

MINUTES OF THE BOARD OF TRUSTEES MEETING OF THE HINDS COMMUNITY COLLEGE DISTRICT

The Board of Trustees of the Hinds Community College District met at 1:00 p.m., November 5, 2025, on the Raymond Campus. The following members were present:

Mr. Jimmy Morton, President, in-person
Mr. Rickey Clopton, in-person
Mr. Jeff Brunson in-person
Dr. Homer Burns in-person
Mrs. Jackie Granberry in-person
Dr. Bendalonne Thompson-Griffith in-person
Dr. Sandra Nash-via Zoom
Mr. Shane Sanders in-person
Dr. Mitchell Shears in-person
Mrs. Dana Stringer- in-person
Mr. Larry Swales in-person
Mr. Calvin Williams in-person
Mr. Johnny Young in-person

Others present were Dr. Stephen Vacik, President of Hinds Community College; John Hooks, Board Attorney; Bill Campbell, District Project Architect; members of the Executive Leadership Team: Dr. Vic Parker, Vice President of Finance; Andrea Janoush, Vice President of Human Resources; Marvin Moak, Vice President of Auxiliary Services & Facilities Management; Jonathan Townes, Vice President of Career and Technical, Sponsored Grants and HBCU Initiatives; Dr. Ginger Robbins, Executive Director of Governmental Affairs; Renee Cotton, Chief of Staff; Dr. Jennifer Scott-Gilmore, Vice President of Instruction & Academic Transfer Programs; Dr. Thomas Ware, Vice President of Instruction & Academic Transfer Programs; and Matt Jones, Vice President of Advancement.

Call to Order

Board President Mr. Jimmy Morton called the meeting to order and opened in prayer.

Approve Agenda

Upon motion by Dr. Burns, seconded by Mr. Clopton, the Board voted unanimously to approve the agenda for this meeting. A copy is on file and included in the minutes of the meeting.

Approve October 1, 2025, Minutes

Upon motion by Mr. Swales, seconded by Mrs. Stringer, the Board voted unanimously to approve the October 1, 2025, minutes with the requested edit. A copy is on file and included in the minutes of the meeting.

Approval of Consent Agenda

- a. Approve Property Recommended Surplus to the Needs of the College
- b. Sole Source -One MedStat MS 500 UTV Ambulance, Alternative Support Apparatus LLC., \$ \$78,890.00 with Accelerate Mississippi Grant

Upon motion by Mr. Brunson, seconded by Dr. Burns, the Board voted unanimously to approve the Consent Agenda. A copy is on file and included in the meeting minutes.

Matters of Special Order

- a. Conflict of Interest-*Action Required*

The Board discussed an amended Conflict of Interest by-law and recommended a couple of minor revisions. **Upon motion by Mrs. Granberry, seconded by Dr. Burns, the Board voted unanimously to approve the revised amended Conflict of Interest by-law as presented for the second vote, consistent with the By-laws.** A copy is on file and included in the minutes of the meeting.

- b. Board Dismissal Policy-*Action Required*

The Board discussed an amended Board Dismissal Policy and recommended a couple of minor revisions. **Upon motion by Mrs. Granberry, seconded by Mrs. Stringer, the Board voted unanimously to approve the revised amended Board Dismissal Policy as presented for the second vote, consistent with the By-laws.** A copy is on file and included in the minutes of the meeting.

c. Board Evaluation Policy-*Action Required*

The Board discussed an amended Board Evaluation Policy and recommended one revision.

Upon motion by Mrs. Granberry, seconded by Mr. Swales, the Board voted unanimously to approve the revised amended Board Evaluation Policy as presented for the second vote, consistent with the By-laws. A copy is on file and included in the minutes of the meeting.

Budget Summary

The Board President, Mr. Jimmy Morton, called on Dr. Parker to present the Budget Summary update. Dr. Parker reported that the college is projected to spend 8.33% monthly. Hinds Community College should be at 66.67% after the month of October. The college currently has 67.31% available. Current Net Position 0.64% = \$582,400, ahead of the average monthly projected rate.

Approve Claims Docket

The ending balance at the end of October 2025 is \$4,094,992.01 in cash. The ending balance in the money market is \$500,000, and \$8,321,621.13 is in the Raymond James investment account. The total net position is \$12,916,613.14.

The monthly expenses for October 2025 totaled \$2,295,781. The Fund 1 Unrestricted Funds expense total is \$1,197,056; Fund 2, Grants/Partnerships expense total is \$177,324; Fund 3, Auxiliaries expense total is \$712,150; and Fund 7, Capital Improvement expense total is \$209,251.

Following discussion of the Claims Docket and upon motion by Mr. Swales, seconded by Mr. Young, the Board voted unanimously to approve the Claims Docket. A copy is on file and included in the minutes of the meeting.

Recommend Personnel

The College President brought three (3) new faculty members before the Board for approval.

- a. Bradley Cade, Diesel Technology Instructor, Raymond Campus, Salary-\$40,000, effective date of employment October 13, 2025, replacing Willard Smith.
- b. Madeline Carraway, Associate Degree Nursing Instructor, Nursing Allied Health, Salary-\$70,923.22, effective date of employment October 1, 2025, replacing Wanda Sanford.
- c. Angela Slater, Associate Nursing Degree Instructor, Nursing Allied Health, Salary-\$63,760.29, effective date of employment October 1, 2025, replacing Carmen Rogers.

Upon motion by Dr. Burns, seconded by Mr. Brunson, the Board voted unanimously to approve the recommended personnel. A copy is on file and included in the minutes of the meeting.

President's Report

I. Project Updates

- a. Capital Campaign Update- Vice President, Matt Jones, shared that it is well past the initial kick-off. Interviews start the week of November 10, 2025.
- b. Employee Appreciation – Nacho Days was a huge hit. More to come.
- c. Campus Conversations Completed
- d. Program Health Index & Budgeting-Takes programs in the CTE area and ranks them to determine their success.
- e. Commons Project- Bids have gone out. The plan is to present them to the Board of Trustees in December.
- f. Jackson Project Bids-The plan is to present those to the Board of Trustees in December, also.
- g. Accelerate MOU- will sign MOU next week for the Talent Solution program. We will provide this training, and we are the only college to do so.
- h. Faculty/Staff Alumni Event -Monster Mash was a great success.
- i. Hinds Cares About Hinds Day- We had 257 participants helping with the projects on our campuses: everything from pulling weeds, painting signs and parking lots, washing windows, etc.
- j. Athletics Update- Men's Soccer Team won and will advance to the state Finals.
- k. Caring Campus Conference, November 11 – 14, in San Diego, California. Dr. Stephen Vacik, Dr. Tommy Ware, and Dr. Jennifer Scott-Gilmore will attend.

1. Aspen Invitation-We were one of the top 200 selected as a potential applicant for the Aspen prize. We were one of four community colleges selected in Mississippi. This is our second time being selected.

II. Key Accomplishments

- a. Community Outreach Team Training-it was a great success with lots of volunteers.
- b. Homecoming Events -Events were well attended and all went great.

III. Upcoming Opportunities

- a. November 7 – Legislative Breakfast – 8:30 Jackson Campus-Dr. Courtney Taylor from Accelerate MS and Austin Golding will be the presenters.
- b. November 14 – College Closed for Freedom Friday- Employee Appreciation Event for November.
- c. November 24 – 28 – College Closed - Thanksgiving
- d. December 5 – Silver Bells Christmas Brunch – 9:30 – 11:30 at Eagle Ridge Conference Center
- e. December 6 – 9 – SACSCOC Conference
- f. December 10 – 11 – Fall Graduation – Muse Center
- g. November 17-21- Out of office for Vacation
- h. October 19 – 22, 2026 – SACSCOC On-Site Accreditation Visit

Dr. Vacik reported on recent efforts employees have undertaken to strengthen program effectiveness and prepare for the upcoming SACSCOC ten-year accreditation visit. He informed the Board that he had previously discussed with the Executive Committee a potential recommendation to provide a monetary incentive to employees in recognition of this additional work. Human Resources, in collaboration with in-house counsel, developed an online educational module focused on the College's strategic plan. The module will be available through November, and all full-time employees who complete the optional training will receive a \$350.00 taxable incentive. Dr. Vacik noted that the proposed plan was reviewed and approved by the State Auditor's Office and mirrors a similar training initiative implemented by another state agency several years ago. While not a substitute for a salary increase, the incentive serves as an acknowledgment of employees' efforts. It provides support in anticipation of the 6% increase in insurance costs effective in January.

Mr. Clopton made a motion to approve Dr. Vacik's recommendation to offer the employee incentive, seconded by Mr. Young, and the Board voted unanimously to approve the incentive plan. A copy is on file and included in the minutes of the meeting.

Executive Leadership Team Reports

Executive Leadership Team Board Reports are included.

Announcements

The December Board of Trustees meeting will be in Raymond on December 3, 2025.

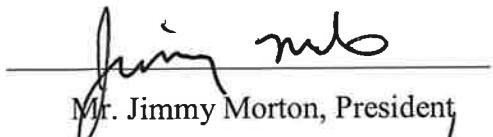
The Finance Committee will meet regarding Tuition and Fees before the December Board of Trustees meeting and will present its recommendation at that meeting. We will get that scheduled and send out the meeting notification.

We will have a Board of Trustees meeting on January 7, 2026, on the Utica Campus.

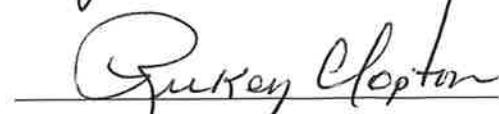
Adjournment

There was no other business for discussion, and the meeting adjourned at 1:43 p.m.

Upon motion by Dr. Burns, seconded by Mr. Clopton, the Board voted unanimously to adjourn at 1:43 p.m. as declared by Board President Mr. Morton.



Mr. Jimmy Morton, President



Mr. Rickey Clopton, Secretary