performance Measures and Student Success – The System Office released the 2026 Performance Measures Summary for all 58 community colleges in May. The performance measures compare all colleges across seven metrics and contribute to the performance measures funding portion of the overall funding model. Dr. Stewart encouraged Trustees to review the 2026 Performance Measure Summary included in the President's Report handout.

The next Board of Trustees meeting will be held on August 4, 2026.

<u>Pursuant to N.C.G.S. 143-318.11(a)(6), Mr. McLean made a motion to go into closed session. Mr. Horne seconded the motion, and the motion passed unanimously.</u>

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Sandhills Community College Board of Trustees
Closed Session Meeting Minutes

CLOSED SESSION

At 6:45 p.m. on June 2, 2026, during the regularly scheduled meeting of the Board of Trustees ("the Board") of Sandhills Community College ("SCC"), held at the Larry Caddell Public Safety Training Center on the College's Carthage campus, the Board voted to enter into Closed Session to discuss legal and personnel matters.

MOTION: Trustee McLean moved to enter into Closed Session at 6:45 p.m. pursuant to N.C.G.S. § 143-318.11(a)(6) to discuss legal and personnel. Trustee Horne seconded the motion. The motion carried unanimously.

Upon conclusion of the Closed Session discussions, Chairman Caddell asked for a motion to return to Open Session. Trustee McLean made the motion, seconded by Trustee Cook, and the motion carried unanimously. The Board reconvened the Open Session at 7:05 p.m. at which time Trustee McLean made the following motion which was seconded by Trustee Horne:

1. That effective June 1, 2026, President Stewart's annual compensation to be increased by $25,000.00 and
2. That the Board obtain, at the Board's and the College Foundation's expense, a term life insurance policy in the amount of $1,500,000.00 on the life of President Stewart with two thirds (2/3) of the death benefits payable as directed by President Stewart and one third (1/3) of the death benefits payable to Sandhills Community College. The motion was passed unanimously.

Immediately thereafter on proper motion and second the Board meeting was adjourned.

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John M. May
Attorney for Sandhills Community College

Date: June 2, 2026

With no further business, the Board of Trustees meeting was adjourned at 7:16 p.m.

Respectfully submitted,

Larry Caddell, Chairman of the Board

David McLean, Secretary of the Board

Board of Trustee Approval: August 6, 2007
Revised: October 1, 2012, July xx, 2026

The College will establish an annual operating budget which insures the efficient and effective operation of the College. To assure fiscal integrity, the Board of Trustees will approve the annual operating budget and monitor expenditures throughout the fiscal year.

BPAC
Bradshaw Performing Arts Center

RATE CARD

Effective 7/1/2026 - 6/30/2027

FACILITY RENTAL RATES

Owens Auditorium	Hours	SCC	Local *Moore/Hoke*	Non-Local *Outside Moore/Hoke*
Rehearsal	10 Hour Block	No Charge	$875	$1,050
Performance: Monday-Thursday	10 Hour Block	No Charge	$975	$1,175
Performance: Friday-Sunday	10 Hour Block	No Charge	$1,850	$2,225
McPherson Theater or Evelyn's Courtyard				
Rehearsal	8 Hour Block	No Charge	$275	$350
Performance	8 Hour Block	No Charge	$500	$625
McNeill-Woodward Green				
Rehearsal	10 Hour Block	No Charge	$500	$625
Performance: Mon-Thu	10 Hour Block	No Charge	$750	$940
Performance: Fri-Sun	10 Hour Block	No Charge	$1000	$1,250

Additional Fees	
Owens Auditorium Overage *(Over 10hrs)*	$100/hr
McPherson Theater Overage *(Over 8hrs)*	$40/hr
Evelyns Courtyard Overage *(Over 8hrs)*	$40/hr
McNeill-Woodward Green *(Over 10hrs)*	$70/hr
End of Year Peak Rate *(Thanksgiving week to EOY, rehearsals and performances)*	Rental Rate + 20%
Venue Holiday Premium	Rental Rate + 50%
Damage Deposit *(For new renter, applies to the first 3 rentals. Must be written as a separate check)*	30%

LABOR RATES & SERVICE FEES

Front of House Staff	
Venue Representative	$35/hr
House Manager *(Always Required)*	$35/hr
Usher	$25/hr
FOH Staff Package - Gen. Admission *(per performance)*	$500
FOH Staff Package - Reserved *(per performance)*	$625
Security	$50/hr
Housekeeping *(per day/per performance)*	$185
Technical Staff	
Production Manager	$50/hr
A1 *(Front of House Sound Engineer)*	$50/hr
A2*(Monitor Sound Engineer)*	$50/hr
Lighting Designer	$50/hr
General Technician	$45/hr
Stagehands	$35/hr

Additional Fees	
Extensive Clean-Up Fee	Varies
Arrangement of Rental Goods	20%
Failure to Provide Adequate Crew Break Penalty†	$35/person
Program Stuffing Fee *(>24hr lead time, per performance)*	$25
Rush Programming Stuffing Fee *(<24hr lead time, per performance)*	$100
Labor Holiday Premium	Hourly + 50%
Music Licensing Fee *(per performance)*	$45

There is a 4-hour minimum on all labor. Labor must be performed by BPAC and is determined by the Venue. Outside labor may be permitted with prior approval. There shall always be a BPAC Production Manager on site while a User is occupying the venue.

Rates are revised each fiscal year. Rates listed on this schedule are in effect until 6/30/27, or as otherwise revised and approved by SCC Administration.

TECHNICAL EQUIPMENT* & PRICING

AUDIO	
Wireless Handheld *(2 included, up to 8)*	$50
Wireless Beltpacks (w/ Shure WL185)	$50
Upgrade to Countryman B3	$25
Upgrade to Countryman H6	$25
Monitor Wedge	$75
Monitor Console *(labor not included)*	$500
Flown Side Fill Monitor *(per pair/ per wing, 2 available)*	$120
Split Snake	$250
12ch Sub Snake	$40
Dynamic Microphones	$10
Small Diaphragm Condenser	$35
Large Diaphragm Condenser	$50
Piano Mics	$75
Choir Mics, 3 hanging	$125
Single Channel DI	$10
Stereo DI	$12
Microphone Stand	$5
Quick Grip Mic Stand	$7
Small Portable PA *(2 speakers, Mic, Aux Cable)*	$100
Complete Mic Package	$250
Complete Audio Inventory Use *(excluding consoles and wireless)*	$450
XLR Cable Trunk	$50

VIDEO	
Center Projector	$200
Side Projectors w/screens	$750
All 3 Projectors w/screens	$950
Center Screen - 16:9, 20'x11'6"	$200
Center Screen - Motorized	$275
Video Suite *(Access & Equipment Usage)*	Quote
LIGHTING	
Moving Profile *(up to 12)*	$75
Followspot *(operator not included)*	$100
Booms *(Up to 4 fixtures per boom)*	$250
Company Switch Tie in	$250
Hazer	$400
Fog/Haze use fee (fire watch not included)	$250
DMX Cable Trunk	$50
AC Cable Trunk	$50
OTHER TECHNICAL EQUIPMENT & SERVICES	
Platforms *(4x8, 8" or 16" leg)*	$50/each
Dance Floor *(Harlequin Reversible Pro, Black/Grey, up to 5 panels)*	$85/panel
Steingraeber Concert Grand Piano *(Owens, tuning not included)*	$200
Steinway Grand Piano *(McPherson, tuning not included)*	$100
Choral Risers *(up to 6)*	$75/each
Audio Recording	Quote
Video Recording	Quote
Music Stands (15ct rack)	$30
Music Chair (15ct rack)	$25
Stool	$5
Podium/Lectern	$45

Equipment is per day, 3 days = 1 week unless otherwise indicated. Piano per day regardless of number of days.

Bartender *(3-hour shift, tip jar out)*	$60/shift	Outside Banner *(print not included)*	$300 month $800 quarter *(3 consecutive months)* $3,000 Year
Open Bar	Actuals	E-Blast - Featured	$100
Tables and Chairs *[two (2) 6ft tables and two (2) chairs included]*	$25/table	Website Listing *(max 3 months)*	$50/first month $20 each additional.
Lobby Furniture Removal Fee	$250	Graphic Design	Quote

E-Blast list contains 14,000+ emails as of 06/2026

TICKETING & BOX OFFICE SERVICES

Changes to setup	$30/hr. 1 hr. minimum
Complimentary Tickets *(no fee for first 30)*	$1/ticket
Credit Card Processing Fee *(% gross cc charges for event)*	
Cancellation/Postponements *(+ 4% of all credit card sales)*	$250/performance
Livestream Ticketing Services	$40/hr
Season Package Build	$25/package
Box Office Services - Free Admission	$100/person/perf

BUYOUTS*

	Catering		Alcohol	
Owens Auditorium				
	Up to 200	$400	Up to 200	$500
	201-300	$600	201-300	$750
	301-400	$800	301-400	$1,000
	401-500	$1,000	401-500	$1,250
	501-595	$1,200	501-595	$1,500
McPherson Theater				
	Flat	$160	Flat	$200.00

*Outside Food and Beverage may not be sold under any circumstances.

SANDHILLS COMMUNITY COLLEGE

2026-2027 PREMIUM SUMMARY

	EXPIRING PREMIUM	RENEWAL PREMIUM	INSURANCE CARRIER
Package Policy ▪ Inland Marine (Scheduled Items) ▪ General Liability ▪ Sexual Misconduct ▪ Law Enforcement Professional ▪ Crisis Management ▪ Counseling Professional	$57,471	$74,723	Utica
Educators Legal Liability with EPLI	Included	Included	Utica
Auto & Garagekeepers Legal	$41,962	$50,188	Utica
Excess/Umbrella - $7M	$19,494	$32,883	Utica
Workers' Compensation	$19,929	$19,812	Accident Fund
Boiler/Machinery	$17,592	$17,877	Hartford Steam Boiler
Crime Coverage	$366	$366	The Hartford
Allied Healthcare Professional	$11,724	$12,284	American Casualty Company of Reading, PA
Cyber Liability $2,000,000 aggregate $250k Crime Sublimit Additional $1M Limit for breach response Biometric Exclusion	$28,959	$29,057	At-Bay
TOTAL PREMIUM	**$197,497**	**$237,190**	

OSFM
NC DEPT OF INSURANCE
STATE FIRE MARSHAL

BRIAN TAYLOR
STATE FIRE MARSHAL

PROPERTY DECLARATION FORM

MEMBER INSURED:	**Sandhills Community College**
MAILING ADDRESS:	**3395 Airport Road** **Pinehurst, NC 28374**

COVERAGE PERIOD FROM:	07/01/2026 at 12:01 AM
COVERAGE PERIOD END:	07/01/2027 expiring 12:01
DOCUMENT NUMBER:	26878
ADJUSTED TOTAL COVERAGE:	$155,225,329
PREMIUM BREAKDOWN:	
Fire and Lightning Premium:	$51,998
Extended Coverage Premium:	$38,160
All Other Perils Premium:	$27,882
Flood Premium:	$0
Boiler & Machinery Premium:	$0
Other Premium:	$0
TOTAL PREMIUM:	$118,040
DEDUCTIBLES:	$10,000

Windstorm and Hail subject to $100,000 deductible per “Loss Occurrence".
Special Deductibles apply to Flood and Earthquake.

IN WITNESS WHEREOF, The North Carolina State Public Education Property Insurance Fund has executed and attested this Scope of Coverage by the undersigned Agents

Latansha Y. Silver

Division Chief / Risk Management Division

OFFICE OF STATE FIRE MARSHAL

7/7/2026

STATE PUBLIC EDUCATION PROPERTY INSURANCE FUND

POLICY ATTACHMENT - SCHEDULE OF VALUES

POLICY: 26878 SANDHILLS COMMUNITY COLLEGE

BUILDING #	NAME	BLD COV TYPE	ADJUSTED BUILDING VALUE	ADJUSTED CONTENT VALUE	ADJUSTED TOTAL COVERAGE
SANDHILLS COMM COLL					
878-302-001	STONE ADMIN BLDG	R	7,344,292	1,320,642	8,664,934
878-302-002	KENNEDY FOUNDATION BLD	R	29,746,396	4,471,694	34,218,090
878-302-003	MEYER BUILDING	R	6,102,653	753,528	6,856,181
878-302-004	BLUE BUILDING	R	5,216,734	1,453,699	6,670,433
878-302-005	CAUSEY BUILDING	R	3,387,102	1,441,850	4,828,952
878-302-006	PICNIC SHELTER	R	24,236	5,000	29,236
878-302-007	PALMER TRADE CENTER	R	592,593	200,000	792,593
878-302-008	SIROTEK HALL	R	3,538,575	559,653	4,098,228
878-302-009	AUTO STORAGE BLDG	R	1,401	0	1,401
878-302-010	PRESIDENTS RESIDENCE	R	697,101	56,681	753,782
878-302-011	PALMERS "B" BUILDING	R	474,200	1,485,260	1,959,460
878-302-012	HORT. STOR BLDG #1	R	55,097	21,218	76,315
878-302-013	HORT. STOR BLDG #2	R	55,097	11,255	66,352
878-302-015	VAN DUSEN BUILDING	R	10,836,707	1,639,091	12,475,798
878-302-016	LSG VISITOR CENTER	R	1,008,013	129,430	1,137,443
878-302-027	HORT STOR BLDG #3	R	51,934	47,741	99,675
878-302-028	MAINTENANCE STOR BLD	R	53,851	53,045	106,896
878-302-029	OWENS AUDITORIUM	R	10,550,175	109,273	10,659,448
878-302-030	MUSIC/AUDIO BUILDING	R	2,542,760	327,818	2,870,578
878-302-031	BOYD LIBRARY	R	4,362,856	2,652,250	7,015,106
878-302-033	HORT. RESTROOM BLDG	R	11,015	0	11,015
878-302-035	MEYER COURTYARD	R	27,220	0	27,220
878-302-036	CRCL OF PEACE STAT	R	143,917	0	143,917
878-302-037	VISITORS CENT GAZEBO	R	27,091	0	27,091
878-302-038	GARDENS STATUES	R	22,809	0	22,809
878-302-039	TOWER CLOCK	R	14,257	0	14,257
878-302-040	DEMPSEY STUDENT CNTR	R	9,611,004	985,962	10,596,966
878-302-041	LITTLE HALL	R	9,266,122	1,065,257	10,331,379
878-302-042	STEED BUILDING	R	3,800,311	885,852	4,686,163
878-302-043	DANCE OF LIFE SCULPT	R	27,019	0	27,019
878-302-044	TRANSPORTATION SERV	R	477,621	159,135	636,756
878-302-045	REFUELING STATION	R	28,983	5,000	33,983
878-302-046	LOGAN HALL	R	6,333,850	1,092,727	7,426,577
878-302-047	JW MCKEAN SERVICE CT	R	3,074,686	1,000,000	4,074,686
878-302-048	THOMPSON LANDSCAPE ANNEX	R	732,408	10,609	743,017
878-302-049	STORAGE BUILDING	R	6,556	21,218	27,774
	TOTAL 878-302		**120,246,642**	**21,964,888**	**142,211,530**

OFFICE OF STATE FIRE MARSHAL

7/7/2026

STATE PUBLIC EDUCATION PROPERTY INSURANCE FUND

POLICY ATTACHMENT - SCHEDULE OF VALUES

POLICY: 26878 SANDHILLS COMMUNITY COLLEGE

BUILDING #	NAME	BLD COV TYPE	ADJUSTED BUILDING VALUE	ADJUSTED CONTENT VALUE	ADJUSTED TOTAL COVERAGE
CADDELL PSTC					
878-304-001	CONTROL TOWER	R	441,799	80,098	521,897
878-304-002	DRILL TOWER	R	1,510,476	265,225	1,775,701
878-304-003	RESIDENTAL BURN BLDG	R	670,122	123,600	793,722
878-304-004	RESTROOM FACILITY	R	106,653	25,000	131,653
878-304-005	PICNIC SHELTER	R	32,960	0	32,960
878-304-006	GRAIN SILO	R	5,150	0	5,150
878-304-007	STORAGE BUILDING	R	5,628	26,523	32,151
878-304-008	STORAGE CONNEX	R	5,464	50,000	55,464
878-304-009	HVAC & PLUMBING	R	530,450	360,500	890,950
	TOTAL 878-304		**3,308,702**	**930,946**	**4,239,648**
HOKE COUNTY CENTER					
878-306-001	UPCHURCH HALL	R	1,698,062	150,819	1,848,881
878-306-002	JOHNSON HALL	R	3,025,179	252,420	3,277,599
878-306-003	VERDIN CLOCK	R	30,900	0	30,900
878-306-004	STORAGE/SHELTER	R	92,765	12,000	104,765
878-306-005	SAND HOKE HALL	R	2,746,320	400,000	3,146,320
878-306-006	STORAGE BUILDING	R	7,775	17,505	25,280
	TOTAL 878-306		**7,601,001**	**832,744**	**8,433,745**
SCHED MOBILE UNITS					
878-900-001	2 VARIOUS LOCATIONS	C	90,406	250,000	340,406
	TOTAL 878-900		**90,406**	**250,000**	**340,406**
	POLICY TOTAL		**131,246,751**	**23,978,578**	**155,225,329**

Status of State and County Bond Funds

as of June 2026

Project Description	Project Budget	Expended To Date	Remaining Balance
County Bond Funds			
Caddell Training Center	1,100,000.00	1,011,265.55	88,734.45
	$1,100,000.00	$1,011,265.55	$88,734.45

LEARN • ENGAGE • BELONG

Status of OSBM Funds

as of June 30, 2026

Project Description	Project Budget	Expended To Date	Remaining Balance
OSBM Funds			
Workforce Trades	$25,000,000.00	$ 764,229.00	$24,235,771
Interest earned to date			$ 2,020,680.24

LEARN • ENGAGE • BELONG

THE TRUSTEES OF SANDHILLS COMMUNITY COLLEGE

INFORMATION ITEMS

August 4, 2026

COLLEGE OPERATIONS

Separations	**Effective Date**
Kayla Miller, Financial Services & SCC Foundation Accountant	June 30, 2026

Retirements	**Effective Date**
Hilda Swinnie, Housekeeping Staff	Sept. 1, 2026

Status Changes	**Effective Date**
Thomas Burns, From: Grounds Maintenance To: Maintenance Technician - Structural	June 1, 2026
Ryan Skinner, From: Information Technology Technician To: ITS Systems Analyst II	June 1, 2026
Jeremy Ferguson, From: ITS Support Specialist To: ITS Support Specialist & Print Services Administrator	June 1, 2026
Charla Matthews, From: Facilities Administrative Assistant To: Facilities Administrative Supervisor	July 1, 2026
James Easterly, From: Maintenance General To: Mail Clerk	July 1, 2026
Jennifer Oxendine, From: Payroll Specialist To: Payroll Coordinator	July 1, 2026

STUDENT SERVICES DIVISION

New Hires	**Effective Date**
Madison Fluet, Moore Innovative HS College Liaison	July 1, 2026

Separations	**Effective Date**
Sarah Merkle, Career Coach	June 18, 2026

Status Changes	**Effective Date**
Abby Miller, From: Veterans Affairs Associate, Success Coach To: Coordinator, Veterans Services	July 1, 2026

EDUCATIONAL PROGRAMS DIVISION

Separations	**Effective Date**
Lisa Nieves, Architecture Instructor	June 30, 2026
Denise Nash, Director, Associate Professor	June 30, 2026

Status Changes	**Effective Date**
Andrea Morrison, From: Clinical Coordinator Respiratory Instructor To: Clinical Coordinator Respiratory Associate Professor	July 1, 2026
Katie Robinson, From: Nursing Instructor To: Nurse Associate Professor	July 1, 2026
Ryan Riggan, From: Physical Education Instructor To: Physical Education Associate Professor	July 1, 2026
Jacqueline Boreliz, From: Business Associate Professor To: Business Professor	July 1, 2026
Ilona Pelerin, From: Mathematics Associate Professor To: Mathematics Professor	July 1, 2026
Kristina Henckel, From: Music Associate Professor To: Music Professor	July 1, 2026
Kallie Fields, From: Science Associate Professor To: Science Professor	July 1, 2026
Alexander Patti, From: Language Associate Professor 9-month To: Language Associate Professor 10.5-month C session	July1, 2026
Heather Trevarro, From: Social Science Professor 9-month To: Social Science Professor 10.5-month C session	July 1, 2026
Ana Caseque Contreras, From: Language Instructor To: Language Associate Professor	July 1, 2026

Full-Time Faculty Appointments

	Effective Date
Emily Nevitt, Criminal Justice Technology Instructor 12-month	July1, 2026

Employment History:

Fayetteville Police Department – NIBIN Technician
Fayetteville, NC
January 2025-June 2026

Fayetteville Police Department – Forensic Technician
Fayetteville, NC
November 2020-January 2025

Fayetteville Police Department – Forensic Field Trainer
Fayetteville, NC
April 2022-January 2025

Sandhills Community College – Adjunct Instructor, Criminal Justice – Forensic Science
Pinehurst, NC
August 2024-March 2025

Education:

Master's Degree – Criminal Justice Administration (Present)
Columbia Southern University
Virtual

Master's Degree – Forensic Science
Cedar Crest College
Allentown, PA

Bachelor's Degree – Chemistry
Moravian College
Bethlehem, PA

Publications:

Advisor, *Qualification of Metallic Ions Recovered from Swabbing Unfired Brass Bullet Casings*, Desiree Bliss., AJ Troyer, BS., Khalid Lodhi, D.Sc., Zhiping Luo, Ph.D., Sangeetha Balabhadra, Ph.D., Emily Prisaznik, MS., Global Forensic and Justice Center Symposium Research 2024

Full-Time Faculty Appointments

Effective Date

Brittney L. Pond, PhD, Sociology Instructor 9-month — 8/1/2026

Employment History:

Sandhills Community College – Adjunct Sociology Instructor
Pinehurst, NC
January 2026 – Present

Cape Fear Community College – Adjunct Sociology Instructor
Wilmington, NC
September 2025 – Present

Fayetteville Technical Community College – Adjunct Sociology Instructor
Fayetteville, NC
October 2025 – Present

Sandhills Community College – Teaching Assistant, Writing Lab
Pinehurst, NC
March 2025 – Present

UCSF – Peer Mentoring Program
San Francisco, CA
September 2022 – Present

Education:

Doctorate – Sociology – Doctor of Philosophy
University of California San Francisco
San Francisco, CA

Bachelor's – Sociology & Psychology
College of the Holy Cross
Worcester, MA

Publications:

Pond, B., Neri, M., Suarez Vargas, K., & Yeh, J. (2026). *Evaluating dementia training programs for home care workers: a scope review.* The Gerontologist, 66(3), gnaf311. https://doi.org/10.1093/geront/gnaf311

Estes, Carroll L., DiCarlo, N. B., Pond, B. L., and Yeh, J. C. (2026). 'Older People', in Barry S. Levy (ed.), Social Injustice and Public Health, 4th edn. https://doi.org/10.1093/oso/9780197803714.003.0006.

Full-Time Faculty Appointments

Effective Date

Sarah Treschl, English Instructor 9-month 8/1/2026

Employment History:

Eastern New Mexico University, Roswell – English Instructor
Roswell, NM
July 2024 – Present

Eastern New Mexico University, Roswell – English Curriculum Coordinator
Roswell, NM
May 2022 – May 2024

University of Colorado, Colorado Springs – Senior Instructor, Rhetoric & Writing
Colorado Springs, CO
August 2025 – December 2021

Pikes Peak Community College – Adjunct Instructor
Colorado Springs, CO
July 2003 – June 2005

Education:

Master's – Creative Nonfiction
Regis University
Denver, CO

Master's – English
North Carolina State University
Raleigh, NC

Bachelor's – English
Elon University

Adopting POLICY 10.8 VISTORS AND MINORS ON CAMPUS

Rescission of prior Policy 10.8 – Children on Campus

SANDHILLS COMMUNITY COLLEGE	ADMINISTRATIVE VISITORS AND MINOR VISITORS ON CAMPUS	POLICY 10.8

The College welcomes visitors to campus. All visitors must comply with the College's policies and procedures. Additionally, in the interest of safety, and to minimize disruption to classes and operations, all visitors shall adhere to the following rules:

I. Visitors

All visitors to instructional areas must have the instructor's prior approval.

All visitors to laboratories, shops, or other potentially hazardous areas must be escorted by a college employee.

II. Minor Visitors

An individual under age 18 who is present on College property but is not enrolled in, registered for, or actively participating in a College-sponsored program, activity, camp, field trip, instructional experience, student organization event, or other approved College activity. The definition also clarifies that a minor visitor remains under the supervision and responsibility of the parent, guardian, or responsible adult who brought the minor to campus, and that the College does not assume care, custody, or supervision unless the minor is formally accepted as a participant in an approved College-sponsored activity.

Minor Visitors of Students and College Employees

Are encouraged to make arrangements to reduce interruption of the educational process and avoid possible injury to a minor visitor. Supervisors are responsible and accountable for ensuring that minor visitors on Campus adhere to college policies and procedures.

Minor visitors are allowed in offices on the campus for short, occasional visitations, when accompanied by a responsible adult. In addition, instructors have the discretion to make infrequent exceptions regarding the care of minor visitors due to temporary, unforeseen emergencies. In these cases, minor visitors must remain in the classroom under their parent/guardian's direct supervision and are not allowed to sit in the hallway or be unsupervised in other locations on campus.

Minor visitors are not allowed on campus when the minor has a contagious condition or is too ill to be sent to the regular childcare location or school. Minor visitors may not enter shops, labs or other hazards areas.

Adopting POLICY 10.8 VISTORS AND MINORS ON CAMPUS

Rescission of prior Policy 10.8 – Children on Campus

III. Removal from Campus

To ensure a safe and secure campus environment, the President, and/or designees have the authority to dismiss a person from campus. Legal action for trespassing may be taken if the person does not comply.

Board of Trustee Approval: October 7, 2025

The College will adhere to the following mission statement:

The mission of Sandhills Community College is to provide educational opportunities of the highest quality to all we serve.

Core Values

Integrity
Sandhills treats its students, faculty, and staff fairly and stands behind the commitments that are stated or implied in its policy documents and promotional materials. The college demands academic work that is honest and rigorous and that meets the expectations of employers and baccalaureate-level institutions.

Helpfulness
The staff and faculty of Sandhills are genuinely and eagerly helpful to the college's students and to each other. Going the 'extra mile' is expected behavior at Sandhills.

Excellence
Sandhills provides educational programs of the highest quality and then provides the support necessary to promote student success. Similarly, the college employs faculty and staff who are exceptionally well-qualified to promote educational excellence and, in addition, encourages and supports them in the performance of their jobs.

Respect
The atmosphere of Sandhills Community College is one of respect, friendliness, and civility—values which are taught to students by the way in which staff and faculty interact with them and with each other.

Opportunity
Opportunity is at the core of Sandhills' mission. The college provides educational opportunities to the students who enter through its open doors, opportunities for growth to the area's businesses and lifelong learners, and opportunities for professional and personal development to its faculty and staff.

Equal Opportunity Statement

Sandhills Community College is committed to advancing access and opportunity for all students by fostering an environment where every individual is treated with respect and fairness. The college strives to ensure that all students have the support and resources they need to succeed. We are dedicated to removing barriers that may hinder participation or achievement and to promoting a campus culture rooted in mutual respect and equal opportunity.

College Goals

~~**Access and Opportunity**~~
~~To ensure access for students of all abilities to credit and noncredit courses through various course delivery modes; and to provide opportunities for students in curriculum studies and workforce training as well as in adult literacy and personal enrichment.~~

~~**For-Credit Academic Programs**~~
~~To educate and prepare students for professional and personal opportunities by providing relevant technical and transfer programs that include distinct general education competencies through a variety of course delivery modes.~~

~~**Support Services**~~
~~To provide comprehensive academic and student support services and resources that facilitate engagement, support student success, and help students meet their academic, career, and personal goals.~~

~~**Economic Development**~~
~~To provide training for local businesses and to contribute constructively to the economic well-being of the region.~~

~~**Campus and Community Life**~~
~~To foster an inclusive environment that encourages student involvement, celebrates faculty and staff, contributes to the cultural richness of the community, and promotes community service while honoring our core values.~~

~~**Campus Resources**~~
~~To ensure that the college has the necessary financial, technological, physical, and human resources to advance a culture of excellence and opportunity; to hire personnel of the highest quality who reflect its diverse community and exhibit its core values; and to create a welcoming campus with a sense of belonging.~~

LEARN:
Provide accessible, high-quality educational opportunities through flexible and relevant course and credential offerings, workforce training, diverse technical and transfer programs, and comprehensive student support services. Prepare students and community members of all abilities to meet their academic, career, and personal goals while thriving in a globally connected world.

ENGAGE:
Foster purposeful, supportive collaborations with educational institutions, industry workforce partners, and the community to promote student learning and lifelong engagement through inclusive support services and accessible pathways, while meeting evolving workforce demands and enriching the local culture and economy.

BELONG

Cultivate a welcoming environment where students, faculty, staff, and the community feel valued and connected through a shared purpose, community involvement, a vibrant campus life, and a commitment to excellence in resources and personnel.

Adopted:

Compensatory time will be granted to a full-time, non-curriculum, non-exempt employee under the provisions of the Fair Labor Standards Act. If a non-exempt employee works more than forty (40) hours in a given work week (Sunday through Saturday), that employee shall receive compensatory time.

For accrual and use of compensatory time, the following rules shall apply:

A. The employee's immediate supervisor must approve, in writing, any time over forty (40) hours per week prior to the employee working the time. Overtime work is discouraged and should only be implemented due to an emergency or extraordinary situation. Approved leave taken during a workweek (i.e., annual, sick, holiday, etc.) will not be counted as time worked for purposes of overtime.

B. If it is necessary for an employee to work over forty (40) hours per week, one and one-half (1.5) hours of compensatory time shall be granted for each hour of overtime worked. The employee is responsible for accurately and honestly recording hours worked on time clock and in accordance with College policy and practice. The employee’s immediate supervisor is responsible for monitoring and approving time clock at the end of each period to ensure the accuracy of all recorded overtime hours. Additionally, the immediate supervisor oversees authorization and maintains balance control.

C. Except in extreme circumstances and with the appropriate Vice President's approval, supervisors ~~shall~~ will strive to make sure that employees do not accrue more than forty (40) hours of compensatory time at any time and that all accrued compensatory time ~~must be~~ is used within three (3) months or 90 days from the date the overtime work was performed. In no event will ~~E~~employees ~~are~~ be permitted to accrue ~~a maximum of~~ more than 240 hours of compensatory time (or 480 hours for law enforcement) within any given fiscal year. If an employee fails to exhaust his/her compensatory time by the end of the fiscal year, the appropriate Vice President shall consult with the President to determine whether the unused accrued compensatory time shall be paid to the employee or if the College shall require the employee to use the leave at a time determined by the Vice President.

D. Employees must use accrued compensatory time before utilizing other forms of paid leave to manage leave balances ~~and maintain compliance with federal law.~~

E. The employee’s immediate supervisor must approve the use of compensatory time in order to manage leave balances and reduce accrued hours.

An employee who has accrued compensatory time and requests its use shall be permitted to take such time within a reasonable period after making the request, provided that doing so does not unduly disrupt the College’s Operations.

Compensatory time shall not be forfeited and will be administered in accordance with the requirements of the Fair Labor Standards Act.

F. In the event an employee leaves his/her College employment, the employee must, to the extent possible, exhaust all compensatory time before the last day of employment. Unused compensatory time must be paid at a rate of not less than the average of the employee's regular pay rate for the last three years of employment or the final regular rate received by the employee, whichever is greater.

Compensatory time may not be used to extend dates of retirement, resignation or other forms of severance from the College.

G. Compensatory time shall be accumulated in quarter hours. The College shall round up to the nearest quarter hour when calculating compensatory time.

H. An employee must get prior approval from his/her immediate supervisor in writing prior to performing any work ~~Work performed~~ outside normal working hours. ~~may only be counted toward the forty (40) hour workweek or compensatory leave if approved in advance by the employee's immediate supervisor and the appropriate Vice President.~~

I. Failure to follow the requirements set forth in this policy, including working overtime without preapproval, is grounds for disciplinary action, up to and including ~~non renewal or~~ termination.

Legal Reference:1C SBCCC 200.94; The Fair Labor Standards Act of 1938, as amended.

SANDHILLS COMMUNITY COLLEGE

~~INSTRUCTIONAL~~ INSTITUTIONAL ACCREDITATION

POLICY 1.14

Adopted: October 7, 2025
Revised: xx xx, 2026

The College shall obtain and maintain accreditation through a state-recognized ~~regional~~ accreditation agency in accordance with North Carolina General Assembly General Statutes and the North Carolina State Board of Community College Code.

~~Pursuant to State law, the College shall not receive accreditation from an accreditation agency for consecutive accreditation cycles, unless the College is not granted candidacy status by a new accreditation agency at least three years prior to the expiration of the College's current accreditation.~~

~~Legal Citation: N.C.G.S. §115D-6.2; 1B SBCCC 400.1~~

SANDHILLS COMMUNITY COLLEGE	BUSINESS SERVICES FISCAL AND MANAGEMENT PRACTICES	POLICY 2.14/7.6

Adopted: July 1, 2018
Revised: xx xx, 2026

The College implements and adheres to sound fiscal and management practices in accordance with State Board of Community 1A SBCCC 200.4 rules governing such practices. These include:

1. Prudent and consistent expenditures within the state budget.
2. Effective execution of the institutional budget to ensure that the percentage of State current operating funds remaining unexpended does not exceed 5% or five times the system-wide percentage, whichever is higher.
3. Maintenance of institutional funds to ensure that accounts do not have negative balance at the end of the fiscal year unless such an instance occurs for a planned reason, such as an anticipated reimbursement.
4. Effective expenditure tracking that is consistent with the NCCCS Chart of Accounts (see NCCCS Accounting Procedures Manual). For all accounting procedures, the College follows the North Carolina Community College System Accounting Procedures Manual and Reference Guide, Section 2: Chart of Accounts (the "Manual").
5. Planned submission of financial reports to the local board of trustees as determined in session.
6. An effective system of internal controls as prescribed in the general statute of NC (G.S. 143D-7).
7. Reconciled bank accounts with planned methods for reconciliation within 30 days from the end of the prior month.
8. Completed, accurate financial statements submitted to the NC Office of the State Controller per stated deadlines.
9. Audits conducted in accordance with G.S. 115D-20(9) and G.S. 115D-58.16.
10. Institutional addressing of any findings identified in audits, compliance reviews, ~~SACSCOC~~ institutional accrediting agency reviews, or other monitoring reviews.
11. Timely completion of qualified replacements to fill leadership and other supervisory positions.
12. Staff monitoring of turnover by providing an employee vacancies report for information to the local board of trustees at least biannually.

Proposed Policy		Current SCC's Policy	
P Number	**P/P Language**	**P Number**	**P Language**
Policy 5.13 Compensatory Time	Compensatory time will be granted to a full-time, non-curriculum, non-exempt employee under the provisions of the Fair Labor Standards Act. If a non-exempt employee works more than forty (40) hours in a given work week (Sunday through Saturday), that employee shall receive compensatory time. For accrual and use of compensatory time, the following rules shall apply: A. The employee's immediate supervisor must approve, in writing, any time over forty (40) hours per week prior to the employee working the time. Overtime work is discouraged and should only be implemented due to an emergency or extraordinary situation. Approved leave taken during a workweek (i.e., annual, sick, holiday, etc.) will not be counted as time worked for purposes of overtime. B. If it is necessary for an employee to work over forty (40) hours per week, one and one-half (1.5) hours of compensatory time shall be granted for each hour of overtime worked. The employee is responsible for accurately and honestly recording hours worked on time clock and in accordance with College policy and practice. The employee's immediate supervisor is responsible for monitoring and approving time clock at the end of each period to ensure the accuracy of all recorded overtime hours. Additionally, the immediate supervisor oversees authorization and maintains balance control.	Policy 5.13 Compensatory Time and Overtime Compensation	**Non-Exempt Employees** Under the provisions of the Fair Labor Standards Act, if a non-exempt employee works in excess of 40 hours in a workweek, that employee is entitled to overtime compensation, which can be either monetary or compensatory time off. The standard workweek for staff at Sandhills Community College is 40 hours, as counted from Sunday through Saturday. If it is necessary for an employee to work over forty (40) hours per week, one and one-half (1.5) hours of compensatory time shall be granted for each hour of overtime worked. The employee is responsible for accurately and honestly recording hours worked on time records and in accordance with College policy and practice. The employee's supervisor shall review and approve time records at the conclusion of each period to determine that all recorded overtime hours are accurate. An employee's supervisor must approve any time over forty (40) hours per week prior to the employee working the time and shall only approve overtime when the additional hours of work are deemed necessary for the efficient and effective operation of the College. Instances when overtime may be approved include, but are not limited to: weather emergencies, high priority project assignments with deadlines, campus academic cycles, or temporary vacancies (understaffing) in a department. Supervisors shall

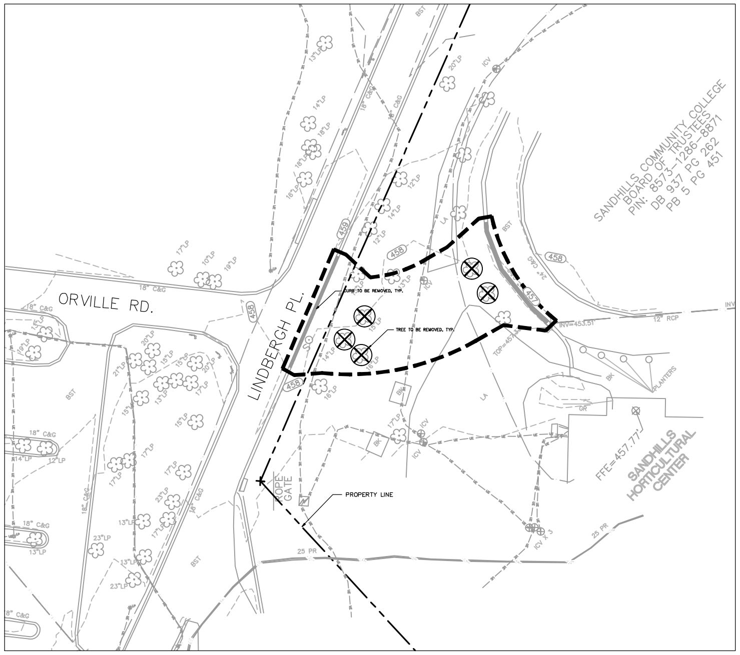
	C. Except in extreme circumstances and with the appropriate Vice President's approval, supervisors shall will strive to make sure that employees do not accrue more than forty (40) hours of compensatory time at any time and that all accrued compensatory time must be is used within three (3) months or 90 days from the date the overtime work was performed. In no event will Employees are be permitted to accrue a maximum of more than 240 hours of compensatory time (or 480 hours for law enforcement) within any given fiscal year. If an employee fails to exhaust his/her compensatory time by the end of the fiscal year, the appropriate Vice President shall consult with the President to determine whether the unused accrued compensatory time shall be paid to the employee or if the College shall require the employee to use the leave at a time determined by the Vice President. D. Employees must use accrued compensatory time before utilizing other forms of paid leave to manage leave balances and maintain compliance with federal law. E. The employee's immediate supervisor must approve the use of compensatory time in order to manage leave balances and reduce accrued hours. An employee who has accrued compensatory time and requests its use shall be permitted to take such time within a reasonable period after making the request, provided that doing so does not unduly disrupt the College's Operations.		monitor employee overtime to ensure all overtime is authorized. Except in extreme circumstances, supervisors shall ensure employees do not accrue more than forty (40) hours of compensatory time at any time and all accrued compensatory time must be used by the last day of the fiscal year (June 30th). An employee must begin to use compensatory leave if accrued compensatory leave exceeds forty (40) hours. An employee should take the leave as soon as possible after it is credited, generally within three (3) months or 90 days from the date the overtime work was performed. Employees are required to use compensatory leave prior to using any other accrued leave (vacation, bonus, sick, etc.) If an employee fails to exhaust his/her compensatory time by the end of the fiscal year, the appropriate Vice President shall consult with the President to determine whether the unused accrued compensatory time shall be paid to the employee or if the College shall require the employee to use the leave at a time determined by the Vice President. If an employee separates before using accrued compensatory leave, the leave shall be paid in a lump sum along with any unused vacation leave. Compensatory time shall be accumulated in quarter hours. The College shall round up to the nearest quarter hour when calculating compensatory time.

	Compensatory time shall not be forfeited and will be administered in accordance with the requirements of the Fair Labor Standards Act. F. In the event an employee leaves his/her College employment, the employee must, to the extent possible, exhaust all compensatory time before the last day of employment. Unused compensatory time must be paid at a rate of not less than the average of the employee's regular pay rate for the last three years of employment or the final regular rate received by the employee, whichever is greater. Compensatory time may not be used to extend dates of retirement, resignation or other forms of severance from the College. G. Compensatory time shall be accumulated in quarter hours. The College shall round up to the nearest quarter hour when calculating compensatory time. H. An employee must get prior approval from his/her immediate supervisor in writing prior to performing any work Work performed outside normal working hours. may only be counted toward the forty (40) hour workweek or compensatory leave if approved in advance by the employee's immediate supervisor and the appropriate Vice President. I. Failure to follow the requirements set forth in this policy, including working overtime without preapproval, is grounds for disciplinary action, up to and including non renewal or termination. Legal Reference:1C SBCCC 200.94; The Fair Labor Standards Act of 1938, as amended		Failure to follow the requirements set forth in this policy is grounds for disciplinary action, up to and including non-renewal or termination. **Exempt Employees** Executive, administrative, and professional employees (as defined in the Department of Labor regulations) and who are paid on a salary basis are considered Exempt employees. When compensatory time is granted to an Exempt employee, the following provisions will apply: • Compensatory time will be granted on an hour-for-hour basis • Compensatory time will not be transferable • Compensatory leave will not be cumulative beyond three months

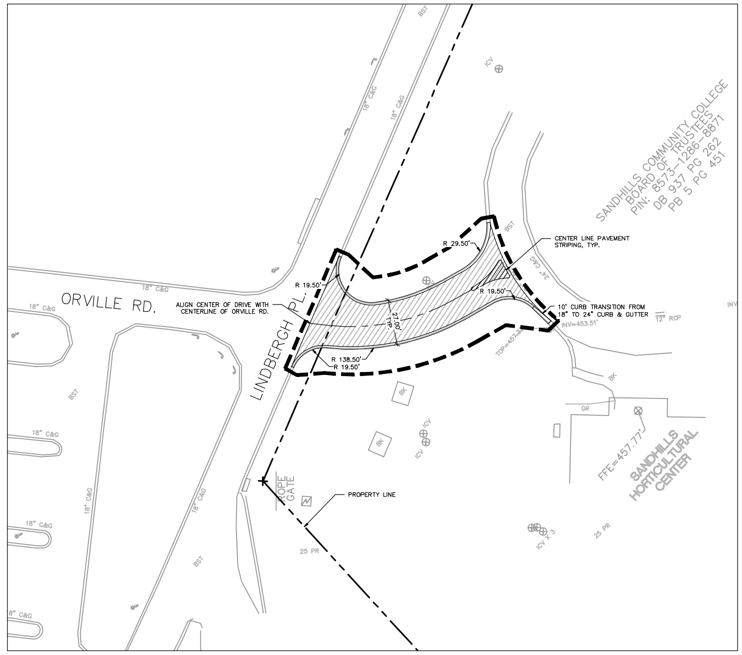
Policy 1.14 Accreditation	The College shall obtain and maintain accreditation through a state-recognized ~~regional~~ accreditation agency in accordance with North Carolina General Assembly General Statutes and the North Carolina State Board of Community College Code. ~~Pursuant to State law, the College shall not receive accreditation from an accreditation agency for consecutive accreditation cycles, unless the College is not granted candidacy status by a new accreditation agency at least three years prior to the expiration of the College's current accreditation.~~ ~~Legal Citation: N.C.G.S. §115D-6.2; 1B SBCCC 400.1~~	Policy 1.14 Accreditation	The College shall obtain and maintain accreditation through a state-recognized, regional accreditation agency. Pursuant to State law, the College shall not receive accreditation from an accreditation agency for consecutive accreditation cycles, unless the College is not granted candidacy status by a new accreditation agency at least three years prior to the expiration of the College's current accreditation. Legal Citation: N.C.G.S. §115D-6.2; 1B SBCCC 400.1
Policy 2.14 Fiscal and Management Practices	The College implements and adheres to sound fiscal and management practices in accordance with State Board of Community 1A SBCCC 200.4 rules governing such practices. These include: 1. Prudent and consistent expenditures within the state budget. 2. Effective execution of the institutional budget to ensure that the percentage of State current operating funds remaining unexpended does not exceed 5% or five times the system-wide percentage, whichever is higher. 3. Maintenance of institutional funds to ensure that accounts do not have negative balance at the end of the fiscal year unless	Policy 2.14 (Add 7.6) Fiscal and Management Practices	The College implements and adheres to sound fiscal and management practices in accordance with State Board of Community 1A SBCCC 200.4 rules governing such practices. These include: 1. Prudent and consistent expenditures within the state budget. 2. Effective execution of the institutional budget to ensure that the percentage of State current operating funds remaining unexpended does not exceed 5% or five times the system-wide percentage, whichever is higher.

	such an instance occurs for a planned reason, such as an anticipated reimbursement. 4. Effective expenditure tracking that is consistent with the NCCCS Chart of Accounts (see NCCCS Accounting Procedures Manual). 5. Planned submission of financial reports to the local board of trustees as determined in session. 6. An effective system of internal controls as prescribed in the general statute of NC (G.S. 143D-7). 7. Reconciled bank accounts with planned methods for reconciliation within 30 days from the end of the prior month. 8. Completed, accurate financial statements submitted to the NC Office of the State Controller per stated deadlines. 9. Audits conducted in accordance with G.S. 115D-20(9) and G.S. 115D-58.16. 10. Institutional addressing of any findings identified in audits, compliance reviews, SACSCOC reviews, or other monitoring reviews. 11. Timely completion of qualified replacements to fill leadership and other supervisory positions. 12. Staff monitoring of turnover by providing an employee vacancies report for information to the local board of trustees at least biannually.		3. Maintenance of institutional funds to ensure that accounts do not have negative balance at the end of the fiscal year unless such an instance occurs for a planned reason, such as an anticipated reimbursement. 4. Effective expenditure tracking that is consistent with the NCCCS Chart of Accounts (see NCCCS Accounting Procedures Manual). For all accounting procedures, the College follows the North Carolina Community College System Accounting Procedures Manual and Reference Guide, Section 2: Chart of Accounts (the “Manual”). 5. Planned submission of financial reports to the local board of trustees as determined in session. 6. An effective system of internal controls as prescribed in the general statute of NC (G.S. 143D-7). 7. Reconciled bank accounts with planned methods for reconciliation within 30 days from the end of the prior month. 8. Completed, accurate financial statements submitted to the NC Office of the State Controller per stated deadlines. 9. Audits conducted in accordance with G.S. 115D-20(9) and G.S. 115D-58.16. 10. Institutional addressing of any findings identified in audits, compliance reviews, ~~SACSCOC~~ institutional accrediting agency reviews, or other monitoring reviews.

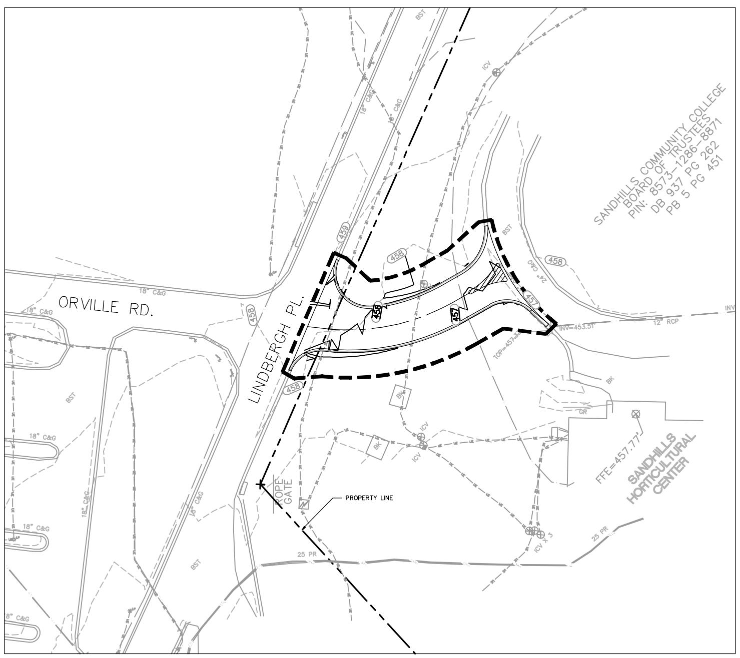
			11. Timely completion of qualified replacements to fill leadership and other supervisory positions. 12. Staff monitoring of turnover by providing an employee vacancies report for information to the local board of trustees at least biannually.



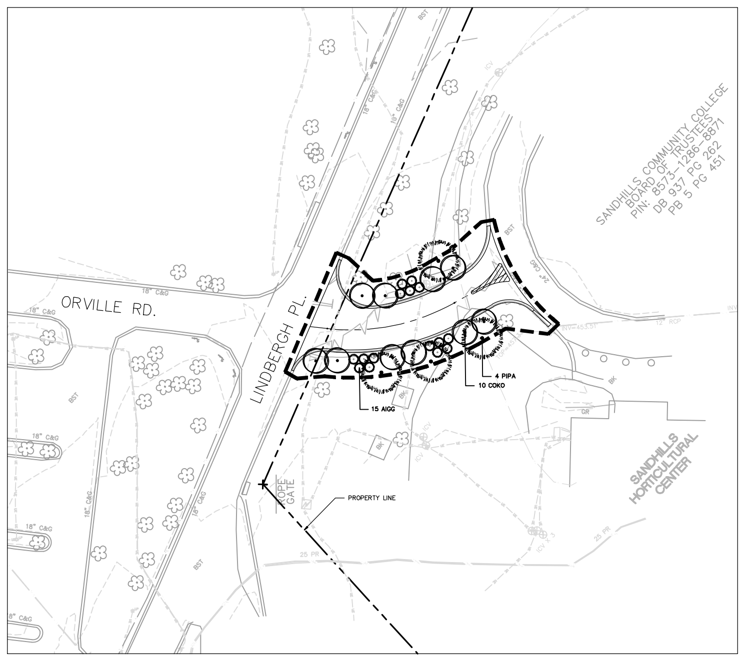
DEMOLITION PLAN



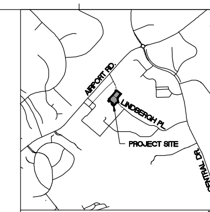
DIMENSION CONTROL PLAN



GRADING AND DRAINAGE PLAN



PLANTING PLAN



VICINITY MAP 1:2000

SURVEY DISCLAIMER

TOPOGRAPHIC SURVEY ISSUE DATE AUGUST 23, 2019. REVISED AUGUST 27, 2019. PROVIDED BY ERIC S. SMITH, 6750 TRYON ROAD, CARY, NC 27518. P:919.851.1912

LEGEND

SYMBOL		DETAIL
	LIMITS OF DISTURBANCE	-/-
	PROPOSED SIDEWALK	-/-
	PROPOSED ACCESSIBLE RAMP	-/-
	PROPOSED STOP SIGN	-/-
	HEAVY DUTY CONCRETE	-/-
	HEAVY DUTY BITUMINOUS CONCRETE	-/-
	LIGHT DUTY BITUMINOUS CONCRETE	-/-
	PROPOSED 1'-6" CURB & GUTTER	-/-
	PROPOSED LIGHTING	-/-

NOTES

1. SEE SHEET C-101 FOR DEMOLITION NOTES
2. SEE SHEET C-200 FOR STAKING & MATERIALS NOTES
3. SEE SHEET C-400 FOR GRADING & DRAINAGE NOTES
4. SEE SHEET C-600 FOR PLANTING NOTES & PLANT SCHEDULE

SCALE: 1"=30'
0 15' 30' 60'

Sandhills COMMUNITY COLLEGE

KENNEDY HALL RENOVATION & ADDITION

LS3P
227 WEST TRADE STREET SUITE 700
CHARLOTTE, NORTH CAROLINA 28202
TEL. 704.333.6686 FAX 704.333.2926
WWW.LS3P.COM

ColeJenest & Stone
131 ½ Wilmington Street
Raleigh, North Carolina 27601
p+ 919 719 1800 f+ 919 719 1819
url+ www.colejeneststone.com

NOT FOR CONSTRUCTION

NOT FOR CONSTRUCTION

REVISIONS:

No.	Description	Date

SCO #:	19-20074-01
LS3P PROJECT #:	8202-187360
DATE:	01.31.2020
DRAWN BY:	AH, LP
CHECKED BY:	RB, LH

ROAD CONNECTION DETAIL

C-700

DESIGN DEVELOPMENT

VAN DUSEN
SECOND FLOOR PLAN
SCALE: NTS
FACILITIES MANAGEMENT
BUILDING # 029
TOTAL BUILDING AREA = 23909.6 SF
HALL
VAN DUSEN
VD2
PLOT: 0.27
The yellow would need the walls removed and turned into a multipurpose room for upper-classmen and grade level meetings: 213, 217, 218, 220, 224, 225, 226, 227, 234,
Counselor
EC
Kitchen
Maintenance
Maintenance
WALL BELOW
ELEV.
ST1
ST2
ST3
DN
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202
202A
203
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COMMERCIAL LEASE AGREEMENT

This Commercial Lease Agreement ("Lease") is made and effective August __, 2026 by and between Earl Smith ("Landlord") and Sandhills Community College ("Tenant").

Landlord is the owner of land and improvements commonly known and numbered as 2550 Aberdeen Hwy, Raeford, NC and legally described as follows (the "Building"): Tract 1, of the Leonard R. Smith land, as shown on a plat thereof recorded in Plat Cabinet 2, Slide 2-45, and Map Book 7, Page 104, Hoke County, North Carolina, Register of Deeds.

Landlord makes available for lease the entire Building designated as 2550 Aberdeen Hwy, Raeford, NC (the "Leased Premises").

Landlord desires to lease the Leased Premises to Tenant, and Tenant desires to lease the Leased Premises from Landlord for the term, at the rental and upon the covenants, conditions and provisions herein set forth.

THEREFORE, in consideration of the mutual promises herein, contained and other good and valuable consideration, it is agreed:

1. Term.

Landlord hereby leases the Leased Premises to Tenant, and Tenant hereby leases the same from Landlord, for a Lease Term beginning August __, 2026 and ending July 31, 2029. Landlord shall use its best efforts to give Tenant possession as nearly as possible at the beginning of the Lease Term. If Landlord is unable to timely provide the Leased Premises, rent shall abate for the period of delay. Tenant shall make no other claim against Landlord for any such delay.

2. Rental.

Tenant shall pay to Landlord during the Lease Term rental of $39,600 for the first year of the term, payable in installments of $3,300 per month; $40,800 for the second year, payable in installments of $3,400 per month; and $42,000 for the third year, payable in installments of $3,500 per month. Each installment payment shall be due in advance on the first day of each calendar month during the lease term to Landlord at P.O. Box 948, Raeford, NC 28376 or at such other place designated by written notice from Landlord or Tenant. The rental payment amount for any partial calendar month included in the lease term shall be prorated on a daily basis. Tenant shall also pay to Landlord a "Security Deposit" in the amount of $4,000.

Late Charges:

If Tenant fails to pay the rent in full before the end of the 5th day after it is due, Tenant will be assessed a late charge of five percent (5%) of the rental payment. Landlord reserves and in no way waives the right to insist on payment of the rent in full on the date it is due.

3. Use

Notwithstanding the forgoing, Tenant shall not use the Leased Premises for the purposes of storing, manufacturing or selling any explosives, flammables or other inherently dangerous substance, chemical, thing or device.

4. Sublease and Assignment.

Tenant shall have the right without Landlord's consent, to assign this Lease to a corporation with which Tenant may merge or consolidate, to any subsidiary of Tenant, to any corporation under common control with Tenant, or to a purchaser of substantially all of Tenant's assets. Except as set forth above, Tenant shall not sublease all or any part of the Leased Premises, or assign this Lease in whole or in part without Landlord's consent, such consent not to be unreasonably withheld or delayed.

5. Repairs.

During the Lease term, Tenant shall make, at Tenant's expense, all necessary repairs to the Leased Premises. Repairs shall include such items as routine repairs of floors, walls, ceilings, and other parts of the Leased Premises damaged or worn through normal occupancy, except for major mechanical systems or the roof, subject to the obligations of the parties otherwise set forth in this Lease.

6. Maintenance.

During the Lease Term, Tenant shall be responsible for general maintenance and upkeep of the building and property including replacing light bulbs and HVAC filters, keeping HVAC units in good working order including adding refrigerant if necessary, lawn care, driveway maintenance, pest control, etc.

7. Alterations and Improvements.

Tenant, at Tenant's expense, shall have the right following Landlord's consent to remodel, redecorate, and make additions, improvements and replacements of and to all or any part of the Leased Premises from time to time as Tenant may deem desirable, provided the same are made in a workmanlike manner and utilizing good quality materials. Such improvements shall include those necessary to meet ADA and other statutory requirements. Tenant shall have the right to place and install personal property, trade fixtures, equipment and other temporary installations in and upon the Leased Premises, and fasten the same to the premises. All personal property, equipment, machinery, trade fixtures and temporary installations, whether acquired by Tenant at the commencement of the Lease term or placed or installed on the Leased Premises by Tenant thereafter, shall remain Tenant's property free and clear of any claim by Landlord. Tenant shall have the right to remove the same at any time during the term of this Lease provided that all damage to the Leased Premises caused by such removal shall be repaired by Tenant at Tenant's expense.

8. Personal Property of Landlord.

Personal property belonging to Landlord will remain in the building including a steel work table, gantry, and metal desk. Tenant may use these items and agrees to keep them in the building. Landlord shall not be responsible for injury or damage to property resulting from Tenant's use of Landlord's Personal Property.

9. Property Taxes.

Landlord shall pay, prior to delinquency, all general real estate taxes and installments of special assessments coming due during the Lease term on the Leased Premises, and all personal property taxes with respect to Landlord's personal property, if any, on the Leased Premises. Tenant shall be responsible for paying all personal property taxes with respect to Tenant's personal property at the Leased Premises.

10. Insurance.

A. If the Leased Premises or any other party of the Building is damaged by fire or other casualty resulting from any act or negligence of Tenant or any of Tenant's agents, employees or invitees, rent shall not be diminished or abated while such damages are under repair, and Tenant shall be responsible for the costs of repair not covered by insurance.

B. Landlord shall maintain fire and extended coverage insurance on the Building and the Leased Premises in such amounts as Landlord shall deem appropriate. Tenant shall be responsible, at its expense, for fire and extended coverage insurance on all of its personal property, including removable trade fixtures, located in the Leased Premises.

C. Tenant and Landlord shall, each at its own expense, maintain a policy or policies of comprehensive general liability insurance with respect to the respective activities of each in the Building with the premiums thereon fully paid on or before due date, issued by and binding upon some insurance company approved by Landlord, such insurance to afford minimum protection of not less than $1,000,000 combined single limit coverage of bodily injury, property damage or combination thereof. Landlord shall be listed as an additional insured on Tenant's policy or policies of comprehensive general liability insurance, and Tenant shall provide Landlord with current Certificates of Insurance evidencing Tenant's compliance with this Paragraph. Tenant shall obtain the agreement of Tenant's insurers to notify Landlord that a policy is due to expire at least (10) days prior to such expiration. Landlord shall not be required to maintain insurance against thefts within the Leased Premises or the Building.

11. Utilities.

Tenant shall pay all charges for water, sewer, gas, electricity, telephone and other services and utilities used by Tenant on the Leased Premises during the term of this Lease unless otherwise expressly agreed in writing by Landlord. In the event that any utility or service provided to the Leased Premises is not separately metered, Landlord shall pay the amount due and separately invoice Tenant for Tenant's pro rata share of the charges. Tenant shall pay such amounts within fifteen (15) days of invoice. Tenant acknowledges that the Leased Premises are designed to provide standard office use electrical facilities and standard office lighting. Tenant shall not use any equipment or devices that utilize excessive electrical energy or which may, in Landlord's reasonable opinion, overload the wiring or interfere with electrical services to other tenants.

12. Signs.

Following Landlord's consent, Tenant shall have the right to place on the Leased Premises, at locations selected by Tenant, any signs which are permitted by applicable zoning ordinances and private restrictions. Landlord may refuse consent to any proposed signage that is in Landlord's opinion too large, deceptive, unattractive or otherwise inconsistent with or inappropriate to the Leased Premises or use of any other tenant. Landlord shall assist and cooperate with Tenant in obtaining any necessary permission from governmental authorities or adjoining owners and occupants for Tenant to place or construct the foregoing signs. Tenant shall repair all damage to the Leased Premises resulting from the removal of signs installed by Tenant.

13. Entry.

Landlord shall have the right to enter upon the Leased Premises at reasonable hours to inspect the same, provided Landlord shall not thereby unreasonably interfere with Tenant's business on the Leased Premises.

14. Parking.

During the term of this Lease, Tenant shall have the non-exclusive use in common with Landlord, other tenants of the Building, their guests and invitees, of the non-reserved common automobile parking areas, driveways, and footways, subject to rules and regulations for the use thereof as prescribed from time to time by Landlord. Landlord reserves the right to designate parking areas within the Building or in reasonable proximity thereto, for Tenant and Tenant's agents and employees. Tenant shall not permit driving or parking on grass areas except as noted. This specifically includes the driveway side ditches. The yard behind the building can be used for parking. The property includes an easement for an adjacent cell tower. The easement cannot be blocked at any time. Large trucks can load or unload at the rear door only.

15. Building Rules.

Tenant will comply with the rules of the Building adopted and altered by Landlord from time to time and will cause all of its agents, employees, invitees and visitors to do so; all changes to such rules will be sent by Landlord to Tenant in writing. The initial rules for the Building are attached hereto as Exhibit "A" and incorporated herein for all purposes.

16. Damage and Destruction.

Subject to Section 10 A. above, if the Leased Premises or any part thereof or any appurtenance thereto is so damaged by fire, casualty or structural defects that the same cannot be used for Tenant's purposes, then Tenant shall have the right within ninety (90) days following damage to elect by notice to Landlord to terminate this Lease as of the date of such damage. In the event of minor damage to any part of the Leased Premises, and if such damage does not render the Leased Premises unusable for Tenant's purposes, Landlord shall promptly repair such damage at the cost of the Landlord. In making the repairs called for in this paragraph, Landlord shall not be liable for any delays resulting from strikes, governmental restrictions, inability to obtain necessary materials or labor or other matters which are beyond the reasonable control of Landlord. Tenant shall be relieved from paying rent and other charges during any portion of the Lease term that the Leased Premises are inoperable or unfit for occupancy, or use, in whole or in part, for Tenant's purposes. Rentals and other charges paid in advance for any such periods shall be credited on the next ensuing payments, if any, but if no further payments are to be made, any such advance payments shall be refunded to Tenant. The provisions of this paragraph extend not only to the matters aforesaid, but also to any occurrence which is beyond Tenant's reasonable control and which renders the Leased Premises, or any appurtenance thereto, inoperable or unfit for occupancy or use, in whole or in part, for Tenant's purposes.

17. Default.

If default shall at any time be made by Tenant in the payment of rent when due to Landlord as herein provided, and if said default shall continue for fifteen (15) days after written notice thereof shall have been given to Tenant by Landlord, or if default shall be made in any of the other covenants or conditions to be kept, observed and performed by Tenant, and such default shall continue for thirty (30) days after notice thereof in writing to Tenant by Landlord without correction thereof then having been commenced and thereafter diligently prosecuted, Landlord may declare the term of this Lease ended and terminated by giving Tenant written notice of such intention, and if possession of the Leased Premises is not surrendered, Landlord may reenter said premises. Landlord shall have, in addition to the remedy above provided, any other right or remedy available to Landlord on account of any Tenant default, either in law or equity. Landlord shall use reasonable efforts to mitigate its damages.

18. Quiet Possession.

Landlord covenants and warrants that upon performance by Tenant of its obligations hereunder, Landlord will keep and maintain Tenant in exclusive, quiet, peaceable and undisturbed and uninterrupted possession of the Leased Premises during the term of this Lease.

19. Condemnation.

If any legally, constituted authority condemns the Building or such part thereof which shall make the Leased Premises unsuitable for leasing, this Lease shall cease when the public authority takes possession, and Landlord and Tenant shall account for rental as of that date. Such termination shall be without prejudice to the rights of either party to recover compensation from the condemning authority for any loss or damage caused by the condemnation. Neither party shall have any rights in or to any award made to the other by the condemning authority.

20. Subordination.

Tenant accepts this Lease subject and subordinate to any mortgage, deed of trust or other lien presently existing or hereafter arising upon the Leased Premises, or upon the Building and to any renewals, refinancing and extensions thereof, but Tenant agrees that any such mortgagee shall have the right at any time to subordinate such mortgage, deed of trust or other lien to this Lease on such terms and subject to such conditions as such mortgagee may deem appropriate in its discretion. Landlord is hereby irrevocably vested with full power and authority to subordinate this Lease to any mortgage, deed of trust or other lien now existing or hereafter placed upon the Leased Premises of the Building, and Tenant agrees upon demand to execute such further instruments subordinating this Lease or attorning to the holder of any such liens as Landlord may request. In the event that Tenant should fail to execute any instrument of subordination herein required to be executed by Tenant promptly as requested, Tenant hereby irrevocably constitutes Landlord as its attorney-in-fact to execute such instrument in Tenant's name, place and stead, it being agreed that such power is one coupled with an interest. Tenant agrees that it will from time to time upon request by Landlord execute and deliver to such persons as Landlord shall request a statement in recordable form certifying that this Lease is unmodified and in full force and effect (or if there have been modifications, that the same is in full force and effect as so modified), stating the dates to which rent and other charges payable under this Lease have been paid, stating that Landlord is not in default hereunder (or if Tenant alleges a default stating the nature of such alleged default) and further stating such other matters as Landlord shall reasonably require.

21. Security Deposit.

The Security Deposit shall be held by Landlord without liability for interest and as security for the performance by Tenant of Tenant's covenants and obligations under this Lease, it being expressly understood that the Security Deposit shall not be considered an advance payment of rental or a measure of Landlord's damages in case of default by Tenant. Unless otherwise provided by mandatory non-waivable law or regulation, Landlord may commingle the Security Deposit with Landlord's other funds. Landlord may, from time to time, without prejudice to any other remedy, use the Security Deposit to the extent necessary to make good any arrearages of rent or to satisfy any other covenant or obligation of Tenant hereunder. Following any such application of the Security Deposit, Tenant shall pay to Landlord on demand the amount so applied in order to restore the Security Deposit to its original amount. If Tenant is not in default at the termination of this Lease, the balance of the Security Deposit remaining after any such application shall be returned by Landlord to Tenant. If Landlord transfers its interest in the Premises during the term of this Lease, Landlord may assign the Security Deposit to the transferee and thereafter shall have no further liability for the return of such Security Deposit.

22. Notice.

Any notice required or permitted under this Lease shall be deemed sufficiently given or served if sent by United States certified mail, return receipt requested, addressed as follows:

If to Landlord to:

Earl Smith
[Landlord]
P.O. Box 948, Raeford, NC 28376
[Landlord's Address]

If to Tenant to:

[Tenant]

[Tenant's Address]

Landlord and Tenant shall each have the right from time to time to change the place notice is to be given under this paragraph by written notice thereof to the other party.

23. Brokers.

Tenant represents that Tenant was not shown the Premises by any real estate broker or agent and that Tenant has not otherwise engaged in any activity which could form the basis for a claim for real estate commission, brokerage fee, finder's fee or other similar charge, in connection with this Lease.

24. Waiver.

No waiver of any default of Landlord or Tenant hereunder shall be implied from any omission to take any action on account of such default if such default persists or is repeated, and no express waiver shall affect any default other than the default specified in the express waiver and that only for the time and to the extent therein stated. One or more waivers by Landlord or Tenant shall not be construed as a waiver of a subsequent breach of the same covenant, term or condition.

25. Memorandum of Lease.

The parties hereto contemplate that this Lease should not and shall not be filed for record, but in lieu thereof, at the request of either party, Landlord and Tenant shall execute a Memorandum of Lease to be recorded for the purpose of giving record notice of the appropriate provisions of this Lease.

26. Headings.

The headings used in this Lease are for convenience of the parties only and shall not be considered in interpreting the meaning of any provision of this Lease.

27. Successors.

The provisions of this Lease shall extend to and be binding upon Landlord and Tenant and their respective legal representatives, successors and assigns.

28. Consent.

Landlord shall not unreasonably withhold or delay its consent with respect to any matter for which Landlord's consent is required or desirable under this Lease.

29. Performance.

If there is a default with respect to any of Landlord's covenants, warranties or representations under this Lease, and if the default continues more than fifteen (15) days after notice in writing from Tenant to Landlord specifying the default, Tenant may, at its option and without affecting any other remedy hereunder, cure such default and deduct the cost thereof from the next accruing installment or installments of rent payable hereunder until Tenant shall have been fully reimbursed for such expenditures, together with interest thereon at a rate equal to the lesser of six percent (6%) per annum or the then highest lawful rate. If this Lease terminates prior to Tenant's receiving full reimbursement, Landlord shall pay the unreimbursed balance plus accrued interest to Tenant on demand.

30. Compliance with Law.

Tenant shall comply with all laws, orders, ordinances and other public requirements now or hereafter pertaining to Tenant's use of the Leased Premises. Landlord shall comply with all laws, orders, ordinances and other public requirements now or hereafter affecting the Leased Premises.

31. Final Agreement.

This Agreement terminates and supersedes all prior understandings or agreements on the subject matter hereof. This Agreement may be modified only by a further writing that is duly executed by both parties.

32. Governing Law.

This Agreement shall be governed, construed and interpreted by, through and under the Laws of the State of North Carolina.

IN WITNESS WHEREOF, the parties have executed this Lease as of the day and year first above written.

Earl Smith

____
[Landlord Printed Name / Signature]

____
[Tenant Printed Name / Signature]

Sandhills Community College
Board of Trustees
Financial Report Through June 30, 2026

		BUDGET	Y-T-D EXPENDITURES	BUDGET BALANCE	% USED
A. State Funds - Current Operating					
110	Executive Management	1,719,384.25	1,717,552.15	1,832.10	99.89%
120	Financial Services	982,497.00	979,736.19	2,760.81	99.72%
130	General Administration	2,710,052.00	2,707,567.07	2,484.93	99.91%
140	Info. Systems (Admin)	1,608,431.00	1,605,056.98	3,374.02	99.79%
200	Curriculum Instruction	14,119,067.75	13,373,369.13	745,698.62	94.72%
300	Occupational Extension	4,194,149.00	4,087,648.92	106,500.08	97.46%
400	Academic Support	3,483,659.00	3,476,885.91	6,773.09	99.81%
500	Student Support	3,291,684.00	3,263,776.57	27,907.43	99.15%
TOTAL		**$ 32,108,924.00**	**$ 31,211,592.92**	**897,331.08**	97.21%
B. State Funds-Capital Outlay					
900	Equipment	1,242,357.00	715,709.61	526,647.39	57.61%
930	Books	47,403.00	43,114.88	4,288.12	90.95%
TOTAL		**$ 1,289,760.00**	**$ 758,824.49**	**530,935.51**	58.83%
TOTAL STATE FUNDS		**$ 33,398,684.00**	**$ 31,970,417.41**	**1,428,266.59**	95.72%

Sandhills Community College
Board of Trustees
Financial Report Through June 30, 2026

		BUDGET	Y-T-D EXPENDITURES	BUDGET BALANCE	% USED
C. Moore County Funds - Current Operating					
	130 General Administration	449,334.00	448,798.38	535.62	99.88%
	610 Plant Operation	3,666,219.00	3,598,992.47	67,226.53	98.17%
	620 Plant Maintenance	1,358,584.00	1,326,141.26	32,442.74	97.61%
	910 Performance Contracting	333,155.00	332,704.39	450.61	99.86%
	920 Equipment	-	-	0.00	
TOTAL Moore County Operating		**$ 5,807,292.00**	**$ 5,706,636.50**	**$ 100,655.50**	98.27%
E. Hoke County Funds - Current Operating					
	610/620 Plant Operation	715,694.00	684,224.93	31,469.07	95.60%
	910 Performance Contracting	17,535.00	17,510.76	24.24	99.86%
	920 Equipment	10,927.00	10,926.47		
TOTAL Hoke County Operating		**$ 744,156.00**	**$ 712,662.16**	**$ 31,493.31**	95.77%
TOTAL County Funds		**$ 6,551,448.00**	**$ 6,419,298.66**	**$ 132,148.81**	97.98%
County Cash (Reserves)				**$ 736,934.74**	
*will fluctuate monthly					
Institutional Cash (Not Foundation)				**$ 1,608,277.40**	
*will fluctuate monthly					

Sandhills Community College County Projected Budgets for 2026-2027

Moore County:

- 2025-2026= $5,807,294
- 2026-2027= $6,068,446
- Increase= $261,152

Hoke County:

- 2025-2026= $744,156
- 2026-2027= $744,156
- A budget increase was not requested for FY27

2026-2027 Curriculum Registration and Fees Rates

In-State Tuition: $76.00 per credit hour

Out-of-State Tuition: $268.00 per credit hour

Student Activity Fee: $35.00 per semester

Technology Fee: $48.00 per semester

CAPS (security) Fee: $25.00 per semester

Board of Trustees
August 4, 2026 Meeting
Foundation Report

Year-to-Year Comparison in Giving

Fiscal Year 2025 Giving (07/01/2024 – 06/30/2025)

Total $3,191,777
1,127 gifts

Last Fiscal Year 2026 Giving (07/01/2025 – 06/30/2026)

Total $4,817,651
1,546 Gifts

The top five gifts from 2025 – 2026 gifts were estate gifts making up most of the difference between the two years' fundraising totals.

New Fiscal Year to date 2027 Giving (07/01/2026 – to 07/31/2026)

Total $139,239
94 Gifts

Foundation Operations Update:

- The Foundation staff hosted a very successful in-house fundraising training session in June with the Lily Family School of Philanthropy. Representatives from across campus came together to learn more about fundraising and how they can help support the work of the Foundation.

- On July 17th we secured a $100,000 gift to be used to support our Access 2 Achievement (A2A) program. The fund will be used for IDD student scholarships as well as to help A2A enhance their visibility in the community with marketing and promotional support.