

**MINUTES OF REGULAR MEETING
SAN JUAN COLLEGE BOARD
April 6, 2026**

ITEM A. CALL TO ORDER

Chairperson Valerie Uselman called the meeting to order at 6:10 p.m. The following members were present:

Valerie Uselman, Chairperson
Bev Taylor, Vice Chairperson
GloJean Todacheene, Secretary
Evelyn Benny, Member
R. Shane Chance, Member
Byron Manning, Member
Julie Rasor, Member

ITEM B. WELCOME OF GUESTS AND VISITORS

San Juan College Administrators and Staff in Attendance Included:
Toni Hopper Pendergrass, Edward DesPlas, Boomer Appleman,
Kerri Langoni Carpenter, Michael Ottinger, Ana Grief, Yolanda Benally,
Carrie Tsosie-Jim, Gwyn Adams, Mystelle Beasley, Josh Bishop, Troy Brown,
Alicia Corbell, Aurelia Etcitty, Veronica Evans, Thalia Garcia-Charley,
Roy Lytle, Murdoch Maloney, Robert Martinez, Hannah Messenger,
Kimberly Nath, Sherry Paxson, Elizabeth Phelps, Chris Rosen, Rhonda Schaefer,
and Donna Ellis, Recorder

Guest(s): Dustin Burns, Juan Cruz, Richard Fassler, Marc Lister, Luke Polston

Ms. Rhonda Schaefer, Senior Director of Marketing and Public Relations, shared highlights of the Paragon Awards recently received by San Juan College at the National Council for Marketing and Public Relations (NCMPR) Conference in Washington, D.C. San Juan College marketing submissions were selected from among 98 college finalists nationwide. NCMPR represents nearly 600 colleges across the United States and Canada.

ITEM C. ADOPTION OF AGENDA

Ms. Taylor moved and Ms. Todacheene seconded to adopt the agenda as presented. **MOTION CARRIED** by unanimous voice vote.

ITEM D. REPORTS

1. Monthly Presentation

San Juan College Film Club will present an overview of recent achievements, including hosting a community-centered *Night of Local Films* and winning 1st Place in the Community Track at the Film Four Corners Film Competition. The presentation will highlight student engagement, creative development, and community partnerships. Future plans and opportunities for continued growth will also be shared.

iCare Minute Video

This month's iCare Minute video highlights the First-Generation Celebration held at San Juan College on November 12, 2025. The event recognized and celebrated students who are the first in their families to attend a higher education institution.

2. Association Reports

Professional Staff Association representative, Ms. Mystelle Beasley, will provide the Board with a report.

No Faculty Association report.

Support Staff Association representative, Ms. Thalia Garcia-Charley, will provide the Board with a report.

Associated Student Government representative, Mr. Luke Polston, will provide the Board with a report.

ITEM E. CITIZEN COMMENTS

Mr. Dustin Burns, Fixed Operations Director at Durango Motor Company, Mr. Juan Cruz, and Mr. Richard Fassler, addressed the Board regarding the San Juan College Auto Body Program. Mr. Jared Blood, Instructor-Auto Body Program, also addressed the Board.

Mr. Perry Webb, Chairman and President of Webb Automotive Group requested a Citizen Comment, but was not present at the Board meeting.

ITEM F. CONSENT AGENDA

1. March 2, 2026 Work Session Minutes

The March 2, 2026, Work Session Minutes were presented in the Board Packet for approval.

2. March 2, 2026 Board Meeting Minutes

The March 2, 2026, regular Board Meeting Minutes were presented in the Board Packet for approval.

3. Correspondence

None.

4. Financials

The Financial Report for the period ending January 31, 2026, were presented in the Board Packet.

5. Personnel Report

The following employment actions were made since the last Board meeting:

Appointments: Jamie Lujan, Paramedic Instructor – EMS Program, School of Health Sciences, effective March 2, 2026; Jerrod Wilson, Grounds Maintenance Worker, Physical Plant, effective March 2, 2026; Randall Williams, Security Officer, Department of Public Safety, effective March 2, 2026; Howie Hoskie, Part-Time Custodian, Physical Plant, effective March 16, 2026; Shayleen Bunny, Part-Time Custodian, Physical Plant, effective March 16, 2026.

Changes: None.

Separations: Gustavo Echeverria, Academic Support Coordinator, Tutoring Center, End of Employment, effective February 26, 2026; Jamie Chavez, Web Services Developer, Information Technology Center, End of Employment, effective March 12, 2026; Brittany Gilmore, Custodian, Physical Plant, End of Employment, effective March 19, 2026.

6. Deletion of Equipment from Inventory

None.

7. Collaborative for Higher Education Shared Services (CHESS) Fiscal Year End 2026 Budget Adjustment

On March 20, 2026, the CHESS Board of Directors approved CHESS's year-end Budget Adjustment. This adjustment mostly provides for additional Student Information System implementation costs. For this purpose, an additional cost of \$4,444.00 will be added to San Juan College's Fiscal Year 2026 allocated costs from CHESS.

These changes are summarized below:

CHES/WorkDay Costs, SJC Board approved April 2025	\$4,181,314.00
Additional Costs through March 2026	<u>4,444.00</u>
Adjusted Total, Fiscal Year 2026 Costs through CHES	\$4,185,758.00
Outside Funding Sources:	
Fiscal Year 2026 C2 Funding (CHES)	<u>\$1,324,328.00</u>
Revised Fiscal Year 2026 Net Costs	\$2,861,430.00

Recommendation

I recommend the Board of Trustees approve the San Juan College’s revised costs through CHES, not to exceed \$4,185,758.00 and the College’s use of \$1,324,328.00 in outside funding for Fiscal Year 2026.

8. Collaborative for Higher Education Shared Services (CHES) – Fiscal Year 2027 Cost Allocations

At its August 2021 meeting, the San Juan College Board of Trustees approved the College’s participation in the Collaborative for Higher Education Shared Services (CHES) organization. San Juan College is one of the colleges that is currently part of CHES, the Collaborative for Higher Education Shared Services. CHES employs a chief executive officer, chief operating officer, chief financial officer, and numerous other employees in support of the CHES mission and operations. In addition, CHES has contracted with CampusWorks for executive advisory services, contract management support, program management, and other types of support necessary through the implementation of the new enterprise resources planning, student information system, and non-credit software application.

Below are San Juan College’s Fiscal Year 2027 allocation of CHES costs, Workday costs and Lumens costs. Please note that Workday and Lumens costs come to San Juan College through CHES.

Operations	\$ 317,582.00
WD Subscription	\$ 539,216.00
WD Training	\$ 89,053.00
ESS Shared Services	\$ 213,492.00
Payroll Shared Service	\$ 222,928.00
Lumens – Non-Credit/Workforce	\$ 59,501.00

WD SIS Implementation	\$2,027,067.00
Data Reporting Shared Service	\$ 84,469.00
Financial Aid Shared Service	<u>\$ 98,320.00</u>
HireRight Background Checks	\$ 820.00
Total	\$3,651,628.00
SJC Contingency	<u>\$ 200,000.00</u>
Total with Contingency	\$3,852,448.00
Outside Funding Sources: State C2	<u>\$2,027,067.00</u>
Estimated Net CHESS/Workday Costs	\$1,825,381.00

Recommendation

I recommend the Board of Trustees approve the San Juan College’s total estimated fiscal year costs through CHESS, not to exceed \$3,852,448.00 and the College’s use of total outside funding of up to \$2,027,067.00 for Fiscal Year 2027.

APPROVAL OF CONSENT AGENDA

Mr. Chance moved and Ms. Benny seconded to take the recommended actions as presented on the Consent Agenda. **MOTION CARRIED** by unanimous voice vote.

ITEM G. OLD BUSINESS

1. Revision to SJC Board Policy No. 600 – Second Reading

This is a second reading of the proposed change to Policy No. 600.

To be consistent with all other Board Policies on individual’s titles, a proposed revision to Board Policy No. 600 is recommended for the Board’s consideration. The redlined version of the proposed revision is below.

I. Mission and Vision

~~The mission of Learning is to foster educational excellence through high quality engaging instruction, career and technical training, and academic support. Current programs; dynamic, dedicated delivery; and personalized support prepare students to reach their individual goals as well as contribute to the economic vitality of the region.~~

The mission of Learning is to educate and empower individuals to thrive in an ever-changing world. This is accomplished through high-quality

engaging instruction, career and technical training, and academic support. Current programs; dynamic, dedicated delivery; and personalized support prepare students to reach their individual goals as well as contribute to the economic vitality of the region.

~~The vision of learning is to utilize best practices and evidence-based assessment in partnership with College and community members to produce nationally recognized programs, outstanding student completion and retention results, and leadership in economic development.~~

The vision of Learning is to inspire success through world-class education and life-changing experiences. Learning utilizes best practices and evidence-based assessment in partnership with College and community members to produce nationally recognized programs, outstanding student completion and retention results, and leadership in economic development.

The College is dedicated to meeting the educational needs of individuals ~~its residents~~ through its ~~the~~ various programs and services ~~that it offers.~~ Through ~~Through~~ these programs and services are designed to, ~~the College~~ assists its students in developing special knowledge and skills that prepare them for livable-wage careers and in realizing intellectual, physical, emotional, and social maturity.

The types of education to be provided under the umbrella of a quality, caring, comprehensive community college to address both educational goals and distinctive non-instructional education support goals include:

- Transfer education
- Technical/Occupational certificates and degrees
- Community learning
- Workforce training
- Internships, apprenticeships, and service learning
- Dual credit in partnership with county high schools
- Adult Basic Education and English as a Second Language education
- ~~Developmental education~~
- Integrated academic support

The College will also provide a variety of instructional options and academic support services to increase student access, retention, and goal completion. These services will include:

East and West Centers

- Instruction at satellite locations including East, West, South, and 30th Street centers.

- Online courses and degrees with related learning support
- ~~Center for Student Engagement with a variety of support programs (e.g., tutoring, retention, service learning, supplemental instruction)~~
- Tutoring Center with a variety of support programs (e.g., drop-in tutoring, embedded tutors, online tutors, supplemental instruction, and workshops)
- Library instruction and serves, including digital searching and resources
- Grants with student support objectives and innovations
- Non-credit programs and enrichment activities
- Activities in the arts and music
- Activities to broaden cultural awareness and mutual understanding

II. Partnerships

The College will work in partnership with other colleges and universities, business and industry advisory groups, schools, and others in the community as a foundation for continuous quality improvement. Best practice information from regional and national sources will be utilized to ensure program currency and support adoption of the most promising practices to help our students be successful in their educational and career pursuits.

Learning will engage in a comprehensive program of student learning outcomes assessment activities as part of providing the highest quality education. That assessment will include a review of course, program, and general education, ~~and common student~~ learning objectives outcomes. Program reviews will provide an additional and comprehensive method for reviewing the full range of instruction and services provided through our academic programs.

Ms. Rasor moved and Ms. Todacheene seconded to approve the revision to Policy No. 600 to be effective April 7 2026. **MOTION CARRIED** by unanimous voice vote.

2. Revision to SJC Board Policy No. 601 – Second Reading

This is a second reading of the proposed change to Policy No. 601

To be consistent with all other Board Policies on individual's titles, a proposed revision to Board Policy No. 601 is recommended for the Board's consideration. The redlined version of the proposed revision is below.

I. Introduction

Academic freedom is a right protected by the First Amendment of the United States Constitution.

II. Academic Freedom

A society, to remain free, requires citizens to be well-schooled in traditional knowledge and capable of critical evaluation of both new and old ideas. An institution of higher education can best foster growth in a democratic society when both student and ~~instructor teacher~~ can freely participate in the process of sifting and weighing traditional approaches and creating and evaluating new ones. Through the community and the community college, society should provide an academic atmosphere in which questioning is encouraged, where alternatives can be explored, and where one may follow where an inquiry leads. It is, therefore, imperative that ~~the educator~~ San Juan College faculty and students enjoy full freedom in the discussion of ~~his or her~~ their subject and related matters, both in and beyond the classroom; the ultimate purpose of such freedom being ~~the~~ pursuit of truth.

In ~~his or her~~ their work, ~~the teacher is~~ faculty are governed by the policy statements of the ~~College college~~. ~~He/she is~~ They are entitled to freedom in the classroom in ~~his/her subject~~ their subjects, but ~~the teacher an instructor~~ should be careful not to introduce controversial material matter into their teaching that has no relation to ~~the one's~~ subject.

As a citizen, an instructor is governed by civil law. Faculty are entitled to all the personal and civil liberties pertaining to citizenship, and the legal exercise of these privileges should in no way endanger one's position as a member of the college's instructional staff.

As a teacher, his/her ~~An instructor's~~ right to express ~~himself or herself themselves~~ on matters of ~~College college~~ policy and procedure shall not be denied or abridged, nor should such an expression jeopardize ~~his/her one's~~ academic position as long as ~~he/she~~ the faculty member expresses ~~himself/herself themselves~~ in a professional and ethical manner. ~~When the teacher~~ An instructor who speaks or writes as a citizen, ~~he/she~~ should be entirely free from institutional censorship or discipline, but ~~his/her their~~ special position in the community obliges ~~him/her them~~ to remember that the public may judge ~~the teacher's one's~~ profession and ~~the~~ institution by the validity of ~~his/her one's~~ opinions and the manner in which ~~he/she they are expressed expresses them~~. When ~~he/she speaks or writes speaking or writing~~ as a citizen, ~~he/she an instructor~~ should indicate that ~~he/she they are~~ not an institutional spokesperson. ~~Academic freedom, as it relates to faculty, is independent of employee evaluations and re-employment contract offers.~~

~~Whenever the teacher~~ When an instructor speaks or writes as a citizen or as a ~~teacher~~ faculty member, ~~he/she~~ they should strive to be scrupulously accurate and objective, to ~~exercise appropriate emotional restraint~~ maintain a professional demeanor, and to show respect for the convictions of others.

~~The~~ Academic Freedom ~~Policy~~ does not protect ~~teachers~~ instructors from the consequences of dishonesty, libel, slander, plagiarism, or intentional misrepresentation.

Ms. Razor moved and Ms. Todacheene seconded to approve the revision to Policy No. 601 to be effective April 7, 2026. **MOTION CARRIED** by unanimous voice vote.

ITEM H. INDIVIDUAL ITEMS/NEW BUSINESS

1. ACROSS-THE-BOARD SALARY INCREASE FOR ELIGIBLE FULL-TIME AND REGULAR PART-TIME EMPLOYEES

In the spring 2026 session of the New Mexico Legislature, an appropriation to fund, in large part, Fiscal Year 2027 salary increases of one percent (1.0%) for all eligible full-time employees of state higher education institutions was approved.

All eligible full-time and regular part-time employees who started work on, or before, August 19, 2025, will receive a 1.0% salary or wage increase for Fiscal Year 2027.

All eligible full-time and regular part-time employees who started work after August 19, 2025, and before January 13, 2026, will receive a 0.5% salary or wage increase for Fiscal Year 2027.

No Fiscal Year 2027 across-the-board increase will be awarded to employees who commenced employment on, or after January 14, 2026.

Ms. Taylor moved and Mr. Chance seconded to approve the proposed salary increases as herein described for regular full-time and part-time employees. **MOTION CARRIED** by unanimous voice vote.

2. ACROSS-THE-BOARD SALARY INCREASE FOR THE PRESIDENT CONSISTENT WITH ALL REGULAR EMPLOYEES

In the spring 2026 session of the New Mexico Legislature, an appropriation to fund, in large part, Fiscal Year 2027 salary increases of one percent (1.0%) for all eligible full-time employees of state higher education institutions was approved.

I recommend the President receive an increase of one percent (1.0%), consistent with all eligible full-time and regular part-time employees who started work on, or before, August 19, 2025, for Fiscal Year 2027.

Mr. Manning moved and Ms. Benny seconded to approve the proposed salary increase for the President as herein described. **MOTION CARRIED** by unanimous voice vote.

3. ADJUNCT FACULTY PAY INCREASE

The last increase for Adjunct Faculty pay was approved by the San Juan College Board of Trustees on June 6, 2023. San Juan College strives to be a competitive employer. To bring San Juan College's adjunct pay rate closer to the median of regional peer benchmarks, College leadership recommends that the per-credit-hour rate be increased three percent (3%), from \$778.00 per credit hour to \$801.00 per credit hour and that (clock) hourly adjunct pay rates also be adjusted by three percent (3%). Based on the College's current enrollment level and need for Adjunct Faculty, the cost to implement this pay increase for Fiscal Year 2027 is \$125,038.00 including employer contributions to the State Retirement Plan, Medicare, and Social Security.

Mr. Chance moved and Ms. Benny seconded to grant a three percent (3%) increase to the per-credit-hour Adjunct Faculty pay rate, establishing a new rate of \$801.00 per credit hour and that the College Administration be authorized to align adjunct pay rates for pay-by-the-clock-hour by three percent (3%), effective with Fiscal Year 2027. **MOTION CARRIED** by unanimous voice vote.

4. DIGITAL SIGN AT 30TH STREET EDUCATION CENTER

San Juan College and Farmington Municipal Schools have collaborated to develop a two-sided, digital sign addition to the 30th Street Education Center. FBT Architects was engaged to design the sign. On February 25th, the design was approved by the Building Council.

Under the guidance of the College's Purchasing Department, pricing pursuant to CES contract number 2026-03-R1266-1 was obtained from Spellbring Construction, Inc., headquartered in Farmington, NM, for the purchase of the electronic sign and the required installation service in an amount not to exceed \$116,517.00 plus applicable taxes.

Resources for this project are provided by 2026 building renewal and replacement (BR&R) funds.

Ms. Taylor moved and Ms. Rasor seconded to approve the purchase and installation of the digital sign, described herein, from Spellbring Construction,

Inc. in an amount not to exceed \$116,517.00 plus applicable taxes. **MOTION CARRIED** by unanimous voice vote.

5. CAPITAL PROJECTS PRIORITIES – STATE FUNDING

Annually, the New Mexico Higher Education Department requires institutions to submit capital project priorities for consideration by the Governor’s Office and upcoming legislature. For the upcoming funding cycle, community colleges were advised by the New Mexico Higher Education Department to submit two priorities for funding. The College will be expected to contribute twenty-five percent (25%) of each total project cost. The request is to be approved by the San Juan College Board of Trustees and submitted to the Higher Education Department. The Administration proposes the following capital project priorities for state funding:

- 1) Exterior Conditions Renovations – \$2,714,830.00
- 2) Fire Alarm and Mass Notification System Replacement in Five Buildings – \$4,261,102.00

These figures represent estimates of total project costs plus 10% cost escalation. Funding for the College’s total 25% match for both projects is \$1,743,983.00; the match will be sourced from available fund balance.

Mr. Chance moved and Mr. Manning seconded to approve the proposed capital project priorities for submission to the New Mexico Higher Education Department. **MOTION CARRIED** by unanimous voice vote.

6. ID CARD SYSTEM

San Juan College currently utilizes two independent credentialing technologies: one for Door Access and another for all other ID Card functions. This dual system setup has caused support conflicts, and confusion over who is responsible for resolving issues, with no single provider who is fully accountable. With those challenges in mind, as well as to align with best practices and industry standards, security, and futurizing the system, under the guidance of the College Purchasing Department, a Request for Information/Quotation RFI/Q 25-00001 was issued to gather input for a comprehensive solution.

SJC’s Information Technology Center (ITC) utilized the responses to the RFI/Q along with input from stakeholders across many campus departments to create a detailed scope of work. Under the guidance of the College Purchasing Department, proposals were requested (RFP 26-05377) to find qualified offerors to provide a comprehensive ID Card System. Seven

proposals were received, five were deemed responsive and the Evaluation Committee reviewed those five in detail. Two proposals were short-listed and the offerors provided the Evaluation Committee with oral presentations. The Evaluation Committee recommends awarding to Illumia (formerly Transact + CBORD) headquartered in Scottsdale, AZ (with no offices in the Four Corners) for the purchase, installation, and services in an amount not to exceed \$1,245,576.57 plus travel fees and applicable taxes.

ITC believes that most advantageous to the College is a five (5) year contract: 4/15/2026 through 6/30/2031, with annual costs broken out accordingly:

Year 1	\$575,406.89
Year 2	\$155,487.30
Year 3	\$163,261.66
Year 4	\$171,424.74
Year 5	\$179,995.98

For a total of \$1,245,576.57 for the five (5) years.

College Administration recommends a 10% contingency across the five (5) years to cover additional card readers, broken equipment, and equipment not captured in the initial quote for an amount not to exceed \$1,370,134.23.

At the April 28, 2025, meeting, the Board approved the request to extend the Transact Software maintenance contract and implement the eCommerce and related additional services. This current request dovetails with these previous improvements and now enhances the identification credentialing and door access components.

The resources for Year 1 of this project are provided by Fund Balance.

Ms. Todacheene moved and Mr. Chance seconded to approve the purchase, described herein, from Illumia in an amount not to exceed \$1,370,134.00 plus travel fees and applicable taxes. **MOTION CARRIED** by unanimous voice vote.

7. **SHANNON WILMER GRIEVANCE – DETERMINATION TO HEAR, OR NOT HEAR, STEP 4 APPEAL UNDER COLLECTIVE BARGAINING AGREEMENT ARTICLE 30**

The Trustees discussed whether to hear or decline to hear the grievance at Step 4 of the Collective Bargaining Agreement.

Mr. Chance moved and Ms. Taylor seconded the motion to decline to hear Mr. Shannon Wilmer's grievance appeal. **MOTION CARRIED** by unanimous voice vote.

ITEM I. ANNOUNCEMENT OF NEXT MEETING

The next regular meeting will be **Monday, April 27, 2026, at 6:00 p.m.** in the San Juan College Board Room.

ITEM J. CLOSED SESSION

No Closed Session.

ITEM K. ADJOURNMENT

Mr. Chance moved and Ms. Razor seconded the motion to adjourn the meeting. Chairperson Uselman adjourned the meeting at 7:51 p.m. **MOTION CARRIED** by unanimous roll call vote.

Ms. Valerie Uselman, Chairperson
San Juan College Board

ATTEST:

Ms. GloJean Todacheene, Secretary
San Juan College Board

Date: April 27, 2026