



## **BOARD OF TRUSTEES MEETING**

**Wednesday, February 12, 2025**

**8:00 A.M.**

**Stark State College**

**6200 Frank Avenue NW**

**Third Floor, Room S304**

**North Canton, OH 44720**



**STARK STATE COLLEGE  
BOARD OF TRUSTEES MEETING  
Wednesday, February 12, 2025 - 8:00 a.m.  
Board Room S304**

ITEM		ENC.	ACTION	PRESENTER
I.	Call to Order			H. Rashid
II.	Roll Call			H. Rashid
III.	Recognition of Visitors			H. Rashid
IV.	Public Requests			H. Rashid
V.	Agenda Changes			H. Rashid
VI.	Consent Agenda*		X	H. Rashid
	A. Minutes of Board Meeting on 11/13/2024	6.1		
	B. Personnel Actions	6.2		
	C. Treasurer's Report	6.3		
	<i>From President's Cabinet</i>			
	D. 15-13-30 eLearning	6.4		
	E. 15-18-01 Admissions	6.5		
	F. 15-14-12 Drug and Alcohol Abuse and Drug-Free Campus & Workplace Act Compliance	6.6		
	G. 15-14-27 Code of Ethics & Professional Behavior	6.7		
	H. 15-13-50 Reasonable Accommodations for Students	6.8		
	I. 15-16-15 Cybersecurity	6.9		
	J. 15-19-08 Student Complaints	6.10		
	K. 15-13-33 Proctored Testing	6.11		
VII.	New Business			
	A. Review of FY24 Audited Financials	7.1	X	P. Jones/K. Gardner
VIII.	President's Report			P. Jones
IX.	Chair's Report			H. Rashid
X.	Communications			H. Rashid
	A. Security Report	10.1		
	B. Out-of-State Travel Log	10.2		
	C. Calendar of Board Activity Dates	10.3		
XI.	Executive Session			H. Rashid
XII.	Adjournment			H. Rashid

\*Confirmation of Consent Agenda items submitted by the President. Any item may be removed from the Consent Agenda by a Board member asking the Chair to consider the item separately.

## Record of Proceedings

Board of Trustees  
Stark State College

North Canton, Ohio  
November 13, 2024

### **REGULAR MEETING**

The Board of Trustees held its regular monthly meeting on November 13, 2024 at Stark State College Main Campus.

### **CALL TO ORDER**

Chair Harun Rashid called the meeting to order at 8:05 a.m.

### **ROLL CALL**

The following board members were present: Harun Rashid, Elaine Russell Reolfi, Jeffery Walters, Patricia Wackerly, Michael Wheeler (virtually), Jason Dodson and Jennifer Stamp.

The following board members were not able to attend: Fonda Williams and Tracy Carter.

The following administrators were present: Para Jones, Lada Gibson-Shreve, Kevin Gardner, Melissa Glanz and Rich Greene.

### **RECOGNITION OF VISITORS**

The following visitors were present: Collyn Floyd, Angela Smith Alder, and Teri Ross.

### **PUBLIC REQUESTS**

None.

### **AGENDA CHANGES**

None.

### **CONSENT AGENDA**

Trustee Wackerly moved to consider and approve the Consent Agenda. Trustee Dodson provided the second for the motion.

The vote was called. The Consent Agenda was approved unanimously and included the following: *Minutes of the October 11, 2024 board meeting; Personnel Actions; Treasurer's Report; 15-13-22 Academic Forgiveness; 15-13-25 Transfer and Articulation; and 15-16-16 Use of Artificial Intelligence.*

### **NEW BUSINESS**

### **MOTION TO APPROVE THE BUDGET REVISION**

CFO/Vice President of Business Gardner shared that the original budget was presented in May, and there are minor revisions currently being made to the budget. Revenue from other sources were slightly higher due to investment income with higher rates and higher balances. There was an increase in expenses for the new Learning Management System (LMS) system because of having to purchase software six months sooner than

expected. The budget revision will leave the bookstore and food service auxiliary with an estimated surplus of \$22,000.

Trustee Walters moved to approve the Budget Revision. Trustee Wackerly provided the second for the motion. The budget revision was unanimously approved.

**RESOLUTION AUTHORIZING STARK STATE COLLEGE AS A MEMBER OF THE OHIO SCHOOL CONSORTIUM TO ISSUE A REQUEST FOR PROPOSAL FOR THE PURCHASE OF COMPETITIVE RETAIL ELECTRIC SERVICE**

First Vice Chair Reolfi moved to approve the resolution. Trustee Walters provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

**RESOLUTION  
Concerning participation in the Stark County Schools/  
Ohio Schools Consortium  
Electric Service RFP**

**AUTHORIZING STARK STATE COLLEGE, ACTING JOINTLY AS A MEMBER OF THE OHIO SCHOOL CONSORTIUM (“CONSORTIUM”), TO ISSUE A REQUEST FOR PROPOSAL FOR THE PURCHASE OF COMPETITIVE RETAIL ELECTRIC SERVICE FROM THE LOWEST AND BEST BIDDER SUBMITTED TO THE CONSORTIUM AND AUTHORIZING THE BOARD TO PURCHASE COMPETITIVE RETAIL ELECTRIC SERVICE FROM SUCH BIDDER.**

**The members of the Consortium for retail electric service procurement are Metropolitan Educational Technology Association, the Ohio Mid-Eastern Regional Education Service Agency, the Stark County Schools Council of Governments, Columbus City Schools, and South-Western City Schools.**

**WHEREAS**, the College is a member of Stark County Schools Council of Governments, a body authorized by state statute to aggregate the purchasing needs of schools and of related nonprofit educational entities so as to take advantage of economies of scale when purchasing essential products and services; and

**WHEREAS**, in prior years, the Stark County Schools Council of Governments has joined with other school districts and educational purchasing councils, acting jointly as a member of the Ohio Schools Consortium, to conduct a Request for Proposal (“RFP”) for competitive electric service; and

**WHEREAS**, through prior RFP processes, the Consortium has selected the lowest and best bids submitted in response to RFPs; and the College has previously elected to enter into a Master Supply Agreement with the lowest and best bidder for competitive retail electric service for all of the College's electric supply; and

**WHEREAS**, the Consortium intends to issue a new RFP for competitive retail electric service commencing on or about the meter read date of the July 2025 billing cycle with an initial contract term of two (2) or three (3) years, and the option to extend the contract for additional periods agreed to by the parties for a total contract term not to exceed five (5) years; and

**WHEREAS**, the College wishes to participate in this upcoming RFP process and potentially execute a Master Service Agreement with the lowest and best RFP bidder; and

**WHEREAS**, the President or the President’s designee will review the lowest and best bid and corresponding terms when the RFP is concluded and determine whether the RFP resulted in the lowest and best bid for competitive retail electric service for all of the College’s electric supply.

**NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF STARK STATE COLLEGE** as follows:

**Section 1.** The Board of Trustees of the College does hereby consent, as a member of the Stark County Schools Council of Governments, to the conducting of an RFP process by the Consortium for competitive retail electric service commencing on or about the meter read date of the July 2025 billing cycle with an initial contract term of two (2) or three (3) years, and the option to extend the contract for additional periods agreed to by the parties for a total contract term not to exceed five (5) years.

**Section 2.** The Board of Trustees of the College does hereby authorize the President or President's designee to execute a Master Supply Agreement between the College and the lowest and best bidder in the RFP so long as the President or their appointee finds that the price reflects the results of a public and competitive RFP process.

**Section 3.** The Board of Trustees hereby directs the CFO/Treasurer to determine if the College has sufficient funds to certify this resolution and, if the CFO/Treasurer so finds, to certify this resolution.

This resolution is being enacted on the 13th day of November, 2024.

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Harun Rashid  
Chair, Board of Trustees

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Para M Jones, Ph.D.  
President

#### **RESOLUTION TO APPROVE THE 2024 EFFICIENCY REPORT.**

First Vice Chair Reolfi moved to approve the resolution. Trustee Dodson provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

#### **Resolution To Approve the 2024 Efficiency Report November 14, 2024**

**WHEREAS**, the State's biennial budget established in Am. Sub. H.B. 64 of the 131st General Assembly required a report in response to the Governor's Task Force on Affordability and Efficiency in Higher Education which was created pursuant to Executive Order 2015-01K; and

**WHEREAS**, the subsequent State Budget bill, Am. Sub. H. B. 49 of the 132nd General Assembly, requires that the board of trustees of each public institution of higher education approve the institution's efficiency report submitted to the Chancellor; and

**WHEREAS**, various other provisions related to textbook affordability require reporting, and the Chancellor has determined that it is most efficient to include these new requirements in the annual efficiency report; and

**WHEREAS**, The College has prepared the required report using the template format provided by the Chancellor, and has included additional narrative as it has determined will best explain the completeness of the report and how it meets all requirements of the law;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Stark State College does hereby accept and approve the 2024 Efficiency Report to the Chancellor of Higher Education.

This resolution is being enacted on this 13th day of November, 2024.

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Harun Rashid  
Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

### **PRESIDENT'S REPORT**

In addition to the written report, the following updates were shared by President Jones:

- Stark State has been awarded \$85,400 from Governor DeWine and the Ohio Department of Higher Education for the Commercial Truck Driver Student Aid Program for FY25. This program provides financial aid to in-state students who complete a CDL program and agree to reside and be employed in Ohio for a minimum of one year upon completion.
- We are proud to share our recent reaccreditation visits and outcomes:
  - Automotive department received accreditation from ASE through 2029
  - Occupational Therapy Assistants received successful accreditation
  - Dietary had an excellent accreditation visit
- We received ODHE approval to move our proposed BSN (Bachelor of Science in Nursing) degree forward to HLC (Higher Learning Commission) and ACEN (Accreditation Commission for Education in Nursing). Our plan is to begin the BSN in Fall, 2025.
- We held the Stark State College Foundation Annual dinner at the Culinary Arts Center/Advanced Technology Center, which was attended by nearly 70 friends of the college.
- We will be attending a meeting in Steubenville tomorrow along with Belmont College and are looking to move ahead with serving Mahoning, Trumbull and surrounding counties.

### **CHAIR'S REPORT**

- Chair Rashid reminded trustees to complete their required ethics training which is due by November 30, 2024.
- Chair Rashid reminded trustees there will be no board meeting in December.
- Chair Rashid shared that Stark State's Commencement Ceremony will be held on Sunday, January 5, 2025 at the Canton Civic Center.

### **COMMUNICATIONS**

Board members reviewed the upcoming calendar of events.

### **ADJOURNMENT**

At 9:03 a.m., Trustee Dodson moved to adjourn. Trustee Stamp provided the second for the motion. The motion carried.

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Harun Rashid  
Chair, Board of Trustees  
November 13, 2024

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Para M. Jones, Ph.D.  
President  
November 13, 2024

**PERSONNEL ACTIONS**  
**Board Agenda**  
**February 12, 2025**

**NEW HIRES AND EMPLOYEE STATUS CHANGES**

Name	Title	Department	Rate	Effective Date	Comments
Alomari, Reham	Advancement and SSC Foundation Student Intern (PT)	Advancement and SSC Foundation	\$15.00/Hour	1/29/2025	Non-benefit eligible
Ambler, Ken	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Ardner, Larry	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Barrow, Sarah	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Bosler, Eli	Law Enforcement Instructor (PT)	Human Services & Justice Studies	\$36.01/Hour	1/2/2025	Non-benefit eligible
Brown, Eric	Adjunct Instructor, Automotive and Transportation	Automotive & Transportation	\$54.83/Hour	2/3/2025	Non-benefit eligible
Brown, Kenneth	From: Assistant Director, Campus Security To: Chief of Security	Campus Security	From: 64,551/Annual To: \$77,952/Annual	12/26/2024	Promotion / Replacement
Busch, Barrett	Instructor, Cyber Security	Information Security	\$45,558/Annual	1/6/2025	Replacement
Butcher, Jacob	Fire Instructional Assistant (PT)	Emergency Services	\$38.61/Hour	11/25/2024	Non-benefit eligible
Cha, Hojoon	Tutor, Physics (PT)	Physics	\$15.95/Hour	11/18/2024	Non-benefit eligible
Coleman, Katrina	Dental Hygiene-Clinical Instructional Assistant (PT)	Dental Hygiene	\$48.27/Hour	12/1/2024	Non-benefit eligible
Collins, Julie	Dental Hygiene-Clinical Instructional Assistant (PT)	Dental Hygiene	\$48.27/Hour	12/1/2024	Non-benefit eligible
Collmar, Samantha	Temporary Massage Clinic Supervisor (PT)	Massage Therapy	\$19.13/Hour	1/7/2025	Temporary position 1/7/2025 - 3/14/2025
Culler, LaTisha	From: PT Gateway Student Support Assistant To: Student Development Coordinator, UBMS	From: Advising & Gateway Student Services To: Upward Bound Math Science	From: \$18.55/Hour To: 40,634/Annual	1/22/2025	Grant-funded position (9/1/2024-8/31/2025) Replacement / Promotion
Dalyrmp, Carla	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Decatur, Tyra	Student Support Assistant (PT)	Learning & Engagement	\$18.41/Hour	12/9/2024	Grant-funded position / Non-benefit eligible
Dennis, Marcella	Instructor of Nursing	Nursing	\$52,676/Annual	1/6/2025	Replacement
Dyrlund, Eric	Program Coordinator, Fire Science (PT)	Fire Science	\$39.61/Hour	11/4/2024	Replacement / Non-benefit eligible
Elkins, Catherine	Nurse-RN Lab/Clinic Instructional Assistant (PT)	Nursing	\$48.27/Hour	3/17/2025	Non-benefit eligible
Elliott, Cassie	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Englert, Michael	Strengthening Community Colleges (SSC3) Program Coord.	Computer Science & Information Systems	\$53,000/Annual	10/28/2024	Replacement / Grant-funded Position
Fair, Stephen	EMS Instructional Assistant	Emergency Services	\$38.61/Hour	1/13/2025	Non-benefit eligible
Gaskins, Luke	Nurse-RN Lab/Clinic Instructional Assistant (PT)	Nursing	\$48.27/Hour	1/6/2025	Non-benefit eligible
Gordon, Mark	From: PT Evening/Midnight Custodian To: Midnight Custodian (PT)	Physical Plant	No Change	12/15/2024	Replacement / Non-benefit eligible
Granovski, Julia	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Gray, Timothy	Coordinator of Joining Technologies	Oil & Gas	\$74,012/Annual	12/11/2024	Replacement
Helwig, Joanna	NEO-WIN Dedicated Instructional Specialist (PT)	Nursing	\$48.27/Hour	11/20/2024	Grant-funded position (DOL 4/1/2024 - 6/30/2028)
Hess, Dori	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Jeffers, Gregory	Math Lab Assistant (PT)	Mathematics	\$18.37/Hour	1/14/2025	Non-benefit eligible
Kalkhoff, Lee Ann	Biology Tutor (PT)	Biology	\$19.79/Hour	11/21/2024	Title III Grant Supplemental Instruction Component
Khetarpal, Alpana	Dental Hygiene-Clinical Instructional Assistant (PT)	Dental Hygiene	\$48.27/Hour	1/6/2025	Non-benefit eligible
Kurzinsky, David	Instructor/Coordinator, Law Enforcement Academy	Police Science	\$66,043/Annual	1/6/2025	Promotion
Lamm, Allison	Gateway Student Support Assistant (PT)	Admissions	\$19.75/Hour	1/27/2025	Replacement / Non-benefit eligible
LeBron, Noraida	Physical Science Lab Tech (PT)	Chemistry	\$21.13/Hour	11/12/2024	Temporary position - 11/12/2024 - 12/18/2024
Lower, Jonathan	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Maj, Lauren	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
McEwen, Thomas	Temporary FT Lecturer, CDL Instructor	CDL - Commercial Drivers License	\$18,253/Annual	1/6/2025	Additional position - Spring 2025 Semester
McNemar, Kevin	CDL Instructional Assistant (PT)	Automotive, Transportation & CDL	\$38.61/Hour	12/9/2024	Non-benefit eligible
Miller, Nathan	RN-Nurse Lab/Clinic Instructional Assistant (PT)	Nursing	\$48.27/Hour	12/2/2024	Added position / Non-benefit eligible
Mistovich, Joseph	EMS Instructional Assistant (PT)	Emergency Services	\$38.61/Hour	11/18/2024	Non-benefit eligible
Moran, Patricia	Testing Center Specialist (PT)	Learning & Engagement	\$17.87/Hour	1/13/2025	Replacement / Non-benefit eligible
Muhlenkamp, Peggy	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Parry, David	Math Test Proctor (PT)	Mathematics	\$18.37/Hour	1/15/2025	Non-benefit eligible

**PERSONNEL ACTIONS**  
**Board Agenda**  
**February 12, 2025**

**NEW HIRES AND EMPLOYEE STATUS CHANGES**

Name	Title	Department	Rate	Effective Date	Comments
Porter, Megan	Student Support Assistant (PT)	Learning & Engagement	\$17.74/Hour	11/22/2024	Grant-funded position / Non-benefit eligible
Pridemore, Kaitlin	RN-Lab/Clinical Instructional Assistant (PT)	Nursing	\$48.27/Hour	1/7/2025	Non-benefit eligible
Ruggio, Kathleen	Testing Center Specialist (PT)	Learning & Engagement	\$17.87/Hour	1/13/2025	Replacement / Non-benefit eligible
Selby, Shawn	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Sells, Erin	Nurse-RN Lab/Clinic Instructional Assistant (PT)	Nursing	\$48.27/Hour	1/6/2025	Non-benefit eligible
Sharma, Yojana	Adjunct Instructor, Mathematics	Mathematics	\$54.83/Hour	1/7/2025	Non-benefit eligible
Shepard, Bryan	Supplemental Instruction Tutor (PT)	CHRE, ASL	\$20.38/Hour	From: 1/13/2025 To: 5/14/2025	Title III Grant Supplemental Instruction Component
Sobnosky, Lisa	RN-Nurse Lab/Clinic Instructional Assistant (PT)	Nursing	\$48.27/Hour	12/2/2024	Non-benefit eligible
Sterner, Christopher	Nurse-RN Lab/Clinic Instructional Assistant (PT)	Nursing	\$48.27/Hour	12/3/2024	Non-benefit eligible
Stover, Michelle	Healthcare Career Specialist	Nursing	\$52,055/Annual	1/22/2025	Grant-funded Position
Veverka, Neal	Lead Paramedic Instructor	Emergency Medical Services	\$53,245/Annual	1/6/2025	Replacement
Wiedlebacher, Eric	Law Enforcement Instructor (PT)	Human Services and Justice Studies	\$36.01/Hour	1/13/2025	Non-benefit eligible
Wilkes, Tamara	Law Enforcement Instructor (PT)	Human Services and Justice Studies	\$36.01/Hour	1/13/2025	Non-benefit eligible
Wilson, Kevin	Welding Lab Technician (PT)	Applied Industrial	\$21.05/Hour	1/22/2025	Replacement / Non-benefit eligible

**RETIREMENTS/SEPARATIONS**

Name	Title	Department	Effective Date
Adkins, Jacklyn	Custodian - Afternoon/Midnight	Physical Plant	12/1/2024
Bertsch, Kendra	Administrative Assistant I	Business, Engineering, & IT	1/3/2025
Buca, Matthew	Instructor of Auto & Transportation	Automotive & Transportation	2/2/2025
Cain, Bryce	Institutional Research Analyst	Institutional Research	1/3/2025
Evans, Alan	Adjunct, CDL (Credit)	Commercial Drivers Licence - CDL	10/28/2024
Flaker, Elizabeth (Liz)	RN-Nurse Lab/Clinic Instructional Assistant	Nursing	12/18/2024
Hibbitts, John	Testing Center Specialist	Learning & Engagement	12/14/2024
Hicks, Katherine	PN-Nurse/Lab Clinic Instructional Assistant	Nursing	1/13/2025
Minocchi, Carrie	Testing Center Specialist	Learning & Engagement	12/10/2024
Penso, Jennifer	Human Resources Assistant	Human Resources	12/13/2024
Raff, Carol	Gateway Student Support Assistant (PT)	Admissions	11/22/2024
Reed, Dan	EMS Program Coordinator / Fire Instructional Assistant	Emergency Services	1/27/2025
Reed, Kelly	Assistant Director	Career Services	1/3/2025



**Summary Notes for Treasurer's Report  
Stark State College  
For the Month Ended December 31, 2024  
Fiscal Year 2025**

- Prior year balances are now final. The Auditor of State has released the FY2024 Audit Report.
- Revenue categories are mostly higher than last year. Tuition and Fees are higher due to the better Summer enrollment and tuition increases. Appropriations are higher this year due to increased State Share of Instruction.
- Labor costs are higher this year due to the general wage increase and health insurance premium increases.
- Supplies, Travel, Maintenance & Repairs, Miscellaneous and Capital Equipment expenses are higher than last year. Communications & Marketing costs are lower than last year.
- Revenues and expenses are both in line with or better than the budget.
- A Budget Revision will be presented next month.

**STARK STATE COLLEGE**  
**Statement of Revenues and Expenditures**  
**Unrestricted Educational & General**  
**For the 6 Months Ended December 31, 2024 and 2023**

Budget Revision 11/13/24

	Current Year			Prior Year		
	Current Annual Budget	Activity To Date	% Of Annual Budget	Prior Annual Budget	Activity To Date	% Of Annual Budget
<b>REVENUES:</b>						
State Appropriation	\$32,410,285	\$16,205,142	50.0%	\$31,893,068	\$16,090,591	50.5%
Student Fees	35,900,836	18,475,254	51.5%	34,266,637	18,223,356	53.2%
Private Gifts, Grants & Contracts	350,000	55,038	15.7%	104,575	165,632	158.4%
Governmental Grants & Contracts	0	0	0.0%	11,000	0	0.0%
Sales & Services: Educational Activities	19,000	5,657	29.8%	18,650	10,873	58.3%
Indirect Costs	236,000	79,330	33.6%	141,044	44,417	31.5%
Other Sources	3,323,358	2,001,527	60.2%	3,350,385	1,736,213	51.8%
Total Revenues	\$72,239,479	\$36,821,947	51.0%	\$69,785,359	\$36,271,082	52.0%
<b>OTHER ADDITIONS:</b>						
Transfers in	50,000	0	0.0%	50,000	0	0.0%
<b>Total Revenues &amp; Other Additions</b>	<b>\$72,289,479</b>	<b>\$36,821,947</b>	<b>50.9%</b>	<b>\$69,835,359</b>	<b>\$36,271,082</b>	<b>51.9%</b>
<b>EXPENDITURES:</b>						
Personnel Services	\$36,162,103	\$17,834,199	49.3%	\$36,088,730	\$17,346,408	48.1%
Employee Benefits	12,667,256	6,532,368	51.6%	12,893,019	6,215,030	48.2%
Supplies	1,547,336	464,743	30.0%	1,505,981	403,513	26.8%
Travel	406,960	145,686	35.8%	252,480	141,716	56.1%
Information & Communications	2,005,043	875,251	43.7%	1,887,274	897,251	47.5%
Maintenance & Repairs	3,797,754	1,946,855	51.3%	3,603,610	1,214,654	33.7%
Miscellaneous	12,268,026	2,885,988	23.5%	10,626,615	2,309,070	21.7%
Capital Equipment	690,000	202,610	29.4%	338,602	136,593	40.3%
Total Expenditures	\$69,544,478	\$30,887,700	44.4%	\$67,196,311	\$28,664,235	42.7%
<b>OTHER REDUCTIONS:</b>						
Mandatory Transfers	\$0	\$0	0.0%	\$0	\$0	0.0%
Non-Mandatory Transfers:	2,670,111			2,566,150		0.0%
Technology Fee		606,149 <sup>1</sup>			546,074	
Facilities Fee		865,927 <sup>2</sup>			780,106	
Other (Scholarships/Grants)		0 <sup>3</sup>			47,469	
Non-Mandatory Transfers		\$1,472,076	55.1%		\$1,373,649	53.5%
<b>Total Expenditures &amp; Other Reductions</b>	<b>\$72,214,589</b>	<b>\$32,359,776</b>	<b>44.8%</b>	<b>\$69,762,461</b>	<b>\$30,037,884</b>	<b>43.1%</b>
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$74,890</b>	<b>\$4,462,171</b>		<b>\$72,898</b>	<b>\$6,233,198</b>	
<b>Reserves</b>						
Reserve, 6/30/24	\$49,666,730	Days in Reserve 261		<b>Committed Reserves:</b>		
Less committed Reserves	(7,863,669)			Akron	522,159	
Anticipated Operating Surplus	74,890			Hoover	0	
Anticipated Bookstore Net Income (from Pg. 5)	50,000			Barberton	0	
Unencumbered Reserve, 6/30/25	\$41,927,951	220		CDL	25,000	
				Alliance	0	
				White Pond	0	
				Access	7,316,510	
				Total	7,863,669	
<b>Non-Mandatory Transfers</b>						
	Beginning Balance	Transferred In	Expended	Remaining Balance		
<sup>1</sup> Technology Fee	\$593,998	\$606,149	\$0	\$1,200,147	8313987	
<sup>2</sup> Facilities Fee	\$3,052,468	\$865,927	\$129,332	\$3,789,063	-29082.7	
<sup>3</sup> Other (Scholarships, TRIO, UBMS)	\$0	\$0	\$0	\$0	103.3	
	\$3,646,466	\$1,472,076	\$129,332	\$4,989,210	-968497.83	

**STARK STATE COLLEGE.**  
**Consolidated Balance Sheet**  
**Current & Endowment Funds**  
**As of December 31, 2024 and 2023**

	Current Year						Prior Year					
	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)
	Educational and General	Auxiliary Enterprise					Educational and General	Auxiliary Enterprise				
<b>ASSETS:</b>												
Cash & Short-term investments	10,346,902	\$9,000	0	119,533		10,475,436	6,356,140	\$10,336	0	119,533		6,486,009
Insurance Reserve (Health & Dental)	1,963,923					1,963,923	2,426,926					2,426,926
Accounts receivable	10,995,385	0	214,817			11,210,202	14,593,884	(220,305)	82,818			14,456,397
Inventory	0	902,835				902,835	0	790,770				790,770
Prepaid & Deferred expenses	218,466	111,191	0			329,657	1,355,398	112,962	0			1,468,360
Other receivables	6,092,361	72,756	893,474			7,058,591	6,613,027	239,610	1,472,702			8,325,339
Long-term investments	38,661,678					38,661,678	37,284,296					37,284,296
Interfund Advances:												
Due from Educational & General Fund		11,848,094	440,665	361,514	(12,650,274)	0		11,972,356	0	330,773	(12,303,129)	0
Due from Current Restricted Fund	0				0	0	852,649				(852,649)	0
<b>Total Assets</b>	<b>\$68,278,714</b>	<b>\$12,943,877</b>	<b>\$1,548,957</b>	<b>\$481,047</b>	<b>(\$12,650,274)</b>	<b>\$70,602,322</b>	<b>\$69,482,319</b>	<b>\$12,905,730</b>	<b>\$1,555,520</b>	<b>\$450,306</b>	<b>(\$13,155,778)</b>	<b>\$71,238,096</b>
<b>LIABILITIES:</b>												
Accounts Payable	\$127,959	\$3,580	\$66,352			\$197,891	\$190,181	(\$25,890)	\$62			\$164,353
Payroll, accrued wages, wthholdings & deductions	913,644	0	0			913,644	943,423	0	0			943,423
Accumulated sick leave & vacation	939,259	18,258				957,517	934,943	17,408				952,352
Accrued health & dental benefits	713,630					713,630	670,884					670,884
Accrued retirement liability - current	575,502					575,502	290,029					290,029
Insurance claims	1,180,458					1,180,458	1,173,606					1,173,606
Other installment purchases	54,856	0				54,856	111,946	0				111,946
Deferred leases	5,229,175					5,229,175	5,562,470					5,562,470
Other payables & accrued expenses	207,322	36	0			207,358	3,241,662	36	0			3,241,698
Deferred revenues	52,337					52,337	5,285					5,285
Interfund advances:												
Due to Educational & General Fund			0		0	0			852,649		(852,649)	0
Due to Auxiliary Enterprise Fund	11,848,094				(11,848,094)	0	11,972,356				(11,972,356)	0
Due to Current Restricted Fund	440,665				(440,665)	0	0				0	0
Due to Loan Fund	6,844					6,844	6,844					6,844
Due to Endowment Fund	361,514				(361,514)	0	330,773				(330,773)	0
Due to Plant Fund	4,648,622					4,648,622	4,094,907				0	4,094,907
<b>Total Liabilities</b>	<b>27,299,881</b>	<b>21,874</b>	<b>66,352</b>	<b>0</b>	<b>(12,650,274)</b>	<b>14,737,833</b>	<b>29,529,309</b>	<b>(8,446)</b>	<b>852,711</b>	<b>0</b>	<b>(13,155,778)</b>	<b>17,217,796</b>
<b>Fund Balances:</b>												
Unappropriated	38,532,325	12,922,002	1,482,605	481,047		53,417,979	37,506,501	12,914,176	702,809	450,306		51,573,792
Appropriated	2,446,509					2,446,509	2,446,509					2,446,509
<b>Total Fund Balances</b>	<b>40,978,834</b>	<b>12,922,002</b>	<b>1,482,605</b>	<b>481,047</b>		<b>55,864,488</b>	<b>39,953,010</b>	<b>12,914,176</b>	<b>702,809</b>	<b>450,306</b>		<b>54,020,301</b>
<b>Total Liabilities &amp; Fund Balances</b>	<b>\$68,278,714</b>	<b>\$12,943,877</b>	<b>\$1,548,957</b>	<b>\$481,047</b>	<b>(\$12,650,274)</b>	<b>\$70,602,322</b>	<b>\$69,482,319</b>	<b>\$12,905,730</b>	<b>\$1,555,520</b>	<b>\$450,306</b>	<b>(\$13,155,778)</b>	<b>\$71,238,096</b>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Unrestricted Educational & General**  
**As of December 31, 2024 and 2023**

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS:</b>		
Cash & Short-term investments	10,346,902	6,356,140
Insurance Reserve (Health & Dental)	1,963,923	2,426,926
Accounts receivable	10,995,385	14,593,884
Prepaid & Deferred expenses	218,466	1,355,398
Other receivables	6,092,361	6,613,027
Long-term investments	38,661,678	37,284,296
Interfund Advances:		
Due from Current Restricted Fund	0	852,649
<b>Total Assets</b>	<u>\$68,278,714</u>	<u>\$69,482,319</u>
<b>LIABILITIES:</b>		
Accounts Payable	\$127,959	\$190,181
Payroll, accrued wages, withholdings & deductions	913,644	943,423
Accumulated sick leave & vacation	939,259	934,943
Accrued health & dental benefits	713,630	670,884
Accrued retirement liability - current	575,502	290,029
Insurance claims	1,180,458	1,173,606
Other installment purchases	54,856	111,946
Deferred leases	5,229,175	5,562,470
Other payables & accrued expenses	207,322	3,241,662
Deferred revenues	52,337	5,285
Interfund advances:		
Due to Auxiliary Enterprise Fund	11,848,094	11,972,356
Due to Current Restricted Fund	440,665	0
Due to Loan Fund	6,844	6,844
Due to Endowment Fund	361,514	330,773
Due to Plant Fund	4,648,622	4,094,907
<b>Total Liabilities</b>	<u>\$27,299,881</u>	<u>\$29,529,309</u>
<b>Fund Balances:</b>		
Unallocated	38,532,325	37,506,501
Allocated	2,446,509	2,446,509
<b>Total Fund Balance</b>	<u>40,978,834</u>	<u>39,953,010</u>
<b>Total Liabilities &amp; Fund Balance</b>	<u>\$68,278,714</u>	<u>\$69,482,319</u>
<b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [included in RESERVE]	\$34,070,154	\$31,273,303
Appropriated [included in RESERVE]	2,446,509	2,446,509
Additions & Reductions:		
Current Year Revenues & Transfers in	36,821,947	36,271,082
Current Year Expenditures & Transfers out	(32,359,776)	(30,037,884)
Net increase (decrease)	4,462,171	6,233,198
Ending Fund Balance	<u>\$40,978,834</u>	<u>\$39,953,010</u>

# STARK STATE COLLEGE

## Balance Sheet

### Current Funds: Auxiliary Enterprises - Bookstore & Culinary Sales

As of December 31, 2024 and 2023

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS</b>		
Cash	\$9,000	\$10,336
Book Inventory	634,679	534,231
Supply Inventory	268,156	256,539
Receivables/Deposit Ch Sales	0	(220,305)
Other Receivables	72,756	239,610
Prepaid Expenses	111,191	112,962
Due from Educational & General Fund	11,848,094	11,972,356
<b>Total Assets</b>	<u><u>\$12,943,877</u></u>	<u><u>\$12,905,730</u></u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Sales Tax Payable	3,580	(25,890)
Accrued Expenses	36	36
Wages, Vacation & Sick Benefits Payable	18,258	17,408
Fund Balance	<u>12,922,002</u>	<u>12,914,176</u>
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$12,943,877</u></u>	<u><u>\$12,905,730</u></u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [Included in RESERVE]	<u>\$13,150,067</u>	\$13,197,997
 Current Year Income	1,661,386	1,503,515
Current Year Expenses	<u>(1,889,450)</u>	<u>(1,787,336)</u>
Net Income	<u>(228,064)</u>	<u>(283,821)</u>
 Ending Fund Balance	<u><u>\$12,922,002</u></u>	<u><u>\$12,914,176</u></u>
 Projected Net Income	<u><u>\$50,000</u></u>	

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Restricted**  
**As of December 31, 2024 and 2023**

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS:</b>		
Federal Department Receivables	\$214,817	\$82,818
Other Receivables	893,474	1,472,702
Due from Educational & General Fund	440,665	0
<b>Total Assets</b>	<u><u>\$1,548,957</u></u>	<u><u>\$1,555,520</u></u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Accounts Payable	\$66,352	\$62
Due to Educational & General Fund	0	852,649
Fund Balance	1,482,605	702,809
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$1,548,957</u></u>	<u><u>\$1,555,520</u></u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unexpended	\$1,238,392	\$1,470,840
Additions & Reductions:		
Current Year Revenues & Transfers in	12,705,925	8,867,983
Current Year Expenditures & Transfers out	(11,621,228)	(8,795,529)
Unexpended	<u><u>\$2,323,089</u></u>	<u><u>\$1,543,293</u></u>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Endowment Fund**  
**As of December 31, 2024 and 2023**

	<u>Current Year</u>	<u>Prior Year</u>
<b>ASSETS:</b>		
Investments (SSC Foundation -TKM)	\$119,533	\$119,533
Due from Educational & General Fund	361,514	330,773
<b>Total Assets</b>	<u>\$481,047</u>	<u>\$450,306</u>
<b>FUND BALANCES:</b>		
Fred Campbell (Accounting)	\$1,000	\$1,000
Wixcey (Accounting)	3,000	3,000
Lucas (Accounting)	1,804	1,804
Jack Speyer (Accounting)	3,424	3,424
Robert Ray Memorial	2,375	2,375
Belden Village Merchants	352	352
Edgar H. Sloane Scholarship	14,263	14,263
Margaret E. Raridan Scholarship	59,096	59,096
Virgil D. Steiner Scholarship	7,750	7,750
Timken Foundation Scholarship	361,514	330,773
Presidential Scholarship	26,470	26,470
<b>Total Fund Balance</b>	<u>\$481,047</u>	<u>\$450,306</u>
<b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unappropriated	\$466,076	\$456,977
Additions & Reductions:		
Unappropriated Revenue & Transfers in	19,822	7,726
Current Year Expenditures & Transfers out	(4,851)	(14,397)
Ending Fund Balance	<u>\$481,047</u>	<u>\$450,306</u>

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-13-30 eLearning

**Approved by President's Cabinet on:** May 1, 2024

**New/Revised:** Revised

**History of the issue:** This policy was revised to clarify language. The definitions of the eLearning course modalities were revised, and the total modalities were reduced from 10 to 5.

### CURRENT/PROPOSED WORDING

**POLICY:**

All policies and procedures that apply to face-to-face courses apply to eLearning courses unless specifically excluded. Additionally, to prepare students for careers in our modern world and in accordance with Stark State College's general learning outcomes (GLOs) regarding Information Literacy, Stark State College expects students to utilize technology in the classroom. Students may be required to use the College's Learning Management System (LMS), publisher- hosted system, application specific software, and other technologies as part of their face-to-face courses. The following are specific policies that apply to eLearning:

**Definitions:**

1. **Synchronous learning** is when classes are conducted either in-person or virtually at an assigned meeting time for both the instructor and the students.
  2. **Asynchronous learning** is when classes are conducted virtually with no assigned meeting time for the instructor and the students. Students will participate in class each week on their own schedule within a timeframe defined by the instructor and/or course calendar.
- (A) eLearning courses must meet the same course objectives and core competencies as the equivalent face-to-face course.
  - (B) eLearning courses must meet the same quality standards as the equivalent face-to-face course.
  - (C) The College's standard course development process must be followed for eLearning courses. The Course Development Agreement must be completed and approved by the department chair; dean of the division; the Provost; and Vice President of Business, Finance, and Information Technology before any course development is done.
  - (D) Web course delivery modalities are created by eStarkState and approved by the Curriculum Committee of the President's Cabinet. The following modalities are currently in place:



- (1) ~~Web-Enabled Course (Web 2)~~—Students attend class for up to approximately 50 percent of the regularly scheduled class time. Students must physically attend on the dates and times listed in the class schedule. The remaining class time is replaced with asynchronous online learning. This type of course offers the student the advantage of weekly face-to-face interaction with the instructor and classmates, while also offering the convenience of fewer visits to the College and the availability of course materials online. The course site may contain the syllabus, homework assignments, or handouts; and students may be required to utilize Email, chat rooms, discussion boards, and/or Web-based testing. Instructors may require proctored testing in person at Stark State College or another testing facility or virtual proctoring using college-approved software. Web-enabled courses are identified with a W2 in the class schedule.
- (2) ~~Web-Delivered Course (Web 3)~~—All classroom time is replaced with asynchronous online learning. This type of course is sometimes called an online or eLearning course. All instruction is conducted asynchronously online. Instructors may require proctored testing in person at Stark State College or another testing facility or virtual proctoring using college-approved software. Web-delivered courses are identified with a W3 in the class schedule.
- (3) ~~Web-Flex Course (Web 4)~~—Web 4 (W4) courses may combine diverse modalities of delivery and the use of technologies like live streaming software or other virtual learning options. Students may be required to physically attend classes and/or login to class on specific day(s) and time(s) and/or participate in asynchronous online learning. Date, time, financial, and technology requirements may vary by course. Students interested in taking a W4 course should review the course description and specific semester course attribute on *mystarkstate* or contact the department chair for additional details. Instructors may require proctored testing in person at Stark State College or another instructor-approved testing facility or virtual proctoring using college-approved software. Web-Flex courses are identified with a W4 in the class schedule and meet the following definitions:

- ~~a. W4A—All required synchronous online learning.~~
- ~~b. W4B—All synchronous online learning and on-campus attendance required.~~
- ~~c. W4C—Majority required synchronous online with some asynchronous online learning.~~
- ~~d. W4D—Majority required synchronous online with some on-campus attendance.~~
- ~~e. W4E—Majority asynchronous online with a combination of on-campus attendance and/or synchronous online learning.~~
- ~~f. W4F—Majority required on-campus attendance with some asynchronous online learning.~~
- ~~g. W4G—Majority required on-campus attendance with some synchronous online learning.~~

- (1) Campus-Delivered Course (C or L). All instruction takes place on campus with regularly scheduled dates/times/locations. The College's approved Learning Management System (LMS) may be used to host course material. Students may be required to use the (LMS) for email, chat rooms, discussion boards, and/or web-based testing. Instructors may require proctored testing in-person at Stark State College or another testing facility or virtual proctoring using College-approved software. Campus-delivered courses are identified with a C (or L) on the class schedule.
- (2) Web-Campus Delivered Course (W2). Instruction occurs through both on-campus meetings and asynchronous online learning. Campus meetings will take place at regularly scheduled dates/times/locations. Additional coursework is completed through asynchronous online learning. The College's approved Learning Management System (LMS) hosts course materials, and students will be required to use email, chat rooms, discussion boards, and/or web-based testing. Instructors may require proctored testing in-person at Stark State College or another testing facility or virtual proctoring using college-approved software. Web-campus delivered courses are identified with a W2 on the class schedule.
- (3) Web-Delivered Course (W3). All instruction occurs through asynchronous online learning. The College's approved Learning Management System (LMS) hosts course materials and students will be required to use email, chat rooms, discussion boards, and/or web-based testing. Instructors may require proctored testing in-person at Stark State College or another testing facility or virtual proctoring using college-approved software. Web-delivered courses are identified with a W3 on the class schedule.
- (4) Web-Virtual Delivered Course (W4V). Instruction occurs through both synchronous virtual classes and asynchronous online learning. Virtual meetings will take place at regularly scheduled dates/times using live meeting software. Additional coursework is completed through asynchronous online learning. The College's approved Learning Management System (LMS) hosts course materials, and students will be required to use email, chat rooms, discussion boards, and/or web-based testing. Instructors may require proctored testing in-person at Stark State College or another testing facility or virtual proctoring using college-approved software. Web-virtual delivered courses are identified with a W4V on the class schedule.

- (5) Web-Campus-Virtual Delivered (W4X). Instruction occurs through a combination of scheduled times/places on-campus meetings, scheduled virtual meetings, and asynchronous online learning. The College's approved Learning Management System (LMS) hosts course materials, and students will be required to use email, chat rooms, discussion boards, and/or web-based testing. Instructors may require proctored testing in-person at Stark State College or another testing facility or virtual proctoring using college-approved software. Web-Campus-Virtual delivered courses are identified with a W4X on the class schedule.
- (E) The College's approved learning management system **may** be used to deliver all **campus-delivered courses (C or L)** sections where applicable. ~~Web 2, Web 3, and Web 4~~ **The LMS will be used to deliver all W2, W3, W4V, W4X sections.**
- (F) The use of any other publisher-hosted software must be approved by the chair of the department, the Director of eStarkState, and the academic dean of the division, ~~prior to the beginning of the semester~~ **when textbook selection is finalized**, to ensure compatibility with the College's approved LMS and accessibility for students.
- (G) The course syllabus, which includes a master syllabus and a class syllabus, for an eLearning-delivered course will utilize the approved College course syllabus for that course with the inclusion of any eLearning-specific requirements for that course section. The course syllabus will be available to students on the first day of the class session. Students are required to satisfy the requirements outlined in the syllabus in order to take an eLearning course.
- (H) Remote access to core student services including the admissions, registration, financial aid, advising, payment, tutoring, and testing processes must be provided for all fully online students.

NEW/REVISED STARK STATE COLLEGE POLICY

Name of Policy: 15-18-01 Admissions Policy

Approved by President’s Cabinet on: May 1, 2024

New/Revised: Revised

History of the issue: This policy was revised to add a section requiring students to take college-level English and Math with first 30 hours or as required by the program.

CURRENT/PROPOSED WORDING

POLICY:

- (A) Access to Ohio’s state-assisted colleges must be assured for every person who wants and can benefit from higher education. Stark State College (SSC) maintains an “Open Door” policy and cordially welcomes anyone who wishes to further his or her education. According to Section 3345.06 of the Ohio Revised Code, Ohio law generally provides that graduates of twelfth grade are entitled to admission without examination to any state-supported college or university and further provides that such an institution may prescribe that certain courses must be completed for unconditional admission.
- (B) Open admission carries with it the full weight of equal opportunity for all, which means the College must make every effort to be both sensitive and responsive to the needs of prospective students. The open admission policy allows a student to enroll in the College but not necessarily in a specific degree-granting program.
  - (1) Standard Admission. Standard admission to SSC is open to anyone who is a high school graduate or the equivalent and completes the enrollment procedures.
  - (2) Conditional Admission. Students will be admitted conditionally to SSC if they do not achieve the test scores in English and/or Reading indicated below. Students who are admitted conditionally will be limited to taking up to two remedial courses (maximum 10 credits) where proficiency was not achieved and are required to successfully complete the course(s) before being granted permission to take additional courses, if required by their programs.

		ACT	SAT Evidence-Based Reading and Writing
English	Accuplacer (Writeplacer)	11	360
	2		
Reading	Next Generation	11	360
	219		
	or		
	Reading Comprehension		
	28		

- (3) Restricted Program Admission. Students who do not meet specific program requirements at the time of admission as set forth by SSC may be required to satisfactorily complete such requirements before admission into a specific program.

- (4) College Credit Plus. Students can graduate from college earlier by earning college and high school credit at the same time. The credits earned can be used to complete an associate of arts, associate of science, associate of applied science, or associate of applied business degree at SSC, which can then transfer to any Ohio public university towards a bachelor's degree. SSC follows all policies set forth by the Ohio Department of Higher Education (ODHE).
  - (5) Early College High School (ECHS). ECHS is a program designed to offer Canton City high school students the opportunity to earn an associate degree while completing four years of high school.
- (C) Required Course Placement: First-time degree or Ohio Department of Higher Education (ODHE) certificate-seeking students are required to complete all developmental courses into which they are placed by Accuplacer, COMPASS, and/or ACT/SAT scores and that are required by their programs, beginning with their first semester of credit enrollment and continuing for all subsequent semesters to completion. Exceptions may be made on a case-by-case basis for a student returning after an absence at the discretion of the subject department chair or designee of the department chair.
- (D) College-level Coursework: First-time degree seeking students or certificate-seeking students are required to complete college-level English and math within the first 30 credit hours or as required by the program.

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-14-12 Drug and Alcohol Abuse and Drug-Free Campus & Workplace Act Compliance

**Approved by President's Cabinet on:** May 1, 2024

**New/Revised:** Revised

**History of the issue:** This policy was revised to include students within the policy and to follow the requirements for the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act.

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### CURRENT/PROPOSED WORDING

**POLICY:**

The College considers the use of any illegal drug or controlled substance and the abuse of alcohol and legal (prescription or over-the-counter) drugs, collectively referred to herein as “substance abuse,” to be a very serious matter that cannot be tolerated in the workplace. Substance abuse poses health and safety hazards to employees, **students**, and to the community at large. Because the College is a responsible source and participant with the Federal Government in many programs and activities, substance abuse by College employees **or students** jeopardizes Federal Government funding in light of the Federal Government’s increasing efforts to combat substance abuse. Therefore, it shall be the policy of the College to prohibit substance abuse and to maintain a drug-free **campus and** workplace.

- (A) All employees **and students** are notified that the manufacture, distribution, dispensing, possession, use, or being under the influence of any drug, synthetic substance, or controlled substance, or alcohol, is prohibited on all College property and in any other location where employees are conducting College business **or approved student activity/event**. The use of legal drugs, taken in accordance with a doctor’s orders, is not subject to this policy, except as provided below, and is permitted so long as it does not impair the employee’s ability to perform any essential function of **employment or the student’s ability to participate in the classroom** effectively and in a safe manner **and** that does not endanger other individuals **on campus and** in the workplace. Likewise, the moderate, i.e., so as not to become intoxicated, and legal consumption of alcohol at officially sanctioned on-campus social functions in which College employees might participate is not subject to this policy.
- (B) The use and possession of marijuana is prohibited under College policy and a crime under federal law. This prohibition applies even when the possession and use would be legal under the laws of the state of Ohio. Employees **and students** with written recommendations for medical marijuana are not permitted to use marijuana on campus, in the conduct of College business, or as related to any College activity. The College will refer to the Corrective Action and Discipline Procedure (policy 3357:15-14-18) for appropriate disciplinary interventions.
- (C) All Stark State College employees, **students, and campus community** are expected to abide by the terms of the College Substance Abuse Policy. An employee **or student** found in violation of **this** policy shall be subjected **ed** to a variety of sanctions and penalties. The College will refer to the Corrective Action and Discipline Procedure (policy 3357:15-14-18) **and the Student Code of Conduct (policy 3357: 15-14-10)** for appropriate disciplinary interventions. **All students are notified that, as a condition of attending the College, any violation of the Student Code of Conduct (policy 3357 :15-19-10) will be subjected to sanctions up to and including expulsion.** ~~Such~~ Penalties and sanctions **for employees** may include, but are not limited to, referral for counseling, written or oral reprimands, suspensions with or without pay,

or termination in accordance with the established rights of the employee, including the right to due process.

(D) Health Risks

- a. The health consequences of alcohol and substance abuse are numerous and unpredictable. Short term risks can include injuries related to automobile crashes, unwanted pregnancies, loss of employment, poor grades or work performance, and financial problems. Long term risks can include a variety of physical and mental health issues, including addiction and/or death.
- b. Symptoms of addiction can include:
  - Excessive or escalating use of substance(s)
  - Increased tolerance
  - Feeling guilt or remorse (as a result of behavior while under the influence)
  - Inability to maintain basic hygiene or appearance standards
  - Loss of energy or motivation
  - Complaints from family/friends about drinking or drug use
  - Decline in work and/or social performance
  - Spending excessive amounts of money on substance(s)
  - Experience of withdrawal symptoms (shaking, cold sweats, irritability, insomnia, etc.) when attempting to stop use of the substance(s)

(E) Resources for Students and Employees

- A variety of resources exist for alcohol and drug prevention, education, and counseling:
  - SAMHSA National Helpline
  - Stark County Mental Health and Recovery Board
  - County of Summit Alcohol, Drug Addiction and Mental Health Board
  - Counseling Support Services (students)
  - ReachOut Campus and Community Resources
  - IMPACT Solutions (employees)

(F) Definitions – For purposes of this policy statement, the following definitions shall apply:

- (1) Manufacture – to plant, cultivate, harvest, process, make, prepare, or otherwise engage in any part of the production of a drug by propagation, extraction, chemical synthesis, compounding, or any combination of the same including packaging, repackaging, labeling, and other activities incident to production.
- (2) Distribute – to deal in, ship, transport, or deliver.
- (3) Dispense – to sell, leave with, give away, dispose of, or deliver.
- (4) Possess or possession – having as property or exerting control over a thing or substance. Possession will not be presumed solely from mere access to the thing or substance or presence upon the premises where the thing or substance is found.
- (5) Use – use of a drug or other controlled substance or consumption of alcohol.
- (6) Being under the influence – to yield a positive result, as defined by the State of Ohio or other generally accepted standard, on any test given to determine the presence of drugs or alcohol.

- (7) Drug abuse offense – corrupting another with drugs, trafficking in drugs, drug abuse, possessing drug abuse instruments, permitting drug abuse, theft of drugs, deception to obtain a dangerous drug, illegal processing of drug documents, abusing harmful intoxicants, trafficking harmful intoxicants, or illegal dispensing of drug samples; a violation of an existing law of this or any other state or of the United States that is substantially equivalent to any of the above offenses; an offense under an existing law of this or any other state or of the United States of which planting, cultivating, harvesting, processing, making, manufacturing, producing, shipping, transporting, delivering, acquiring, possessing, storing, distributing, dispensing, selling, inducing another to use, administering to another, using, or otherwise dealing with a controlled substance is an element; or a conspiracy or an attempt to commit, or complicity in committing or attempting to commit any of the above offenses.
- (8) Controlled substance – a drug, compound, mixture, preparation, or other substance as defined in Chapters 2925 and 3719 of the Ohio Revised Code, or as defined by applicable statutes of other states and the Federal Government.
- (9) Criminal drug statute – any federal or state criminal statute involving the manufacture, distribution, dispensing, possessing or use of any controlled substance.
- (10) Conviction – any finding of guilt after a trial, a plea of guilty or a plea of nolo contendere.
- (11) Campus Community – Employees, students, vendors, or other outside party interacting, collaborating, or otherwise involved with the College.



## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-14-27 Code of Ethics & Professional Behavior

**Approved by President's Cabinet on:** May 1, 2024

**New/Revised:** Revised

**History of the issue:** This policy was revised due to the five-year review. New language was added relating to the college's mission and values and other professional behavior.

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### CURRENT/PROPOSED WORDING

**POLICY:**

- (A) Stark State College is committed to providing quality, high-value education. When administration, faculty, and staff act in accordance with **by** ethical principles, institutional quality and excellence are enhanced, and ultimately students are better served. **Our first priority is serving and educating our students.** This policy serves as a personal acknowledgement and willingness to embrace the ethical principles and values shared throughout higher education. We are committed to upholding this set of shared ethical principles for the benefit of the Stark State College community. Actions that constitute breaches or flagrant violations of the principles defined in this policy may result in disciplinary action and/or termination of employment.
- (B) ~~The guiding principles set forth below were largely adopted from guidelines originally created by The Council for the Advancement of Standards in Higher Education (CAS).~~

**GUIDING PRINCIPLES OF PROFESSIONAL BEHAVIOR:**

- (A) ~~Principle I – Autonomy: We take responsibility for our actions and both support and empower an individual's and group's freedom of choice.~~
- (1) ~~We strive for quality and excellence in the work that we do~~
  - (2) ~~We respect one's freedom of choice~~
  - (3) ~~We believe that individuals, ourselves and others, are responsible for their own behavior and learning~~
  - (4) ~~We promote positive change in individuals and in society through education~~
  - (5) ~~We foster an environment where people feel empowered to make decisions~~
  - (6) ~~We hold ourselves and others accountable and accept responsibility for our decisions and behavior.\*~~
  - (7) ~~We study, discuss, investigate, teach, conduct research, and publish freely within the academic community~~

~~(8) — We engage in continuing education and professional development~~

~~(B) — Principle II — Non-Maleficence: We pledge to do no harm.~~

~~(1) — We collaborate with others for the good of those whom we serve~~

~~(2) — We interact in ways that promote positive outcomes~~

~~(3) — We create environments that are educational and supportive of the growth and development of the whole person~~

~~(4) — We exercise role responsibilities in a manner that respects the rights and property of others without exploiting or abusing power~~

~~(C) — Principle III — Beneficence: We engage in altruistic attitudes and actions that promote goodness and contribute to the health and welfare of others.~~

~~(1) — We treat others courteously~~

~~(2) — We consider the thoughts and feelings of others~~

~~(3) — We work toward positive and beneficial outcomes~~

~~(D) — Principle IV — Justice: We actively promote human dignity and endorse equality and fairness for everyone.~~

~~(1) — We treat others with respect and fairness, preserving their dignity, honoring their differences, promoting their welfare~~

~~(2) — We recognize diversity and embrace a cross-cultural approach in support of the worth, dignity, potential, and uniqueness of people within their social and cultural contexts~~

~~(3) — We eliminate barriers that impede student learning and development or discriminate against full participation by all students~~

~~(4) — We extend fundamental fairness to all persons~~

~~(5) — We operate within the framework of laws and policies~~

~~(6) — We respect the rights of individuals and groups to express their opinions~~

~~(7) — We assess students in a valid, open, and fair manner and one consistent with learning objectives~~

~~(8) — We examine the influence of power on the experience of diversity to reduce marginalization and foster community~~

~~(E) — Principle V — Fidelity: We are faithful to an obligation, trust, or duty.~~

~~(1) — We maintain confidentiality of interactions, student records, and information related to legal and private matters~~

~~(2) — We avoid conflicts of interest or the appearance thereof~~

~~(3) — We honor commitments made within the guidelines of established policies and procedures~~

~~(4) — We demonstrate loyalty and commitment to institutions that employ us~~

~~(5) — We exercise good stewardship of resources~~

~~(F) — Principle VI — Veracity: We seek and convey the truth in our words and actions.~~

~~(1) — We act with integrity and honesty in all endeavors and interactions~~

~~(2) — We relay information accurately~~

~~(3) — We communicate all relevant facts and information while respecting privacy and confidentiality~~

~~(G) — Principle VII — Affiliation: We actively promote connected relationships among all people and foster community.~~

~~(1) — We create environments that promote connectivity~~

~~(2) — We promote authenticity, mutual empathy, and engagement within human interactions~~

- (A) Support the College's mission, vision, and values - employees must perform their duties ethically and professionally according to established policies, procedures, and regulations. Maintain a professional demeanor – employees are expected to maintain a professional demeanor and conduct themselves in a manner that upholds the values of the College. Employees will adhere to the lawful instructions and directions of their supervisors and other College officials who are performing duties within their official capacities.
- (B) Uphold the dignity and well-being of others - employees must exhibit respect, dignity, and empathy towards all campus and external community members. They are required to engage in constructive dialogue and conduct themselves with civility in all interactions. Any form of purposeful threat, harassment, accosting, demeaning behavior, use of abusive language, or lewd behavior is strictly prohibited.
- (C) Prohibit discrimination – employees are to respect the differences in people, ideas, and opinions. Employees will support equal rights and opportunities for all. Employees will foster an appreciation for other cultures, and one's cultural background and will act civilly at all times.
- (D) Preserve personal and professional integrity and accountability – Employees are expected to uphold honesty, confidentiality, transparency, fiscal responsibility, and good stewardship to discourage all forms of dishonesty, deceit, theft, and noncompliance with the code of conduct or any other college policy. Managers and supervisors have an elevated responsibility to demonstrate these behaviors and support their expression in the workplace. Employees found in violation of local, state, and federal laws or policies are subject to disciplinary action and/or termination of employment.
- (E) Eliminate barriers to education – employees are not to impede student learning and development or discriminate against full participation by all students. Employees are expected to follow best practices that enhance teaching and learning and student success.
- (F) Maintain Confidentiality – confidentiality of faculty, staff, and student records is respected and maintained following College policies and procedures, federal laws, and state regulations. Records will only be used for legitimate purposes and under proper authorization.
- (G) Abstain from using College resources for political activities that indicate or suggest institutional preference for or prejudice against any specific political candidate, party, or employee's political endeavors.

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-13-50 Reasonable Accommodations for Students

**Approved by President's Cabinet on:** November 6, 2024

**New/Revised:** New

**History of the issue:** This is a new policy written specifically for students. This language mirrors the policy written for employees.

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### CURRENT/PROPOSED WORDING

**POLICY:**

Stark State College is committed to the full inclusion of all individuals. The College will make reasonable accommodations as defined in this policy, and in compliance with state and federal law including the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973, which will provide otherwise qualified students with disabilities equal access to educational opportunities and to ensure that all students can freely and actively participate in programs and services within the College.

It is the intent of the College to provide reasonable accommodations to such students with a qualified disability. In doing so, the College will:

- A. Inform its program participants about the availability of accommodations.
- B. May select between equally effective methods of accommodating an individual with a disability.
- C. Will identify and establish the abilities, skills, and knowledge necessary for entrance and ongoing participation in its programs and evaluate applicants and participants on those bases.
- D. Will make reasonable modifications to the environment, policy, or practice and/or provide auxiliary aids and services in a timely fashion when an individual's program participation is negatively impacted by their disability in a substantial way.
- E. May refuse a requested accommodation that fundamentally alters an essential element program requirement or creates an undue hardship as determined by the College.
- F. Will inform the individual of the availability of internal and external appeals processes as applicable

The College recognizes the importance of confidentiality and privacy. Information received in connection with establishing and implementing reasonable accommodations, reporting, and resolution will be treated as private and only involve individuals the College determines necessary to ensure compliance with applicable policy, procedure, and law.

**PROCEDURE:**

- A. Students with disabilities can request reasonable accommodations at any time such accommodations become necessary to facilitate the student's ability to perform essential functions of the course or academic program.

1. The student must provide documentation of disability and its impact on education to the Disability Support Services (DSS) office. DSS can be contacted at 330-494-6170; X4935 or [disabilityservices@starkstate.edu](mailto:disabilityservices@starkstate.edu). DSS may seek permission from the requestor to interact directly with a healthcare provider to determine what accommodations may be reasonable and effective.
  2. To begin the interactive process, the student must meet with a DSS counselor as early as possible to review the documentation and discuss the request for reasonable accommodations.
  3. Accommodations are approved by DSS based on appropriate documentation, nature of the disability, and academic need and may include:
    - extended time for tests/quizzes, a distraction reduced environment for testing, assistance with note taking, recording of lectures, having tests read aloud, large print or braille materials, a sign language interpreter, captioning, the use of assistive technology, and/or any other reasonable accommodation available to Stark State College that would provide equal access.
  4. Once accommodations are approved, DSS will send an accommodation letter to the student's instructors for that semester. Students are responsible for requesting accommodation letters each academic semester.
  5. Qualified students can request accommodations at the beginning of each semester. Accommodations may be implemented at any point during an academic term, but are not retroactive to any work completed before the instructor receives the accommodation letter.
  6. Instructors can only provide accommodations to students that were approved by DSS.
  7. College policy and federal, state, and local law strictly prohibit retaliation in any form against a student who brings forward a complaint about reasonable accommodations.
- B. Definitions: The definitions set forth below were largely adopted from the ADA and Section 504 of the Rehabilitation Act.
1. Disability: A physical or mental impairment that substantially limits one or more major life activities of the individual.
  2. Major life activities: Activities include but are not limited to: caring for oneself, performing manual tasks, walking, sitting, standing, lifting, reaching, seeing, hearing, speaking, breathing, learning, working, eating, sleeping, bending, reading, concentrating, thinking, and communicating, as well as the normal operations of major bodily systems including but not limited to functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.
  3. Substantially limiting: An impairment that restricts the duration, manner, or condition under which an individual can perform a particular major life activity as compared to the ability of the typical person in the general population to perform the same major life activity. In these instances, the following factors will be considered: (1) the nature and severity of the impairment; (2) the duration or expected duration of the impairment; (3) the permanent or long-term impact resulting from the impairment.
  4. Qualified individual: An individual with a disability who, with or without reasonable accommodation, can meet the eligibility requirements and perform the essential functions of the course or academic program the individual is pursuing or wishes to pursue.

5. Reasonable accommodation: (a) making appropriate and needed adjustment(s) to a course, academic program, or the College environment, or (b) the provision of an auxiliary aid and service that mitigates the impact of the disability and does not cause a fundamental alteration to the essential functions of the course or academic program.
6. Undue hardship: any accommodation that is substantial or disruptive; or would be a significant cost to the College or fundamentally alter the nature or operation of the program.
7. Essential functions of the course or academic program: Term refers to those activities or objectives that are determined by the College to be essential or core to the specific course or academic program; these functions cannot be modified.

The examples provided in the above terms are not meant to be all-inclusive and should not be construed as such. They are not the only conditions that are considered to be disabilities, impairments, or reasonable accommodations covered by the policy.

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-16-15 Cybersecurity

**Approved by President's Cabinet on:** November 6, 2024

**New/Revised:** Revised

**History of the issue:** This policy was revised to reflect the current organization of the cybersecurity at the college. There is no longer a cybersecurity coordinating committee, and the references to the cybersecurity administrator have been updated. The language "customer" has been updated to "college throughout the policy.

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### CURRENT/PROPOSED WORDING

**POLICY:**

- (A) Purpose: To meet each requirement for the Minimal Risk Profile in the Cybersecurity Assessment Tool (CAT) of the Federal Financial Institutions Examination Council (FFIEC), to comply with the Information Technology Examination Handbook (IT Handbook) and the National Institute of Standards and Technology (NIST) Cybersecurity Framework, and to continue to increase cybersecurity maturity from baseline to evolving and beyond, as those terms are described in the instructions of the CAT.
- (B) Authority: CFR Title 16 Chapter I Subchapter C Part 314, which implements sections 501 and 505(b)(2) of the Gramm-Leach-Bliley Act, sets forth standards for developing, implementing, and maintaining reasonable administrative, technical, and physical safeguards to protect the security, confidentiality, and integrity of ~~College customer~~ information.
- (C) Scope: The College shall develop, implement, and maintain a comprehensive information security program that is written in one or more readily accessible parts and contains administrative, technical, and physical safeguards that are appropriate to our size and complexity, the nature and scope of its activities, and the sensitivity of any ~~College customer~~ information at issue. The information security program shall include the administrative, technical, or physical safeguards the College uses to access, collect, distribute, process, protect, store, use, transmit, dispose of, or otherwise handle ~~College customer~~ information. Such safeguards shall include the elements set forth in subsection D and shall be reasonably designed to achieve the following objectives:
  - (1) ~~Ensure~~ insure the security and confidentiality of ~~College customer~~ information;
  - (2) Protect against any anticipated threats or hazards to the security or integrity of such information; and
  - (3) Protect against unauthorized access to or use of such information that could result in substantial harm or inconvenience to ~~the College any customer~~.



(D) Program: The College shall develop, implement, and maintain its information security program in the following manner:

- (1) Designations: The College designates its Vice President for Business, Finance and Information Technology ~~and or his or her qualified designee to lead the Cybersecurity Coordinating Committee~~ **Cybersecurity Administrator** ~~including the Director of Information Technology and the Director of Financial Aid to coordinate the College's information security program.~~
- (2) Assessments: The Cybersecurity **Administrator** ~~Coordinating Committee~~ will identify reasonably foreseeable internal and external risks to the security, confidentiality, and integrity of **College customer** information that could result in the unauthorized disclosure, misuse, alteration, destruction or other compromise of such information, and assess the sufficiency of any safeguards in place to control these risks. At a minimum, such a risk assessment should include consideration of risks in each relevant area of your operations, including:
  - (a) Employee training and management;
  - (b) Information systems, including network and software design, as well as information processing, storage, transmission, and disposal; and
  - (c) Detecting, preventing, and responding to attacks, intrusions, or other systems failures.
- (3) The Cybersecurity **Administrator** ~~Coordinating Committee~~ will ensure that the College designs and implements information safeguards to control the risks it has identified through risk assessment, and regularly test or otherwise monitor the effectiveness of the safeguards' key controls, systems, and procedures.
- (4) The Cybersecurity **Administrator** ~~Coordinating Committee~~ will oversee service providers by:
  - (a) Taking reasonable steps to select and retain service providers that are capable of maintaining appropriate safeguards for the **College customer** information at issue; and
  - (b) Requiring the College's service providers by contract to implement and maintain such safeguards.
- (5) The Cybersecurity **Administrator** ~~Coordinating Committee~~ will evaluate and adjust the College's information security program in light of the results of the testing and monitoring required by paragraph (D2c) of this section; any material changes to College operations or business arrangements; or any other circumstances that the College knows or has reason to know may have a material impact on its information security program.

(E) Public Records: Procedures shall be documented and utilized by the College. To the extent such documentation meets the definition of “security record” or “infrastructure record” as identified by ORC 149.433(B)(1), those records shall not be public records and shall not be subject to release or inspection by the public.

**NEW/REVISED STARK STATE COLLEGE POLICY**

**Name of Policy:** 15-19-08 Student Complaints

**Approved by President's Cabinet on:** November 6, 2024

**New/Revised:** Revised

**History of the issue:** This policy was revised to clarify language to include gender inclusive language and to add language in compliance with the CAMPUS Act.

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**CURRENT/PROPOSED WORDING****POLICY:**

If a student has reason to believe that ~~he or she has~~ **they have** been unfairly treated and wishes to file a complaint against Stark State College, another student, and/or an employee, that student may bring forward a complaint.

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-13-33 Proctored Testing

**Approved by President's Cabinet on:** December 4, 2024

**New/Revised:** Revised

**History of the issue:** This policy was revised to update the College's internal employee website from mystarkstate to mySSC. Language was also added to indicate the ability to use Chrome books for virtual proctoring.

### CURRENT/PROPOSED WORDING

**POLICY:**

- (A) Proctored testing may be offered using the following options:
  - (1) In-person proctoring using the College's Testing Centers or an off-site location;
  - (2) Virtual proctored testing using college-approved testing software.
- (B) Students enrolled in Web 2, Web 3, or Web 4 courses who do not have access to a Stark State College (SSC) facility are required to obtain a proctor to administer tests. It is the responsibility of the student to secure an acceptable proctor, the testing location, and to pay any costs associated with the tests. SSC does not reimburse proctors for their time. Off-Site Test Proctoring Procedures for Stark State College Students, ~~Web 3~~ Off-Site Test Proctoring Information Form, and Off-Site Test Proctoring Agreement Form for ~~Stark State College Students~~ **SSC students** can be found on **mySSC** ~~mystarkstate~~ under the Faculty/Advisors tab and in the learning management system (LMS). If the instructor offers a virtual proctored testing option, the student will be responsible for the cost of any required equipment (e.g., a webcam) and other costs. Students will always have the option of in-person proctoring.
- (C) Proctors may be any of the following:
  - (1) Education official, counselor or teacher at a two-year college, university, elementary, or secondary school
  - (2) Librarian
  - (3) Workplace education or staff director or human services training director
  - (4) Test administrator
  - (5) Education services officer (military) or any commissioned officer of higher rank than the student
- (D) Proctors may not be:
  - (1) A current Stark State College student
  - (2) A relative of the student
  - (3) A resident of the same address as the student
  - (4) A personal friend of the student
  - (5) A direct supervisor of the student
  - (6) A co-worker of the student
  - (7) An employee of the student
  - (8) Anyone whose position or relationship may present a conflict of interest

(E) Virtual proctored testing requires:

- (1) A PC-based computer, ~~or Mac~~, or modified Chromebook/tablet
- (2) Built-in or student-purchased webcam
- (3) High-speed internet access
- (4) College-provided software

~~(F) Chromebooks, tablets, and smartphones cannot be used for virtual proctored testing.~~



THE STATE OF OHIO



**KEITH FABER**  
OHIO AUDITOR OF STATE

# Highest Achievement

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**Stark State College**

Stark County | 7/1/2023 to 6/30/2024



A handwritten signature of Keith Faber in black ink.

Keith Faber, Ohio Auditor of State

Date signed: 01/23/2025

**Stars**

# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -January 29, 2025

REPORTED CRIME STATS FOR CLERY ACT			
<i>Required to report these statistics to Department of Education once a year.</i>			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
MURDER	On Campus	0	0
	Satellite Location	0	0
MANSLAUGHTER	On Campus	0	0
	Satellite Location	0	0
SEX OFFENSES: <i>Forcible</i>	On Campus	0	0
	Satellite Location	0	0
<i>Non-forcible</i>	On Campus	0	0
	Satellite Location	0	0
ROBBERY	On Campus	0	0
	Satellite Location	0	0
AGGRAVATED ASSAULT	On Campus	0	0
	Satellite Location	0	0
BURGLARY	On Campus	0	0
	Satellite Location	0	0
ARSON	On Campus	0	0
	Satellite Location	0	0
MOTOR VEHICLE THEFT	On Campus	1	0
	Satellite Location	0	0
DOMESTIC VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
DATING VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
STALKING*	On Campus	0	0
	Satellite Location	0	0
LIQUOR LAW VIOLATIONS	On Campus	0	0
	Satellite Location	0	0
DRUG-RELATED VIOLATIONS	On Campus	1	0
	Satellite Location	1	0
WEAPONS POSSESSION	On Campus	0	0
	Satellite Location	0	0
TOTALS		3	0
*The following statistics have been added to maintain compliance with the Campus SAVE Act.			
REPORTED CRIME STATS FOR STARK STATE COLLEGE			

# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -January 29, 2025

These statistics are reported to the College Community for their awareness.			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
CRIMINAL DAMAGING	On Campus	0	0
	Satellite Location	1	0
THEFT	On Campus	2	0
	Satellite Location	0	0
IDENTITY THEFT	On Campus	0	0
	Satellite Location	0	0
ASSAULT	On Campus	1	0
	Satellite Location	0	0
INDUCING PANIC	On Campus	0	0
	Satellite Location	0	0
MENACING/VERBAL THREATS	On Campus	0	0
	Satellite Location	0	0
HARASSMENT	On Campus	0	0
	Satellite Location	0	0
DISRUPTIVE BEHAVIOR	On Campus	2	1
	Satellite Location	2	0
INDECENT EXPOSURE	On Campus	0	0
	Satellite Location	1	0
TOTALS		9	1

## NOTE 2024

24-0035 – Indecent Exposure (Off-Campus)  
 24-0044 – Disruptive Behavior (Akron)  
 24-0050 – Crim Damage (Whipple Auto Shed)  
 24-0056 – Motor Vehicle Theft (Main)  
 24-0066 – Assault (Akron)  
 24-0071 – Theft (Main)  
 24-0083 – Disruptive Behavior (Main)  
 24-0093 - Disruptive Behavior (Canton)  
 24-0100 – Disorderly Conduct (Canton)  
 24-0104 – Theft (Main)  
 24-0108 – Drug-Related Violation (Main)  
 24-0118 – Disorderly Conduct (Canton)  
 24-0119 - Drug-Related Violation (Canton)

## NOTE 2025

25-0003– Disruptive Behavior (Main)



<b>Stark State College</b> <b>Out-of-State Travel Authorizations</b>				
Employee	Attending	Where	When	Expense
Jonathan Mitchell	2024 Institute of Management Accountants Student Leadership Conference	Anaheim, CA	Nov 7-9	\$1,703
Tammy Kaylor	Department of Labor, Strengthening Community Colleges 4 National Impact	Washington DC	Nov 13-15	\$1,900*
Andrea Price				\$1,000*
Florian Haiduc	American Mathematical Assoc of Two-Year Colleges	Atlanta, GA	Nov 14-17	\$900
Caryn Griffin	National Behavioral Intervention Team Assoc	West Palm Beach, FL	Nov 17-20	\$4,600
Elizabeth Inkenin Schehl				\$5,809
Laura Gargus	Online Learning Consortium-Accelerate Online Conference	Orlando, FL	Nov 18-21	\$1,890
Jessica Papajcik	National Communication Assoc Convention	New Orleans LA	Nov 21-24	\$2,120
Monica Miklo	Higher Learning Commission Peer Corps Training	Chicago IL	Apr 4-8	\$2,525**
Beth Williams				\$2,660**
* Grant funded ** Program Requirement *** Strategic Excellence Award				

**2025 Calendar of  
Board Meetings and Events**

<b><u>DATES</u></b>	<b><u>MEETING/EVENT</u></b>	<b><u>TIME</u></b>	<b><u>LOCATION</u></b>
<b>FEBRUARY, 2025</b>			
12     Wednesday	BOARD MEETING	8 a.m.	S304
<b>MARCH, 2025</b>			
12     Wednesday	BOARD MEETING	8 a.m.	TBD
<b>APRIL, 2025</b>			
9      Wednesday	BOARD MEETING	8 a.m.	TBD
<b>MAY, 2025</b>			
14     Wednesday	BOARD MEETING	8 a.m.	TBD
18     Sunday	Commencement Ceremony	2 p.m.	Canton Civic Center
<b>JUNE, 2025</b>			
11     Wednesday	BOARD MEETING	8 a.m.	TBD
<b>JULY, 2025</b>			
9      Wednesday	BOARD MEETING	8 a.m.	TBD
<b>AUGUST, 2025</b>			
13     Wednesday	BOARD MEETING	8 a.m.	TBD
<b>SEPTEMBER, 2025</b>			
10     Wednesday	BOARD MEETING	8 a.m.	TBD
<b>OCTOBER, 2025</b>			
8      Wednesday	BOARD MEETING	8 a.m.	TBD
<b>NOVEMBER, 2025</b>			
12     Wednesday	BOARD MEETING	8 a.m.	TBD
<b>DECEMBER, 2025</b>			
10     Wednesday	BOARD MEETING	8 a.m.	TBD



## **BOARD OF TRUSTEES MEETING**

**Wednesday, March 12, 2025**

**8:00 A.M.**

**Stark State College**

**6200 Frank Avenue NW**

**Third Floor, Room S304**

**North Canton, OH 44720**



**STARK STATE COLLEGE  
BOARD OF TRUSTEES MEETING  
Wednesday, March 12, 2025 - 8:00 a.m.  
Board Room S304**

ITEM	ENC.	ACTION	PRESENTER
I. Call to Order			H. Rashid
II. Roll Call			H. Rashid
III. Recognition of Visitors			H. Rashid
IV. Public Requests			H. Rashid
V. Agenda Changes			H. Rashid
VI. Consent Agenda*		X	H. Rashid
A. Minutes of Board Meeting on 2/12/2025	6.1		
B. Personnel Actions	6.2		
C. Treasurer's Report	6.3		
<i>From President's Cabinet</i>			
D. 15-13-03 Credit Residency Requirement	6.4		
VII. New Business			
A. Budget Revision #2	7.1	X	P. Jones/K. Gardner
B. Resolution to approve out-of-state fee waivers for sailors, marines, and coast guardsmen taking courses at Stark State College through the U.S. Naval Community College	7.2	X	P. Jones
C. Resolution to request approval of tuition waivers for employees of the city of Akron	7.3	X	P. Jones
D. Resolution to request out-of-state fee waivers for students taking courses at Stark State College through the Greater Pittsburgh Automobile Dealers Association (GPADA)	7.4	X	P. Jones
VIII. President's Report			P. Jones
IX. Chair's Report			H. Rashid
X. Communications			H. Rashid
A. Security Report	10.1		
B. Out-of-State Travel Log – no travel to report			
C. Calendar of Board Activity Dates	10.2		
XI. Executive Session			H. Rashid
XII. Adjournment			H. Rashid

\*Confirmation of Consent Agenda items submitted by the President. Any item may be removed from the Consent Agenda by a Board member asking the Chair to consider the item separately.

## Record of Proceedings

Board of Trustees  
Stark State College

North Canton, Ohio  
February 12, 2025

### **REGULAR MEETING**

The Board of Trustees held its regular monthly meeting on February 12, 2025 at Stark State College Main Campus.

### **CALL TO ORDER**

Chair Harun Rashid called the meeting to order at 8:04 a.m.

### **ROLL CALL**

The following board members were present: Harun Rashid, Elaine Russell Reolfi (virtually), Tracy Carter (virtually), Jeffery Walters, Patricia Wackerly, Michael Wheeler, Fonda Williams (virtually), and Jason Dodson (virtually).

The following board members were not able to attend: Jennifer Stamp.

The following administrators were present: Para Jones, Lada Gibson-Shreve, Kevin Gardner, Pat Roberts, Melissa Glanz and Rich Greene.

### **RECOGNITION OF VISITORS**

The following visitors were present: Joe Richards, Bruce Wyder, Angela Smith Alder, Collyn Floyd, and Teri Ross.

### **PUBLIC REQUESTS**

None.

### **AGENDA CHANGES**

None.

### **CONSENT AGENDA**

Trustee Walters moved to consider and approve the Consent Agenda. First Vice Chair Reolfi provided the second for the motion.

The vote was called. The Consent Agenda was approved unanimously and included the following: *Minutes of the November 13, 2024 board meeting; Personnel Actions; Treasurer's Report; 15-13-30 eLearning; 15-18-01 Admissions; 15-14-12 Drug and Alcohol Abuse and Drug-Free Campus & Workforce Act Compliance; 15-14-27 Code of Ethics & Professional Behavior; 15-13-50 Reasonable Accommodations for Students; 15-16-15 Cybersecurity; 15-19-08 Student Complaints; and 15-13-33 Proctored Testing.*

## **NEW BUSINESS**

### **REVIEW OF FY24 AUDITED FINANCIALS**

CFO/VP of Business Gardner shared the review of the FY24 audited financials. During this reporting period, Stark State College received four stars, which is the highest achievement in Open and Transparent Government by the Ohio Auditor of State Keith Faber as shown below.



Comptroller Richards shared details of 2023-2024 revenues, expenditures, reserves and commitments, as well as the net position of the College.

Trustee Wackerly moved to approve the FY24 Audited Financials. Trustee Wheeler provided the second for the motion. The FY24 Audited Financials were unanimously approved.

### **PRESIDENT'S REPORT**

In addition to the written report, the following updates were shared by President Jones:

- Senator Cirino will be reaching out to the gubernatorial appointments of the board to invite them to a trustee training session in the near future.
- Second Vice Chair Carter will be serving on the Ohio Association of Community Colleges (OACC) Strategic Planning Committee. We are grateful for her leadership and willingness to serve on this committee.
- Senator Jane Timken will be our Spring 2025 Commencement Speaker.
- Several updates were shared in regards to our presence in Mahoning, Trumbull and surrounding counties.
  - Provost Gibson-Shreve shared that we will be offering Medical Assisting onsite at Campbell City Schools as well as Medical Billing. For Fall 2025, we will be offering Business Management and possibly a few other courses.
  - CFO/VP of Business Gardner shared that we currently have two Joint Use Agreements with Campbell City Schools, and we are currently working on the Medical Assisting lab for onsite teaching at Campbell City Schools. The equipment has already been purchased and will be installed.

- Chair Rashid shared that the nursing shortage is predicted to keep growing, which should increase demand.
- Marketing Director Collyn Floyd shared that the marketing campaign began a few weeks ago and is going very well. There were 2100 visits to the landing page. We also have received several applications and inquiries from potential students. The top marketing campaign performer for advertising has been YouTube.
- VP of Enrollment Management Greene shared that we will be holding upcoming Open Houses at Campbell City Schools and a Parent Night for College Credit Plus students. College Credit Plus continues to expand in this area, and we are working on employer-led partnerships with Southwoods Health, Mercy Health, and Akron Children’s Hospital in Mahoning Valley.
- President Jones shared that our goal is to build enrollment in Mahoning, Trumbull and surrounding counties.
- Provost Gibson-Shreve provided an update on the Bachelors of Science in Nursing Program (BSN). The Higher Learning Commission (HLC) will be on campus conducting their peer review visit at the end of February in response to our application. We are in a good position to offer the BSN, and we will continue through this process of next steps with the Ohio Department of Higher Education. Our target to offer the BSN is Fall 2025.

#### **CHAIR’S REPORT**

- Chair Rashid asked the Board of Trustees to review the Calendar of Board Activity Dates included in the board packet for 2025 and let Teri know if there are any conflicts.
- Chair Rashid reminded trustees that they should have received an email with details about filling their annual financial disclosure statement. This filing is due May 15, 2025.
- Chair Rashid shared that we will briefly go over the board survey results from the previous board retreat at the next meeting.

#### **COMMUNICATIONS**

Board members reviewed and approved the upcoming calendar of events for 2025.

#### **EXECUTIVE SESSION**

At 8:50 a.m., Chair Rashid moved to go into Executive Session to consider the employment of a public employee, according to R.C. 121.22G (1). Trustee Walters provided the second for the motion. A roll call vote was taken, and all members voted aye.

At 9:22 a.m., Trustee Carter moved to return to open session. First Vice Chair Reolfi provided the second for the motion. The motion carried.

#### **ADJOURNMENT**

At 9:23 a.m., Trustee Walters moved to adjourn. Trustee Wheeler provided the second for the motion. The motion carried.

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Harun Rashid  
Chair, Board of Trustees  
February 12, 2025

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Para M. Jones, Ph.D.  
President  
February 12, 2025

**PERSONNEL ACTIONS**  
**Board Agenda**  
**March 12, 2025**

**NEW HIRES AND EMPLOYEE STATUS CHANGES**

Name	Title	Department	Rate	Effective Date	Comments
	From: Instructional Designer				
<b>Aubley, Jessica</b>	To: Instructional Designer and Technology Specialist	e-Learning	No Change	2/17/2025	Title Change
	From: Instructional Designer				
<b>Brown, Patricia</b>	To: Senior Instructional Designer	e-Learning	No Change	2/17/2025	Title Change
<b>Bertolini, Francis</b>	Dental Hygiene-Clinical Instructional Assistant	Dental Hygiene	\$48.27/Hour	2/5/2025	Non-benefit eligible
	From: Director of Student Life, Equity and Leadership				
<b>Brooks, Shari</b>	To: Director of Student Leadership and Engagement	Learning & Engagement Division	No Change	2/26/2025	Title & Job Description Change
<b>Campbell, Heather</b>	Human Resources Assistant	Human Resources	\$46,961/Annual	2/5/2025	Replacement
	From: Student Diversity & Equity Outreach Specialist				
<b>Humphrey, Mark</b>	To: Student Engagement & Outreach Specialist	Learning and Engagement Division	No Change	2/1/2025	Title Change
<b>Kalkstein, Jake</b>	Dentist - Clinical Instructional Assistant (PT)	Dental Hygiene	\$48.27/Hour	1/28/2025	Non-benefit eligible
<b>Madigan, James</b>	Tutor, Writing Center (PT)	English	\$18.88/Hour	2/19/2025	Non-benefit eligible
	From: Career Specialist				
<b>Merritt, Audrey</b>	To: Coordinator of Career Services	Career Services	From: \$53,276/Annual To: \$60,836/Annual	2/17/2025	Promotion
<b>Moran, Patricia</b>	Gateway Student Support Asst. - RAC (PT)	Return Advising Center (RAC)	\$28.81/Hour	2/17/2025	Non-benefit eligible
<b>Roush, Amber</b>	Surgical Technology Instructional Assistant (PT)	Surgical Technology	\$39.28/Hour	2/17/2025	Non-benefit eligible
<b>Schell, Regan</b>	Tutor, Writing Center (PT)	English	\$16.35/Hour	2/11/2025	Non-benefit eligible
	From: Student Diversity & Equity Outreach Coordinator				
<b>Tucker, Darnell</b>	To: Student Engagement and Outreach Coordinator	Learning & Engagement Division	No Change	2/1/2025	Title Change

**RETIREMENTS/SEPARATIONS**

Name	Title	Department	Effective Date
<b>Hess, Cory</b>	Adjunct Instructor	Culinary Arts	1/31/2025
<b>Ison, Kathy (Retired)</b>	Instructor	Computer Science	5/30/2025
<b>Kessler, Gerald</b>	Day Custodian (PT)	Physical Plant	2/14/2025
<b>Mandalinich, Helen (Retired)</b>	Associate Professor	Admin Technologies	5/15/2025
<b>Ritz, Debora</b>	RN-Nurse Lab/Clinic Instructional Assistant	Nursing	3/14/2025



**Summary Notes for Treasurer's Report  
Stark State College  
For the Month Ended January 31, 2025  
Fiscal Year 2025**

- Revenue categories are mostly higher than last year. Tuition and Fees are higher due to the better Summer enrollment and tuition increases. Appropriations are higher this year due to increased State Share of Instruction.
- Labor costs are higher this year due to the general wage increase and health insurance premium increases.
- Supplies, Maintenance & Repairs, Miscellaneous and Capital Equipment expenses are higher than last year. Travel, Communications & Marketing costs are lower than last year.
- Revenues and expenses are both in line with or better than the budget.
- Budget Revision #2 for the fiscal year is included in your packet.

**STARK STATE COLLEGE**  
**Statement of Revenues and Expenditures**  
**Unrestricted Educational & General**  
**For the 7 Months Ended January 31, 2025 and 2024**

**Budget Revision 11/13/24**

	Current Year			Prior Year		
	Current Annual Budget	Activity To Date	% Of Annual Budget	Prior Annual Budget	Activity To Date	% Of Annual Budget
<b>REVENUES:</b>						
State Appropriation	\$32,410,285	\$18,881,402	58.3%	\$31,893,068	\$18,731,132	58.7%
Student Fees	35,900,836	33,435,615	93.1%	34,266,637	32,572,007	95.1%
Private Gifts, Grants & Contracts	350,000	68,298	19.5%	104,575	200,812	192.0%
Governmental Grants & Contracts	0	0	0.0%	11,000	0	0.0%
Sales & Services: Educational Activities	19,000	6,160	32.4%	18,650	12,274	65.8%
Indirect Costs	236,000	79,330	33.6%	141,044	44,417	31.5%
Other Sources	3,323,358	2,337,956	70.3%	3,350,385	2,095,207	62.5%
Total Revenues	\$72,239,479	\$54,808,761	75.9%	\$69,785,359	\$53,655,848	76.9%
<b>OTHER ADDITIONS:</b>						
Transfers in	50,000	0	0.0%	50,000	0	0.0%
<b>Total Revenues &amp; Other Additions</b>	<b>\$72,289,479</b>	<b>\$54,808,761</b>	<b>75.8%</b>	<b>\$69,835,359</b>	<b>\$53,655,848</b>	<b>76.8%</b>
<b>EXPENDITURES:</b>						
Personnel Services	\$36,162,103	\$20,070,862	55.5%	\$36,088,730	\$19,550,649	54.2%
Employee Benefits	12,667,256	7,559,852	59.7%	12,893,019	7,228,305	56.1%
Supplies	1,547,336	543,339	35.1%	1,505,981	483,763	32.1%
Travel	406,960	162,444	39.9%	252,480	178,152	70.6%
Information & Communications	2,005,043	1,073,084	53.5%	1,887,274	1,118,707	59.3%
Maintenance & Repairs	3,797,754	2,269,754	59.8%	3,603,610	1,434,892	39.8%
Miscellaneous	12,268,026	3,195,125	26.0%	10,626,615	2,870,673	27.0%
Capital Equipment	690,000	203,809	29.5%	338,602	141,194	41.7%
Total Expenditures	\$69,544,478	\$35,078,269	50.4%	\$67,196,311	\$33,006,335	49.1%
<b>OTHER REDUCTIONS:</b>						
Mandatory Transfers	\$0	\$0	0.0%	\$0	\$0	0.0%
Non-Mandatory Transfers:	2,670,111			2,566,150		0.0%
Technology Fee		1,107,570 <sup>1</sup>			1,028,843	
Facilities Fee		1,582,243 <sup>2</sup>			1,469,775	
Other (Scholarships/Grants)		0 <sup>3</sup>			47,469	
Non-Mandatory Transfers		\$2,689,813	100.7%		\$2,546,087	99.2%
<b>Total Expenditures &amp; Other Reductions</b>	<b>\$72,214,589</b>	<b>\$37,768,082</b>	<b>52.3%</b>	<b>\$69,762,461</b>	<b>\$35,552,422</b>	<b>51.0%</b>
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$74,890</b>	<b>\$17,040,678</b>		<b>\$72,898</b>	<b>\$18,103,426</b>	
<b>Reserves</b>						
Reserve, 6/30/24	\$49,666,730	Days in Reserve 261		<b>Committed Reserves:</b>		
Less committed Reserves	(7,863,669)			Akron	522,159	
Anticipated Operating Surplus	74,890			Hoover	0	
Anticipated Bookstore Net Income (from Pg. 5)	50,000			Barberton	0	
Unencumbered Reserve, 6/30/25	\$41,927,951	220		CDL	25,000	
				Alliance	0	
				White Pond	0	
				Access	7,316,510	
				Total	7,863,669	
<b>Non-Mandatory Transfers</b>						
	Beginning Balance	Transferred In	Expended	Remaining Balance		
<sup>1</sup> Technology Fee	\$593,998	\$1,107,570	\$0	\$1,701,568		
<sup>2</sup> Facilities Fee	\$3,052,468	\$1,582,243	\$136,879	\$4,497,832		
<sup>3</sup> Other (Scholarships, TRIO, UBMS)	\$0	\$0	\$0	\$0		
	\$3,646,466	\$2,689,813	\$136,879	\$6,199,400		

**STARK STATE COLLEGE.**  
**Consolidated Balance Sheet**  
**Current & Endowment Funds**  
**As of January 31, 2025 and 2024**

	Current Year						Prior Year					
	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)
	Educational and General	Auxiliary Enterprise					Educational and General	Auxiliary Enterprise				
<b>ASSETS:</b>												
Cash & Short-term investments	11,775,851	\$9,000	0	119,533		11,904,384	9,377,927	\$10,224	0	119,533		9,507,684
Insurance Reserve (Health & Dental)	1,963,923					1,963,923	2,426,926					2,426,926
Accounts receivable	23,722,251	0	137,026			23,859,278	27,053,973	(157,402)	38,443			26,935,015
Inventory	0	902,835				902,835	0	790,770				790,770
Prepaid & Deferred expenses	218,466	111,191	0			329,657	1,355,398	112,962	0			1,468,360
Other receivables	6,088,913	73,666	1,167,416			7,329,995	6,534,559	239,610	1,584,792			8,358,962
Long-term investments	38,819,908					38,819,908	37,461,122					37,461,122
Interfund Advances:												
Due from Educational & General Fund		12,845,738	218,471	351,424	(13,415,634)	0		12,892,636	0	330,773	(13,223,409)	0
Due from Current Restricted Fund	0				0	0	5,565				(5,565)	0
<b>Total Assets</b>	<b>\$82,589,312</b>	<b>\$13,942,431</b>	<b>\$1,522,913</b>	<b>\$470,958</b>	<b>(\$13,415,634)</b>	<b>\$85,109,980</b>	<b>\$84,215,470</b>	<b>\$13,888,801</b>	<b>\$1,623,235</b>	<b>\$450,306</b>	<b>(\$13,228,974)</b>	<b>\$86,948,837</b>
<b>LIABILITIES:</b>												
Accounts Payable	\$172,621	\$44,304	\$0			\$216,925	\$389,444	\$69,944	\$8,874			\$468,262
Payroll, accrued wages, wthholdings & deductions	950,071	0	0			950,071	796,343	0	0			796,343
Accumulated sick leave & vacation	939,259	18,258				957,517	934,943	17,408				952,352
Accrued health & dental benefits	710,118					710,118	666,710					666,710
Accrued retirement liability - current	313,428					313,428	290,578					290,578
Insurance claims	1,180,458					1,180,458	1,173,606					1,173,606
Other installment purchases	54,856	0				54,856	111,946	0				111,946
Deferred leases	5,229,175					5,229,175	5,562,470					5,562,470
Other payables & accrued expenses	207,322	36	0			207,358	4,302,452	36	0			4,302,488
Deferred revenues	50,235					50,235	2,732					2,732
Interfund advances:												
Due to Educational & General Fund			0		0	0			5,565		(5,565)	0
Due to Auxiliary Enterprise Fund	12,845,738				(12,845,738)	0	12,892,636				(12,892,636)	0
Due to Current Restricted Fund	218,471				(218,471)	0	0				0	0
Due to Loan Fund	4,279					4,279	6,844					6,844
Due to Endowment Fund	351,424				(351,424)	0	330,773				(330,773)	0
Due to Plant Fund	5,804,517					5,804,517	4,930,754				0	4,930,754
<b>Total Liabilities</b>	<b>29,031,971</b>	<b>62,598</b>	<b>0</b>	<b>0</b>	<b>(13,415,634)</b>	<b>15,678,935</b>	<b>32,392,232</b>	<b>87,388</b>	<b>14,439</b>	<b>0</b>	<b>(13,228,974)</b>	<b>19,265,085</b>
<b>Fund Balances:</b>												
Unappropriated	51,110,832	13,879,832	1,522,913	470,958		66,984,536	49,376,729	13,801,412	1,608,796	450,306		65,237,243
Appropriated	2,446,509					2,446,509	2,446,509					2,446,509
<b>Total Fund Balances</b>	<b>53,557,341</b>	<b>13,879,832</b>	<b>1,522,913</b>	<b>470,958</b>		<b>69,431,045</b>	<b>51,823,238</b>	<b>13,801,412</b>	<b>1,608,796</b>	<b>450,306</b>		<b>67,683,752</b>
<b>Total Liabilities &amp; Fund Balances</b>	<b>\$82,589,312</b>	<b>\$13,942,431</b>	<b>\$1,522,913</b>	<b>\$470,958</b>	<b>(\$13,415,634)</b>	<b>\$85,109,980</b>	<b>\$84,215,470</b>	<b>\$13,888,801</b>	<b>\$1,623,235</b>	<b>\$450,306</b>	<b>(\$13,228,974)</b>	<b>\$86,948,837</b>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Unrestricted Educational & General**  
**As of January 31, 2025 and 2024**

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS:</b>		
Cash & Short-term investments	11,775,851	9,377,927
Insurance Reserve (Health & Dental)	1,963,923	2,426,926
Accounts receivable	23,722,251	27,053,973
Prepaid & Deferred expenses	218,466	1,355,398
Other receivables	6,088,913	6,534,559
Long-term investments	38,819,908	37,461,122
Interfund Advances:		
Due from Current Restricted Fund	0	5,565
<b>Total Assets</b>	<u><u>\$82,589,312</u></u>	<u><u>\$84,215,470</u></u>
<b>LIABILITIES:</b>		
Accounts Payable	\$172,621	\$389,444
Payroll, accrued wages, withholdings & deductions	950,071	796,343
Accumulated sick leave & vacation	939,259	934,943
Accrued health & dental benefits	710,118	666,710
Accrued retirement liability - current	313,428	290,578
Insurance claims	1,180,458	1,173,606
Other installment purchases	54,856	111,946
Deferred leases	5,229,175	5,562,470
Other payables & accrued expenses	207,322	4,302,452
Deferred revenues	50,235	2,732
Interfund advances:		
Due to Auxiliary Enterprise Fund	12,845,738	12,892,636
Due to Current Restricted Fund	218,471	0
Due to Loan Fund	4,279	6,844
Due to Endowment Fund	351,424	330,773
Due to Plant Fund	5,804,517	4,930,754
<b>Total Liabilities</b>	<u><u>\$29,031,971</u></u>	<u><u>\$32,392,232</u></u>
<b>Fund Balances:</b>		
Unallocated	51,110,832	49,376,729
Allocated	2,446,509	2,446,509
<b>Total Fund Balance</b>	<u><u>53,557,341</u></u>	<u><u>51,823,238</u></u>
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$82,589,312</u></u>	<u><u>\$84,215,470</u></u>
<b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [included in RESERVE]	\$34,070,154	\$31,273,303
Appropriated [included in RESERVE]	2,446,509	2,446,509
Additions & Reductions:		
Current Year Revenues & Transfers in	54,808,761	53,655,848
Current Year Expenditures & Transfers out	(37,768,082)	(35,552,422)
Net increase (decrease)	<u>17,040,678</u>	<u>18,103,426</u>
Ending Fund Balance	<u><u>\$53,557,341</u></u>	<u><u>\$51,823,238</u></u>

# STARK STATE COLLEGE

## Balance Sheet

### Current Funds: Auxiliary Enterprises - Bookstore & Culinary Sales

As of January 31, 2025 and 2024

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS</b>		
Cash	\$9,000	\$10,224
Book Inventory	634,679	534,231
Supply Inventory	268,156	256,539
Receivables/Deposit Ch Sales	0	(157,402)
Other Receivables	73,666	239,610
Prepaid Expenses	111,191	112,962
Due from Educational & General Fund	12,845,738	12,892,636
<b>Total Assets</b>	<u><u>\$13,942,431</u></u>	<u><u>\$13,888,801</u></u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Accounts payable	\$1,517	\$73,751
Sales Tax Payable	42,787	(3,807)
Accrued Expenses	36	36
Wages, Vacation & Sick Benefits Payable	18,258	17,408
Fund Balance	13,879,832	13,801,412
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$13,942,431</u></u>	<u><u>\$13,888,801</u></u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [Included in RESERVE]	\$13,150,067	\$13,238,478
 Current Year Income	3,025,751	2,684,562
Current Year Expenses	<u>(2,295,985)</u>	<u>(2,121,628)</u>
Net Income	729,766	562,934
 Ending Fund Balance	<u><u>\$13,879,832</u></u>	<u><u>\$13,801,412</u></u>
 Projected Net Income	<u><u>\$50,000</u></u>	

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Restricted**  
**As of January 31, 2025 and 2024**

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS:</b>		
Federal Department Receivables	\$137,026	\$38,443
Other Receivables	1,167,416	1,584,792
Due from Educational & General Fund	218,471	0
<b>Total Assets</b>	<u><u>\$1,522,913</u></u>	<u><u>\$1,623,235</u></u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Accounts Payable	\$0	\$8,874
Due to Educational & General Fund	0	5,565
Fund Balance	<u>1,522,913</u>	<u>1,608,796</u>
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$1,522,913</u></u>	<u><u>\$1,623,235</u></u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unexpended	\$1,238,392	\$1,470,840
Additions & Reductions:		
Current Year Revenues & Transfers in	12,690,246	10,179,822
Current Year Expenditures & Transfers out	(12,405,724)	(9,201,381)
Unexpended	<u><u>\$1,522,913</u></u>	<u><u>\$2,449,280</u></u>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Endowment Fund**  
**As of January 31, 2025 and 2024**

	<u>Current Year</u>	<u>Prior Year</u>
<b>ASSETS:</b>		
Investments (SSC Foundation -TKM)	\$119,533	\$119,533
Due from Educational & General Fund	351,424	330,773
<b>Total Assets</b>	<u>\$470,958</u>	<u>\$450,306</u>
 <b>FUND BALANCES:</b>		
Fred Campbell (Accounting)	\$1,000	\$1,000
Wixcey (Accounting)	3,000	3,000
Lucas (Accounting)	1,804	1,804
Jack Speyer (Accounting)	3,424	3,424
Robert Ray Memorial	2,375	2,375
Belden Village Merchants	352	352
Edgar H. Sloane Scholarship	14,263	14,263
Margaret E. Raridan Scholarship	59,096	59,096
Virgil D. Steiner Scholarship	7,750	7,750
Timken Foundation Scholarship	351,424	330,773
Presidential Scholarship	26,470	26,470
<b>Total Fund Balance</b>	<u>\$470,958</u>	<u>\$450,306</u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unappropriated	\$466,076	\$456,977
Additions & Reductions:		
Unappropriated Revenue & Transfers in	21,846	7,726
Current Year Expenditures & Transfers out	(16,964)	(14,397)
 Ending Fund Balance	<u>\$470,958</u>	<u>\$450,306</u>

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-13-03 Credit Residency Requirement

**Approved by President's Cabinet on:** February 5, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised for the purpose of using more consistent language, specifically referring to credit hours rather than semester hours.

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### CURRENT/PROPOSED WORDING

**POLICY:**

Stark State students must meet credit residency requirements to complete a degree/certificate(s). The following credit residency requirements must be met:

- (A) All degree requirements must be met by completing Stark State College courses or through equivalent transfer coursework.
- (B) At least 20 ~~semester~~ **credit** hours in the degree program, at least 15 ~~semester~~ **credit** hours in the one-year certificate, and at least ~~one course~~ **three credit hours** in a career enhancement certificate must be completed at Stark State College. Exceptions to the Credit Residency Requirement require approval from the appropriate program coordinator (if applicable) and department chair in consultation with the appropriate dean and Provost.



**STARK STATE COLLEGE**  
**Budget Revision #2**  
**Unrestricted Educational & General**  
**For the 12 Months Ending June 30, 2025**

	<b>Proposal 3/12/2025</b>		<b>Revised 11/13/2024</b>		<b>Change</b>	
	<b>Proposed</b>	<b>% Of</b>	<b>Current</b>	<b>% Of</b>	<b>Change</b>	<b>Change</b>
	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>\$</u></b>	<b><u>%</u></b>
<b>REVENUES:</b>						
State Appropriations	\$32,262,704	44.5%	\$32,410,285	44.9%	(\$147,581)	-0.5% per SSI true-up
Student Fees	36,282,580	50.0%	35,900,836	49.7%	381,744	1.1% Updated for final Fall and preliminary Spring enrollment
Private Gifts & Grants	350,000	0.5%	350,000	0.5%	0	0.0%
Governmental Grants & Contracts	0	0.0%	0	0.0%	0	0.0%
Sales & Services: Educational Activities	19,000	0.0%	19,000	0.0%	0	0.0%
Indirect Costs	236,000	0.3%	236,000	0.3%	0	0.0%
Other Sources	3,323,358	4.6%	3,323,358	4.6%	0	0.0%
Total Revenues	\$72,473,642	99.9%	\$72,239,479	100.0%	\$234,163	0.3%
<b>OTHER ADDITIONS:</b>						
Transfers in	50,000	0.1%	50,000	0.1%	0	0.0%
<b>Total Revenues &amp; Other Additions</b>	<b>\$72,523,642</b>	<b>100.0%</b>	<b>\$72,289,479</b>	<b>100.1%</b>	<b>\$234,163</b>	<b>0.3%</b>
<b>EXPENDITURES:</b>						
Personnel Services	35,556,828	49.6%	36,162,103	50.1%	(\$605,275)	-1.7% Increase in hiring lag, scheduling efficiency, vacant positions and adjust
Employee Benefits	12,829,140	17.9%	12,667,256	17.5%	161,884	1.3% health care
Supplies	1,517,336	2.1%	1,547,336	2.1%	(30,000)	-1.9% custodial & housekeeping supplies
Travel	406,960	0.6%	406,960	0.6%	0	0.0%
Information & Communications	2,005,043	2.8%	2,005,043	2.8%	0	0.0%
Maintenance & Repairs	3,567,754	5.0%	3,797,754	5.3%	(230,000)	-6.1% building repairs
Miscellaneous	12,336,026	17.2%	12,268,026	17.0%	68,000	0.6% LMS
Capital Equipment	690,000	1.0%	690,000	1.0%	0	0.0%
Total Expenditures	\$68,909,087	96.2%	\$69,544,478	96.3%	(\$635,391)	-0.9%
<b>OTHER REDUCTIONS:</b>						
Non-Mandatory Transfers (Tech & Facilities Fee)	\$2,720,111	3.8%	\$2,670,111	3.7%	50,000	1.9% adjusted final fall and prelim spring FTE estimate
<b>Total Expenditures &amp; Other Reductions</b>	<b>\$71,629,198</b>	<b>100.0%</b>	<b>\$72,214,589</b>	<b>100.0%</b>	<b>(\$585,391)</b>	<b>-0.8%</b>
<b>NET INCREASE IN UNALLOCATED FUND BALANCE</b>	<b>\$894,444</b>	<b>1.2%</b>	<b>\$74,890</b>	<b>0.1%</b>	<b>\$819,554</b>	

This Budget Revision #2 will leave the Bookstore with an estimated surplus of \$22,000.

**RESOLUTION**  
**TO REQUEST OUT-OF-STATE FEE WAIVERS FOR SAILORS, MARINES AND**  
**COAST GUARDSMEN TAKING COURSES AT STARK STATE COLLEGE THROUGH**  
**THE US NAVAL COMMUNITY COLLEGE**

**WHEREAS**, Am. Sub. H.B. 96 of the 136th General Assembly requires that any waiver of tuition for a student or class of students at a state-assisted institution of higher education be approved by the institution's board of trustees and the Chancellor of the Ohio Department of Higher Education; and

**WHEREAS**, Stark State College is one of 119 American higher education institutions selected to partner with the United States Navy in establishing the US Naval Community College (USNCC); and

**WHEREAS**, Stark State College seeks to provide high-quality educational programs and services to Sailors, Marines and Coast Guardsmen from all 50 states; and

**WHEREAS**, the College would like to waive up to \$128 of the \$129 per credit hour of the out-of-state fee to make the College competitive with community colleges and universities across the nation; and

**WHEREAS**, the College's current out-of-state fee is \$129 per credit hour and the College expects to serve approximately 200 students who take approximately two courses per semester (six credit hours per semester; 12 credit hours total) for the two semesters, up to \$307,200 in out-of-state fees would be waived in the current biennium (all terms from Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027);

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of Stark State College authorizes the College President to request that the Chancellor of the Ohio Department of Higher Education approve the out-of-state fee waivers for Sailors, Marines and Coast Guardsmen taking courses at Stark State College through the USNCC for the time frame of July 1, 2025 through June 30, 2027.

This resolution is enacted on this 12<sup>th</sup> day of March, 2025.

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Harun Rashid  
Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

**RESOLUTION  
TO REQUEST APPROVAL OF TUITION WAIVERS FOR  
EMPLOYEES OF THE CITY OF AKRON**

**WHEREAS**, Am. Sub. H.B. 96 of the 136th General Assembly provides that the board of trustees of a state institution of higher education shall not authorize a waiver or nonpayment of instructional fees or general fees for any particular student or any class of students other than waivers specifically authorized by law or approved by the Chancellor; and

**WHEREAS**, Stark State College desires to request that the Chancellor approve tuition waivers for employees of the City of Akron, Administration, Council Members, and family members thereof (collectively “Employees”) including in-state rates of instructional and general fees for each semester in the current biennium (Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027); and

**WHEREAS**, the College estimates the tuition charges for 825 credit hours will be waived each year using the standard tuition rate to calculate the amount of tuition charges to be waived. Tuition charges are the sum of the Instructional Fee and the General Fee. At the current tuition rate of \$199.60, the total tuition waived for 825 credit hours would be \$164,670. If tuition increases during the term of the Agreement, the tuition waived will increase accordingly; and

**WHEREAS**, the College desires to waive the tuition for and provide access to open seats in any class late in the registration cycle;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of Stark State College authorizes the College to request that the Chancellor of the Ohio Department of Higher Education approve the tuition waivers for Employees of the City of Akron for the time frame of July 1, 2025 through June 30, 2027.

This resolution is enacted on this 12<sup>th</sup> day of March, 2025.

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Harun Rashid  
Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

**RESOLUTION**  
**TO REQUEST OUT-OF-STATE FEE WAIVERS FOR STUDENTS TAKING**  
**COURSES AT STARK STATE COLLEGE THROUGH THE**  
**GREATER PITTSBURGH AUTOMOBILE DEALERS ASSOCIATION**

**WHEREAS**, Am. Sub. H.B. 96 of the 136th General Assembly provides that the board of trustees of a state institution of higher education shall not authorize a waiver or nonpayment of instructional fees or general fees for any particular student or any class of students other than waivers specifically authorized by law or approved by the Chancellor; and

**WHEREAS**, the Greater Pittsburgh Automobile Dealers Association (GPADA) desires to send students to Stark State College to receive quality education in our Automotive Technology and other programs; and

**WHEREAS**, Stark State College desires to provide this education to GPADA students; and

**WHEREAS**, the College would like to request the Chancellor approve an out-of-state fee waiver for students affiliated with the GPADA for each semester in the current biennium (Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027), waiving up to \$128 of the \$129 per credit hour of the out-of-state fee to make the College competitive with community colleges and technical schools providing automotive education; and

**WHEREAS**, the College's current out-of-state fee is \$129 per credit hour and the College expects to serve approximately eight students who take approximately four courses per semester (12 credit hours per semester; 24 credit hours total) for the two semesters, up to \$24,576 in out-of-state fees would be waived in the current biennium (all terms from Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027);

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of Stark State College authorizes the College to request that the Chancellor of the Ohio Department of Higher Education approve the out-of-state fee waiver for students of the Greater Pittsburgh Automobile Dealers Association for the time frame of July 1, 2025 through June 30, 2027.

This resolution is enacted on this 12<sup>th</sup> day of March, 2025.

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Harun Rashid  
Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -January 29, 2025

REPORTED CRIME STATS FOR CLERY ACT			
<i>Required to report these statistics to Department of Education once a year.</i>			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
MURDER	On Campus	0	0
	Satellite Location	0	0
MANSLAUGHTER	On Campus	0	0
	Satellite Location	0	0
SEX OFFENSES: <i>Forcible</i>	On Campus	0	0
	Satellite Location	0	0
<i>Non-forcible</i>	On Campus	0	0
	Satellite Location	0	0
ROBBERY	On Campus	0	0
	Satellite Location	0	0
AGGRAVATED ASSAULT	On Campus	0	0
	Satellite Location	0	0
BURGLARY	On Campus	0	0
	Satellite Location	0	0
ARSON	On Campus	0	0
	Satellite Location	0	0
MOTOR VEHICLE THEFT	On Campus	1	0
	Satellite Location	0	0
DOMESTIC VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
DATING VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
STALKING*	On Campus	0	0
	Satellite Location	0	0
LIQUOR LAW VIOLATIONS	On Campus	0	0
	Satellite Location	0	0
DRUG-RELATED VIOLATIONS	On Campus	1	0
	Satellite Location	1	0
WEAPONS POSSESSION	On Campus	0	0
	Satellite Location	0	0
TOTALS		3	0
*The following statistics have been added to maintain compliance with the Campus SAVE Act.			
REPORTED CRIME STATS FOR STARK STATE COLLEGE			

# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -January 29, 2025

These statistics are reported to the College Community for their awareness.			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
CRIMINAL DAMAGING	On Campus	0	0
	Satellite Location	1	0
THEFT	On Campus	2	0
	Satellite Location	0	0
IDENTITY THEFT	On Campus	0	0
	Satellite Location	0	0
ASSAULT	On Campus	1	0
	Satellite Location	0	0
INDUCING PANIC	On Campus	0	0
	Satellite Location	0	0
MENACING/VERBAL THREATS	On Campus	0	0
	Satellite Location	0	0
HARASSMENT	On Campus	0	0
	Satellite Location	0	0
DISRUPTIVE BEHAVIOR	On Campus	2	1
	Satellite Location	2	2
INDECENT EXPOSURE	On Campus	0	0
	Satellite Location	1	0
<b>TOTALS</b>		<b>9</b>	<b>3</b>

## NOTE 2024

24-0035 – Indecent Exposure (Off-Campus)  
 24-0044 – Disruptive Behavior (Akron)  
 24-0050 – Crim Damage (Whipple Auto Shed)  
 24-0056 – Motor Vehicle Theft (Main)  
 24-0066 – Assault (Akron)  
 24-0071 – Theft (Main)  
 24-0083 – Disruptive Behavior (Main)  
 24-0093 - Disruptive Behavior (Canton)  
 24-0100 – Disorderly Conduct (Canton)  
 24-0104 – Theft (Main)  
 24-0108 – Drug-Related Violation (Main)  
 24-0118 – Disorderly Conduct (Canton)  
 24-0119 - Drug-Related Violation (Canton)

## NOTE 2025

25-0002-Disruptive Behavior (Akron)  
 25-0003– Disruptive Behavior (Main)  
 25-0019 Disruptive Behavior (Akron)

**2025 Calendar of  
Board Meetings and Events**

<b><u>DATES</u></b>	<b><u>MEETING/EVENT</u></b>	<b><u>TIME</u></b>	<b><u>LOCATION</u></b>
<b>MARCH, 2025</b>			
12 Wednesday	BOARD MEETING	8 a.m.	S304
<b>APRIL, 2025</b>			
9 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>MAY, 2025</b>			
14 Wednesday	BOARD MEETING	8 a.m.	TBD
	One-Year Certificate Ceremony	6 p.m.	M100/101
18 Sunday	Commencement Ceremony	2 p.m.	Canton Civic Center
<b>JUNE, 2025</b>			
11 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>JULY, 2025</b>			
9 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>AUGUST, 2025</b>			
13 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>SEPTEMBER, 2025</b>			
10 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>OCTOBER, 2025</b>			
8 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>NOVEMBER, 2025</b>			
12 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>DECEMBER, 2025</b>			
10 Wednesday	BOARD MEETING	8 a.m.	TBD



## **BOARD OF TRUSTEES MEETING**

**Wednesday, April 9, 2025**

**8:00 A.M.**

**Stark State College**

**6200 Frank Avenue NW**

**Third Floor, Room S304**

**North Canton, OH 44720**





**STARK STATE COLLEGE**  
**BOARD OF TRUSTEES MEETING**  
**Wednesday, April 9, 2025 - 8:00 a.m.**  
**Board Room S304**

ITEM	ENC.	ACTION	PRESENTER
I. Call to Order			E. Russell Reolfi
II. Roll Call			E. Russell Reolfi
III. Recognition of Visitors			E. Russell Reolfi
IV. Public Requests			E. Russell Reolfi
V. Agenda Changes			E. Russell Reolfi
VI. Consent Agenda*		X	E. Russell Reolfi
A. Minutes of Board Meeting on 3/12/2025	6.1		
B. Personnel Actions	6.2		
C. Treasurer's Report	6.3		
<i>From President's Cabinet</i>			
D. 15-14-03 Contracts and Records	6.4		
E. 15-14-21 Initial Employment	6.5		
F. 15-14-24 Family and Medical Leave	6.6		
G. 15-19-13 Anti-Hazing	6.7		
VII. New Business			
VIII. President's Report			P. Jones
IX. Chair's Report			E. Russell Reolfi
X. Communications			E. Russell Reolfi
A. Security Report	10.1		
B. Out-of-State Travel Log			
C. Calendar of Board Activity Dates	10.2		
XI. Executive Session			E. Russell Reolfi
XII. Adjournment			E. Russell Reolfi

\*Confirmation of Consent Agenda items submitted by the President. Any item may be removed from the Consent Agenda by a Board member asking the Chair to consider the item separately.

## Record of Proceedings

Board of Trustees  
Stark State College

North Canton, Ohio  
March 12, 2025

### **REGULAR MEETING**

The Board of Trustees held its regular monthly meeting on March 12, 2025 at Stark State College Main Campus.

### **CALL TO ORDER**

Chair Harun Rashid called the meeting to order at 8:06 a.m.

### **ROLL CALL**

The following board members were present: Harun Rashid, Elaine Russell Reolfi, Tracy Carter, Jeffery Walters, Patricia Wackerly, Michael Wheeler, Jennifer Stamp, and Jason Dodson.

The following board member was not able to attend: Fonda Williams.

The following administrators were present: Para Jones, Lada Gibson-Shreve, Kevin Gardner, Pat Roberts, Melissa Glanz and Rich Greene.

### **RECOGNITION OF VISITORS**

The following visitors were present: Collyn Floyd, Tiffany Archer and Teri Ross.

### **PUBLIC REQUESTS**

None.

### **AGENDA CHANGES**

None.

### **CONSENT AGENDA**

Trustee Wheeler moved to consider and approve the Consent Agenda. Trustee Dodson provided the second for the motion.

The vote was called. The Consent Agenda was approved unanimously and included the following: *Minutes of the February 12, 2025 board meeting; Personnel Actions; Treasurer's Report; and 15-13-03 Credit Residency Requirement.*

### **NEW BUSINESS**

### **BUDGET REVISION #2**

CFO/VP of Business Gardner shared the details of the Budget Revision #2. Our overall revenues have increased, and expenses are tracking very well. There were minor revisions made to the expense categories. The surplus shown in the budget revision is slightly under \$900,000.

Trustee Wackerly moved to approve Budget Revision #2. Trustee Walters provided the second for the motion. Budget Revision #2 was unanimously approved.

### **RESOLUTION TO APPROVE OUT-OF-STATE FEE WAIVERS THROUGH THE U.S. NAVAL COMMUNITY COLLEGE**

First Vice Chair Reolfi moved to approve the Resolution to approve out-of-state fee waivers for sailors, marines, and coast guardsmen taking courses at Stark State College through the U.S. Naval Community College. Trustee Wheeler provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

#### **RESOLUTION TO REQUEST OUT-OF-STATE FEE WAIVERS FOR SAILORS, MARINES AND COAST GUARDSMEN TAKING COURSES AT STARK STATE COLLEGE THROUGH THE US NAVAL COMMUNITY COLLEGE**

**WHEREAS**, H.B. 96, as introduced, of the 136th General Assembly requires that any waiver of tuition for a student or class of students at a state-assisted institution of higher education be approved by the institution's board of trustees and the Chancellor of the Ohio Department of Higher Education; and

**WHEREAS**, Stark State College is one of 119 American higher education institutions selected to partner with the United States Navy in establishing the US Naval Community College (USNCC); and

**WHEREAS**, Stark State College seeks to provide high-quality educational programs and services to Sailors, Marines and Coast Guardsmen from all 50 states; and

**WHEREAS**, the College would like to waive up to \$128 of the \$129 per credit hour of the out-of-state fee to make the College competitive with community colleges and universities across the nation; and

**WHEREAS**, the College's current out-of-state fee is \$129 per credit hour and the College expects to serve approximately 200 students who take approximately two courses per semester (six credit hours per semester; 12 credit hours total) for the two semesters, up to \$307,200 in out-of-state fees would be waived in the current biennium (all terms from Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027);

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of Stark State College authorizes the College President to request that the Chancellor of the Ohio Department of Higher Education approve the out-of-state fee waivers for Sailors, Marines and Coast Guardsmen taking courses at Stark State College through the USNCC for the time frame of July 1, 2025 through June 30, 2027.

This resolution is enacted on this 12<sup>th</sup> day of March, 2025.

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Harun Rashid  
Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

### **RESOLUTION TO REQUEST APPROVAL OF TUITION WAIVERS**

Trustee Dodson moved to approve the Resolution to approve tuition waivers for employees of the city of Akron. Trustee Stamp provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

**RESOLUTION  
TO REQUEST APPROVAL OF TUITION WAIVERS FOR  
EMPLOYEES OF THE CITY OF AKRON**

**WHEREAS**, H.B. 96, as introduced, of the 136th General Assembly provides that the board of trustees of a state institution of higher education shall not authorize a waiver or nonpayment of instructional fees or general fees for any particular student or any class of students other than waivers specifically authorized by law or approved by the Chancellor; and

**WHEREAS**, Stark State College desires to request that the Chancellor approve tuition waivers for employees of the City of Akron, Administration, Council Members, and family members thereof (collectively “Employees”) including in-state rates of instructional and general fees for each semester in the current biennium (Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027); and

**WHEREAS**, the College estimates the tuition charges for 825 credit hours will be waived each year using the standard tuition rate to calculate the amount of tuition charges to be waived. Tuition charges are the sum of the Instructional Fee and the General Fee. At the current tuition rate of \$199.60, the total tuition waived for 825 credit hours would be \$164,670. If tuition increases during the term of the Agreement, the tuition waived will increase accordingly; and

**WHEREAS**, the College desires to waive the tuition for and provide access to open seats in any class late in the registration cycle;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of Stark State College authorizes the College to request that the Chancellor of the Ohio Department of Higher Education approve the tuition waivers for Employees of the City of Akron for the time frame of July 1, 2025 through June 30, 2027.

This resolution is enacted on this 12<sup>th</sup> day of March, 2025.

\_\_\_\_\_  
Harun Rashid  
Chair, Board of Trustees

\_\_\_\_\_  
Para M. Jones, Ph.D.  
President

**RESOLUTION TO APPROVE THE REQUEST OF OUT-OF-STATE FEE WAIVERS THROUGH THE GREATER PITTSBURGH AUTOMOBILE DEALERS ASSOCIATION (GPADA).**

First Vice Chair Reolfi moved to approve the Resolution to request out-of-state waivers for students taking courses at Stark State College through the Greater Pittsburgh Automobile Dealers Association (GPADA). Trustee Wackerly provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

**RESOLUTION**  
**TO REQUEST OUT-OF-STATE FEE WAIVERS FOR STUDENTS**  
**TAKING COURSES AT STARK STATE COLLEGE THROUGH THE**  
**GREATER PITTSBURGH AUTOMOBILE DEALERS ASSOCIATION**

**WHEREAS**, H.B. 96, as introduced, of the 136th General Assembly provides that the board of trustees of a state institution of higher education shall not authorize a waiver or nonpayment of instructional fees or general fees for any particular student or any class of students other than waivers specifically authorized by law or approved by the Chancellor; and

**WHEREAS**, the Greater Pittsburgh Automobile Dealers Association (GPADA) desires to send students to Stark State College to receive quality education in our Automotive Technology and other programs; and

**WHEREAS**, Stark State College desires to provide this education to GPADA students; and

**WHEREAS**, the College would like to request the Chancellor approve an out-of-state fee waiver for students affiliated with the GPADA for each semester in the current biennium (Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027), waiving up to \$128 of the \$129 per credit hour of the out-of-state fee to make the College competitive with community colleges and technical schools providing automotive education; and

**WHEREAS**, the College's current out-of-state fee is \$129 per credit hour and the College expects to serve approximately eight students who take approximately four courses per semester (12 credit hours per semester; 24 credit hours total) for the two semesters, up to \$24,576 in out-of-state fees would be waived in the current biennium (all terms from Fall 2025 through Summer 2027, and all summer terms beginning before June 30, 2027);

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of Stark State College authorizes the College to request that the Chancellor of the Ohio Department of Higher Education approve the out-of-state fee waiver for students of the Greater Pittsburgh Automobile Dealers Association for the time frame of July 1, 2025 through June 30, 2027. This resolution is enacted on this 12<sup>th</sup> day of March, 2025.

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Harun Rashid  
Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

**PRESIDENT'S REPORT**

In addition to the written report, the following updates were shared by President Jones:

- Provost Dr. Gibson-Shreve shared a presentation on Artificial Intelligence (AI) in Academic Affairs at the College. She shared information regarding Stark State's AI courses and how AI is being used in the classrooms. In support of the Ohio K-12 statewide initiatives, Stark State faculty members are teaching students how to use AI in K-12 classrooms. Faculty members are also using it to identify ways to help craft discussion prompts, write weekly announcements, and enhance curriculum. She also shared that College employees are using AI to assist in establishing SMART Goals, emails, annual reports, and various other documents.
- VP of Advancement Dr. Roberts shared a presentation on the Stark State Foundation and grants. He shared a story featured in the Beacon Journal where one of our Akron students was displaced from her apartment building due to unsafe building conditions. The foundation was able to assist her with housing, food and basic needs during this difficult time. He also provided an update on private

fundraising and grants which is nearing \$10 million, nearly tripling since 2022. He shared we now have 20 new endowed funds which have been created in the past three years. He reminded Trustees about the upcoming Scholars and Benefactors Luncheon on May 2, 2025.

- President Jones thanked the Trustees who attended the event
- Provost Gibson-Shreve provided an update on the Bachelors of Science in Nursing Program (BSN). The Higher Learning Commission's (HLC's) visit on main campus went very well. We should hear back from HLC in regards to their recommendation in the near future. Thank you to Second Vice Chair Carter who shared the Trustees' support during the BSN visit. Our target to offer the BSN is Fall 2025.

#### **CHAIR'S REPORT**

- Chair Rashid shared that we will have a deep dive into Artificial Intelligence at another upcoming board meeting.
- Chair Rashid mentioned the survey results from last year's Board Retreat. We will make the survey available and allow time for completion during this year's retreat to maximize participation.
- Chair Rashid reminded trustees about filing their annual financial disclosure statement, which is due May 15, 2025.

#### **COMMUNICATIONS**

Board members reviewed the upcoming calendar of events in Exhibit 10.2.

#### **EXECUTIVE SESSION**

At 9:21 a.m., Second Vice Chair Carter moved to go into Executive Session to consider the employment of a public employee, according to R.C. 121.22G (1). First Vice Chair Reolfi provided the second for the motion. A roll call vote was taken, and all members voted aye.

At 10:02 a.m., Trustee Wackerly moved to return to open session. Second Vice Chair Carter provided the second for the motion. The motion carried.

#### **ADJOURNMENT**

At 10:03 a.m., First Vice Chair Reolfi moved to adjourn. Trustee Wackerly provided the second for the motion. The motion carried.

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Harun Rashid  
Chair, Board of Trustees  
March 12, 2025

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Para M. Jones, Ph.D.  
President  
March 12, 2025

**PERSONNEL ACTIONS**  
**Board Agenda**  
**April 9, 2025**

**NEW HIRES AND EMPLOYEE STATUS CHANGES**

Name	Title	Department	Rate	Effective Date	Comments
Berens, Robert	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Campsey, Lori	Administrative Assistant I	Career Services & Workforce Development	\$17.59/Hour	3/25/2025	Replacement
Collmar, Samantha	Massage Clinic Supervisor (Temporary / PT)	Massage Therapy	\$19.13/Hour	1/13/2025	Temporary 1/7/2025 through 5/16/2025
Donovan, Amy	Gateway Student Support Assistant, Admissions	Advising & Gateway Student Services	\$20.42/Hour	3/17/2025	Replacement / Non-benefit eligible
Elliott, Cassie	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Remark, Linda	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Manse, Christopher	Police Science Instructional Assistant (PT)	Law Enforcement	\$36.01/Hour	3/1/2025	Additional role / Non-benefit eligible
Maroon, Anthony	Police Science Instructional Assistant (PT)	Law Enforcement	\$36.01/Hour	3/12/2025	Non-benefit eligible
Myers Rocker, Tia	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Parker, Wayne	Police Science Instructional Assistant (PT)	Law Enforcement	\$36.01/Hour	3/1/2025	Non-benefit eligible
Phillips, David	EMS Instructional Assistant (PT)	Emergency Services	\$38.61/Hour	1/21/2025	Non-benefit eligible
Ross, Teri	Executive Administrative Assistant to the President	President's Office	\$1,400/Annual	3/10/2025	Stipend as Special Projects Manager
Sacket, Catherine	Accounting and Finance Tutor (PT)	Accounting & Finance	\$18.88/Hour	3/20/2025	Additional role / Non-benefit eligible
Salmen, Eric	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Shephard, Bryan	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Shirey, Danielle	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Slutz, Laura	Accounting and Finance Tutor (PT)	Accounting & Finance	\$18.68/Hour	3/20/2025	Additional role / Non-benefit eligible
Starr, Eugene	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Thomas, Kristin	From: Enrollment Representative To: Enrollment Representative - Akron	From: Admissions To: Student Services - Akron	No Change	4/14/2025	Change of location, department & POSN number
Trumpower, Peter	From: Director, Institutional Research, Planning & To: Executive Director of Institutional Effectiveness	No Change	\$113,933/Annual	3/10/2025	Promotion
Umstead, Jennifer	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Vanderark, Georgia	Testing Center Specialist (PT)	Learning & Engagement	\$17.87/Hour	3/12/2025	Replacement / Non-benefit eligible
Vanhove, Sydney	Kid's College Instructor (PT)	Education	\$28.84/Hour	4/22/2025	Temporary
Varga, Chris	Adjunct CDL Credit (Instructional Assistant)	Automotive, Transportation & CDL	\$38.61/Hour	3/11/2025	Non-benefit eligible
Zampelli-Wegner, Danielle	From: Enrollment Representative - Akron To: Customer Relationship Management Coordinator (CRM)	From: Student Services - Akron To: Admissions	From: \$59,271/Annual To: \$63,469/Annual	3/17/2025	Promotion

**RETIREMENTS/SEPARATIONS**

Name	Title	Department	Effective Date
Hostetler, Marc (Retire)	Associate Professor	English, Language & Social Sciences	9/1/2025
Nordine, Faith	Writing Center Tutor	English	5/15/2025
Vega, Robert	Campus Security Officer	Campus Security	3/7/2025
Wonders, Constance	Advisor - Return Advising Center	Academic Affairs	1/16/2025

**Summary Notes for Treasurer's Report  
Stark State College  
For the Month Ended February 28, 2025  
Fiscal Year 2025**

- Revenue categories are mostly higher than last year. Tuition and Fees are higher due to the better Summer & Spring enrollment and tuition increases. Appropriations are higher this year due to increased State Share of Instruction.
- Labor costs are higher this year due to the general wage increase and health insurance premium increases.
- Maintenance & Repairs, Miscellaneous and Capital Equipment expenses are higher than last year. Supplies, Travel, Communications & Marketing costs are lower than last year.
- Revenues and expenses are both in line with or better than the budget.



**STARK STATE COLLEGE**  
**Statement of Revenues and Expenditures**  
**Unrestricted Educational & General**  
**For the 8 Months Ended February 28, 2025 and 2024**

**Budget Revision 11/13/24**

	Current Year			Prior Year		
	Current Annual Budget	Activity To Date	% Of Annual Budget	Prior Annual Budget	Activity To Date	% Of Annual Budget
<b>REVENUES:</b>						
State Appropriation	\$32,410,285	\$21,557,662	66.5%	\$31,893,068	\$21,371,673	67.0%
Student Fees	35,900,836	33,790,229	94.1%	34,266,637	32,668,756	95.3%
Private Gifts, Grants & Contracts	350,000	95,619	27.3%	104,575	217,402	207.9%
Governmental Grants & Contracts	0	0	0.0%	11,000	0	0.0%
Sales & Services: Educational Activities	19,000	7,693	40.5%	18,650	14,630	78.4%
Indirect Costs	236,000	79,330	33.6%	141,044	44,417	31.5%
Other Sources	3,323,358	2,836,095	85.3%	3,350,385	1,964,988	58.6%
Total Revenues	\$72,239,479	\$58,366,628	80.8%	\$69,785,359	\$56,281,866	80.6%
<b>OTHER ADDITIONS:</b>						
Transfers in	50,000	0	0.0%	50,000	0	0.0%
<b>Total Revenues &amp; Other Additions</b>	<b>\$72,289,479</b>	<b>\$58,366,628</b>	<b>80.7%</b>	<b>\$69,835,359</b>	<b>\$56,281,866</b>	<b>80.6%</b>
<b>EXPENDITURES:</b>						
Personnel Services	\$36,162,103	\$23,091,361	63.9%	\$36,088,730	\$22,609,326	62.6%
Employee Benefits	12,667,256	8,626,695	68.1%	12,893,019	8,270,419	64.1%
Supplies	1,547,336	573,862	37.1%	1,505,981	582,457	38.7%
Travel	406,960	181,392	44.6%	252,480	203,892	80.8%
Information & Communications	2,005,043	1,097,077	54.7%	1,887,274	1,237,217	65.6%
Maintenance & Repairs	3,797,754	2,270,917	59.8%	3,603,610	1,713,014	47.5%
Miscellaneous	12,268,026	3,481,780	28.4%	10,626,615	3,140,899	29.6%
Capital Equipment	690,000	217,589	31.5%	338,602	146,542	43.3%
Total Expenditures	\$69,544,478	\$39,540,674	56.9%	\$67,196,311	\$37,903,766	56.4%
<b>OTHER REDUCTIONS:</b>						
Mandatory Transfers	\$0	\$0	0.0%	\$0	\$0	0.0%
Non-Mandatory Transfers:	2,670,111			2,566,150		
Technology Fee		1,062,746 <sup>1</sup>			1,027,079	
Facilities Fee		1,518,207 <sup>2</sup>			1,467,257	
Other (Scholarships/Grants)		0 <sup>3</sup>			7,245	
Non-Mandatory Transfers		\$2,580,953	96.7%		\$2,501,581	97.5%
<b>Total Expenditures &amp; Other Reductions</b>	<b>\$72,214,589</b>	<b>\$42,121,627</b>	<b>58.3%</b>	<b>\$69,762,461</b>	<b>\$40,405,347</b>	<b>57.9%</b>
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$74,890</b>	<b>\$16,245,001</b>		<b>\$72,898</b>	<b>\$15,876,519</b>	
<b>Reserves</b>						
Reserve, 6/30/24	\$49,666,730	Days in Reserve 261		<b>Committed Reserves:</b>		
Less committed Reserves	(7,863,669)			Akron	522,159	
Anticipated Operating Surplus	74,890			Hoover	0	
Anticipated Bookstore Net Income (from Pg. 5)	50,000			Barberton	0	
Unencumbered Reserve, 6/30/25	\$41,927,951	220		CDL	25,000	
				Alliance	0	
				White Pond	0	
				Access	7,316,510	
				Total	7,863,669	
<b>Non-Mandatory Transfers</b>						
	Beginning Balance	Transferred In	Expended	Remaining Balance		
<sup>1</sup> Technology Fee	\$593,998	\$1,062,746	\$0	\$1,656,744		
<sup>2</sup> Facilities Fee	\$3,052,468	\$1,518,207	\$141,679	\$4,428,996		
<sup>3</sup> Other (Scholarships, TRIO, UBMS)	\$0	\$0	\$0	\$0		
	\$3,646,466	\$2,580,953	\$141,679	\$6,085,740		

**STARK STATE COLLEGE.**  
**Consolidated Balance Sheet**  
**Current & Endowment Funds**  
**As of February 28, 2025 and 2024**

	Current Year						Prior Year					
	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)
	Educational and General	Auxiliary Enterprise					Educational and General	Auxiliary Enterprise				
<b>ASSETS:</b>												
Cash & Short-term investments	16,924,930	\$9,691	0	119,533		17,054,154	17,674,544	\$9,531	0	119,533		17,803,608
Insurance Reserve (Health & Dental)	1,963,923					1,963,923	2,426,926					2,426,926
Accounts receivable	16,455,774	0	57,617			16,513,392	14,043,451	(219,677)	106,922			13,930,696
Inventory	0	902,835				902,835	0	790,770				790,770
Prepaid & Deferred expenses	789,320	111,191	0			900,511	1,355,398	112,962	0			1,468,360
Other receivables	6,059,098	79,678	1,857,101			7,995,876	6,523,242	239,610	2,091,179			8,854,031
Long-term investments	39,069,687					39,069,687	37,182,854					37,182,854
Interfund Advances:												
Due from Educational & General Fund		12,572,122	321,775	366,416	(13,260,313)	0		12,882,621	519,720	340,143	(13,742,485)	0
<b>Total Assets</b>	<b>\$81,262,732</b>	<b>\$13,675,517</b>	<b>\$2,236,493</b>	<b>\$485,949</b>	<b>(\$13,260,313)</b>	<b>\$84,400,379</b>	<b>\$79,206,413</b>	<b>\$13,815,818</b>	<b>\$2,717,821</b>	<b>\$459,677</b>	<b>(\$13,742,485)</b>	<b>\$82,457,244</b>
<b>LIABILITIES:</b>												
Accounts Payable	\$113,278	\$3,934	\$0			\$117,212	\$296,628	\$363,556	\$45,738			\$705,922
Payroll, accrued wages, wthholdings & deductions	1,036,832	0	0			1,036,832	883,318	0	0			883,318
Accumulated sick leave & vacation	939,259	18,258				957,517	934,943	17,408				952,352
Accrued health & dental benefits	706,609					706,609	662,764					662,764
Accrued retirement liability - current	332,909					332,909	313,138					313,138
Insurance claims	1,180,458					1,180,458	1,173,606					1,173,606
Other installment purchases	54,856	0				54,856	111,946	0				111,946
Deferred leases	5,229,175					5,229,175	5,562,470					5,562,470
Other payables & accrued expenses	207,497	36	0			207,533	1,335,302	36	0			1,335,338
Deferred revenues	42,296					42,296	0					0
Interfund advances:												
Due to Auxiliary Enterprise Fund	12,572,122				(12,572,122)	0	12,882,621				(12,882,621)	0
Due to Current Restricted Fund	321,775				(321,775)	0	519,720				(519,720)	0
Due to Loan Fund	4,279					4,279	6,844					6,844
Due to Endowment Fund	366,416				(366,416)	0	340,143				(340,143)	0
Due to Plant Fund	5,393,308					5,393,308	4,586,637				0	4,586,637
<b>Total Liabilities</b>	<b>28,501,068</b>	<b>22,228</b>	<b>0</b>	<b>0</b>	<b>(13,260,313)</b>	<b>15,262,983</b>	<b>29,610,082</b>	<b>381,001</b>	<b>45,738</b>	<b>0</b>	<b>(13,742,485)</b>	<b>16,294,336</b>
<b>Fund Balances:</b>												
Unappropriated	50,315,155	13,653,289	2,236,493	485,949		66,690,886	47,149,822	13,434,817	2,672,083	459,677		63,716,399
Appropriated	2,446,509					2,446,509	2,446,509					2,446,509
<b>Total Fund Balances</b>	<b>52,761,664</b>	<b>13,653,289</b>	<b>2,236,493</b>	<b>485,949</b>		<b>69,137,395</b>	<b>49,596,331</b>	<b>13,434,817</b>	<b>2,672,083</b>	<b>459,677</b>		<b>66,162,908</b>
<b>Total Liabilities &amp; Fund Balances</b>	<b>\$81,262,732</b>	<b>\$13,675,517</b>	<b>\$2,236,493</b>	<b>\$485,949</b>	<b>(\$13,260,313)</b>	<b>\$84,400,379</b>	<b>\$79,206,413</b>	<b>\$13,815,818</b>	<b>\$2,717,821</b>	<b>\$459,677</b>	<b>(\$13,742,485)</b>	<b>\$82,457,244</b>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Unrestricted Educational & General**  
**As of February 28, 2025 and 2024**

	<u>Current Year</u>	<u>Prior Year</u>
<b>ASSETS:</b>		
Cash & Short-term investments	16,924,930	17,674,544
Insurance Reserve (Health & Dental)	1,963,923	2,426,926
Accounts receivable	16,455,774	14,043,451
Prepaid & Deferred expenses	789,320	1,355,398
Other receivables	6,059,098	6,523,242
Long-term investments	39,069,687	37,182,854
Interfund Advances:		
<b>Total Assets</b>	<u><u>\$81,262,732</u></u>	<u><u>\$79,206,413</u></u>
<b>LIABILITIES:</b>		
Accounts Payable	\$113,278	\$296,628
Payroll, accrued wages, withholdings & deductions	1,036,832	883,318
Accumulated sick leave & vacation	939,259	934,943
Accrued health & dental benefits	706,609	662,764
Accrued retirement liability - current	332,909	313,138
Insurance claims	1,180,458	1,173,606
Other installment purchases	54,856	111,946
Deferred leases	5,229,175	5,562,470
Other payables & accrued expenses	207,497	1,335,302
Deferred revenues	42,296	0
Interfund advances:		
Due to Auxiliary Enterprise Fund	12,572,122	12,882,621
Due to Current Restricted Fund	321,775	519,720
Due to Loan Fund	4,279	6,844
Due to Endowment Fund	366,416	340,143
Due to Plant Fund	5,393,308	4,586,637
<b>Total Liabilities</b>	<u><u>\$28,501,068</u></u>	<u><u>\$29,610,082</u></u>
<b>Fund Balances:</b>		
Unallocated	50,315,155	47,149,822
Allocated	2,446,509	2,446,509
<b>Total Fund Balance</b>	<u><u>52,761,664</u></u>	<u><u>49,596,331</u></u>
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$81,262,732</u></u>	<u><u>\$79,206,413</u></u>
<b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [included in RESERVE]	\$34,070,154	\$31,273,303
Appropriated [included in RESERVE]	2,446,509	2,446,509
Additions & Reductions:		
Current Year Revenues & Transfers in	58,366,628	56,281,866
Current Year Expenditures & Transfers out	(42,121,627)	(40,405,347)
Net increase (decrease)	16,245,001	15,876,519
Ending Fund Balance	<u><u>\$52,761,664</u></u>	<u><u>\$49,596,331</u></u>

# STARK STATE COLLEGE

## Balance Sheet

### Current Funds: Auxiliary Enterprises - Bookstore & Culinary Sales

As of February 28, 2025 and 2024

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS</b>		
Cash	\$9,691	\$9,531
Book Inventory	634,679	534,231
Supply Inventory	268,156	256,539
Receivables/Deposit Ch Sales	0	(219,677)
Other Receivables	79,678	239,610
Prepaid Expenses	111,191	112,962
Due from Educational & General Fund	12,572,122	12,882,621
<b>Total Assets</b>	<u><u>\$13,675,517</u></u>	<u><u>\$13,815,818</u></u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Accounts payable	\$450	\$366,012
Sales Tax Payable	3,484	(2,456)
Accrued Expenses	36	36
Wages, Vacation & Sick Benefits Payable	18,258	17,408
Fund Balance	13,653,289	13,434,817
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$13,675,517</u></u>	<u><u>\$13,815,818</u></u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [Included in RESERVE]	\$13,150,067	\$13,238,478
 Current Year Income	2,886,170	2,764,929
Current Year Expenses	(2,382,948)	(2,568,590)
Net Income	503,222	196,339
 Ending Fund Balance	<u><u>\$13,653,289</u></u>	<u><u>\$13,434,817</u></u>
 Projected Net Income	<u><u>\$50,000</u></u>	

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Restricted**  
**As of February 28, 2025 and 2024**

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS:</b>		
Federal Department Receivables	\$57,617	\$106,922
Other Receivables	1,857,101	2,091,179
Due from Educational & General Fund	321,775	519,720
<b>Total Assets</b>	<u>\$2,236,493</u>	<u>\$2,717,821</u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Accounts Payable	\$0	\$45,738
Fund Balance	<u>2,236,493</u>	<u>2,672,083</u>
<b>Total Liabilities &amp; Fund Balance</b>	<u>\$2,236,493</u>	<u>\$2,717,821</u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unexpended	\$1,238,392	\$630,355
Additions & Reductions:		
Current Year Revenues & Transfers in	20,810,430	17,379,603
Current Year Expenditures & Transfers out	(19,812,328)	(15,337,875)
Unexpended	<u>\$2,236,493</u>	<u>\$2,672,083</u>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Endowment Fund**  
**As of February 28, 2025 and 2024**

	<u>Current Year</u>	<u>Prior Year</u>
<b>ASSETS:</b>		
Investments (SSC Foundation -TKM)	\$119,533	\$119,533
Due from Educational & General Fund	366,416	340,143
<b>Total Assets</b>	<u>\$485,949</u>	<u>\$459,677</u>
 <b>FUND BALANCES:</b>		
Fred Campbell (Accounting)	\$1,000	\$1,000
Wixcey (Accounting)	3,000	3,000
Lucas (Accounting)	1,804	1,804
Jack Speyer (Accounting)	3,424	3,424
Robert Ray Memorial	2,375	2,375
Belden Village Merchants	352	352
Edgar H. Sloane Scholarship	14,263	14,263
Margaret E. Raridan Scholarship	59,096	59,096
Virgil D. Steiner Scholarship	7,750	7,750
Timken Foundation Scholarship	366,416	340,143
Presidential Scholarship	26,470	26,470
<b>Total Fund Balance</b>	<u>\$485,949</u>	<u>\$459,677</u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unappropriated	\$466,076	\$456,977
Additions & Reductions:		
Unappropriated Revenue & Transfers in	37,234	17,440
Current Year Expenditures & Transfers out	(17,361)	(14,740)
 Ending Fund Balance	<u>\$485,949</u>	<u>\$459,677</u>

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-14-03 Contracts and Records

**Approved by President's Cabinet on:** March 5, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised to modify the notice of non-reappointment from March 15 to April 5 to better align with fall enrollment goals and projections. Another revision was made to reflect the electronic notice and acceptance of contracts.

### CURRENT/PROPOSED WORDING

**POLICY:**

The College uses an employment contract for each salaried employee in the administrative and professional, instructional, and technical/paraprofessional categories. **The College maintains accurate and relevant personnel and payroll files.** ~~Additionally, the College recognizes that employees expect information about them stored in personnel and payroll files to be accurate and relevant.~~ Federal and state laws require that certain information be gathered and maintained in personnel and payroll files. Many of these records are available to the public upon request (ORC Law Section 149.43).

**PROCEDURE:**

(A) Salaried Personnel

- (1) A standard contract form adopted by the Board of Trustees shall be completed ~~in duplicate~~ annually for each salaried employee in the administrative and professional, instructional, and technical/paraprofessional categories.
  - (a) The standard instructional contract shall be 180 days.
  - (b) Employees in the Technical/Paraprofessional classification will be issued annual contracts under the following schedule.

Years of Service at SSC	Annual Contract
1-5	250 Day
6-12	245 Day
13-19	240 Day
20+	235 Day

- (c) Employees in the Administrative and Professional classifications will be issued annual contracts whose terms of duty exceed 180 days. Contracts issued during the fiscal year will have a **pro-rated** salary and non-contract days. Employees in the Administrative and Professional

classification whose term of duty exceeds 240 days will have their non-contract days increased by five (5) days once the employee reaches thirteen (13) years of service and increased an additional five (5) days once the employee reaches twenty (20) years of service.

- (d) The Human Resources Office will establish a calendar each year indicating the days of duty for holders of the various length contracts.
  - ~~(e)~~ Holders of contracts whose terms of duty exceed 180 days shall work out mutually acceptable schedules of on-duty days with their immediate supervisors and shall request off-duty days by completing a **Leave and Time Off Request Form in mySSC**, provided by Payroll in the Business Office.
  - (f) In the event that an employee voluntarily elects to work more than the required number of days in his contract, the Board of Trustees reserves the right, under special circumstances, to grant any part or all of the additional time worked as accrued leave, either in subsequent contract or upon final termination.
- ~~(2) — The administration has the option of extending compensation to any salaried employee in the administrative and professional, instructional, and technical/paraprofessional categories on an extended contract.~~
- (3) Other than in exceptional cases, as mentioned in paragraphs 8 and 9 of this rule, notice of non-reappointment may be given by the College in writing to an employee no later than ~~March 15~~ **April 5** unless a multi-year contract is in effect, in which case notice of non-reappointment must be given one year prior to the expiration of the contract.
  - (4) Subject to adequate appropriations by the Ohio Legislature, the College shall annually give written notice to the employee of their salary for the forthcoming year. For employees under contract, tender of the standard contract shall constitute written notice.
  - ~~(5)~~ The **employee's electronic signature on their contract serves as acceptance** employee shall notify the Business Affairs Office in writing of acceptance or non-acceptance of the salary and/or continued appointment on the **wage statement form** provided within 15 calendar days after receipt of the contract. ~~Returning the signed contract to the Business Affairs Office shall constitute acceptance in writing.~~
  - (6) Failure to ~~return~~ **electronically sign** the contract to the Business Affairs Office within 15 days **of issuance** voids the contract and constitutes voluntary resignation **barring extenuating circumstances with approval by the President.**
  - (7) Salary will be paid via direct deposit in approximately equal installments on a biweekly basis, but only after services have been rendered, less any legally authorized deductions.



- (8) Employment contracts are predicated upon representations regarding education, experience, qualifications, and background which, if subsequently proven to be inaccurate, shall cause the contract to be voidable at the discretion of the Board of Trustees.
- (9) Employment contracts are conditioned upon compliance with all rules and regulations, and policies and procedures as set forth by Stark State College. Violation of such rules and regulations, or policies and procedures, or of any of the terms of this agreement shall cause this contract to be voidable at the discretion of the President and subject to ratification by the Board of Trustees. Any such action by the President to void a contract shall be effective upon the President's notice to the employee. The Board of Trustees shall take a ratification vote of the President's action at the earliest time practicable following the President's action.
- (10) Upon completion of three years of full-time service with the College, an exempt salaried employee may be recommended for a three-year appointment, renewable each year, as provided in Evaluation of Personnel rule 3357:15-14-06 of the Administrative Code. Full-time contract status for three years is required for three-year appointment.

(B) Hourly Personnel

- (1) All employees paid on an hourly basis, including office and clerical, service and maintenance, and part-time instructional personnel, shall complete a time sheet biweekly showing days and hours worked during the pay period.
- (2) All hourly employees shall be paid on a biweekly basis, but only after services have been rendered, less any legally authorized deductions.
- (3) Contracts will not be issued to hourly employees.

(C) Personnel Records

- (1) The Office of Human Resources shall maintain and be responsible for the personnel files for the employees of the College.
- (2) The following records shall be maintained for all personnel.
  - (a) ~~Letter of~~ Employment Application (if applicable)
  - (b) Resume
  - (c) Letters of Recommendation if supplied and/or requested
  - (d) Payroll Information Form(s)
  - (e) Appropriate medical documents if required and/or requested

- (f) Requests for Family Medical Leave
  - (g) Transcripts and/or educational records illustrating that the employee has the credential that the College required for the position; professional certification if appropriate
  - (h) Conflict of Interest form
  - (i) Insurance application forms or waiver of same
  - (j) Tuition reimbursement and supporting documentation
  - (k) Discipline administered
  - (l) Performance Evaluations
  - (m) Upon separation, Letters of Resignation or notice of non-reappointment, ~~and summary of exit interview if appropriate.~~
- (3) Payroll in the Business Office shall maintain and be responsible for the payroll files for the employees of the College.
- (a) Retirement System Forms
  - (b) Contracts and/or time sheets
  - (c) Sick leave, personal leave, and vacation records
  - (d) Forms authorizing payroll deductions
  - (e) Employment history of Stark State College, including summary of salaries and wages advancement; and promotion
  - (f) W-4s, state withholding forms, garnishments, pay information, wage deduction and acknowledgements.

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-14-21 Initial Employment

**Approved by President's Cabinet on:** March 5, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised to modify the initial appointment period of March 15 to April 5 to align with the fall enrollment projections. Also, the job performance expectation has been changed from acceptable to meets expectations to match the wording in performance evaluations.

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### CURRENT/PROPOSED WORDING

**POLICY:**

- (A) The initial employment period for Stark State College contract employees (excluding adjunct faculty) begins with the first day of employment and concludes no later than ~~April 5~~ ~~March 15th~~ of the fiscal year for which the current signed employee contract is in effect.

Guidelines

- (1) Human Resources will provide the supervisor with the job description/job posting as well as the Initial Employment Policy for all new hires at the time of hire.
- (2) The supervisor will provide expectations for performance at the time of hire. This will include providing the evaluation form at the time of hire- ~~through the~~ ~~onboarding portal.~~
- (3) An employee may be notified of non-renewal of a contract at any time during the initial employment period if the supervisor concludes that the employee is not progressing or performing acceptably.
- (4) Under appropriate circumstances, the initial employment period may be extended at the discretion of the supervisor and in conjunction with Human Resources.
- (5) During the initial employment period, and at the end of the initial employment period, the supervisor and the employee will discuss the employee's performance.
- (6) Provided the job performance is "~~acceptable~~ ~~meets expectations,~~" the employee will continue employment under the conditions of the current contract.

- (B) The initial employment period for Stark State College non-contract employees begins with the first day of employment and concludes on the ninetieth (90th) calendar day of employment.

Guidelines

- (1) Human Resources will provide the supervisor with the job description/job posting as well as the Initial Employment Policy for all new hires at the time of hire.
- (2) The supervisor will provide expectations for performance at the time of hire. This will include providing the evaluation form at the time of hire, ~~through~~ **through the onboarding portal.**
- (3) An employee may be discharged at any time during the initial employment period if the supervisor concludes that the employee is not progressing or performing acceptably.
- (4) Under appropriate circumstances, the initial employment period may be extended at the discretion of the supervisor and in conjunction with Human Resources.
- (5) During the initial employment period and at the end of the initial employment period, the supervisor will provide a work review for the employee.

Provided the job performance is ~~“acceptable”~~ **“meets expectations,”** the employee will continue employment under the conditions of the current work agreement

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-14-24 Family and Medical Leave

**Approved by President's Cabinet on:** March 5, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised to update the language and to clarify eligibility and qualifying events.

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### CURRENT/PROPOSED WORDING

**POLICY:**

Pursuant to the Family and Medical Leave Act (FMLA) of 1993 (as amended), Stark State College will grant up to ~~12 twelve~~ weeks of ~~job-protected~~ leave (or up to ~~twenty-six 26~~ weeks of military caregiver leave to care for a covered service member with a serious health condition) during a ~~rolling 12-month~~ **review** period to eligible employees. The leave may be paid, unpaid, or a combination of paid and unpaid leave, depending on the circumstances of the leave and as specified in this policy.

- (A) Eligibility: To qualify to take Family Medical Leave (FML) under this policy, the employee must meet all of the following conditions:
- (1) the employee must have worked for the College for ~~12 twelve~~ months or ~~fifty-two 52~~ weeks. The ~~twelve 12~~ months or ~~fifty-two 52~~ weeks need not have been consecutive. Separate periods of employment will be counted, provided that the break in service does not exceed seven years. Separate periods of employment will be counted if the break in service exceeds seven years due to National Guard or Reserve military service obligations or when there is a written agreement, including a collective bargaining agreement, stating the ~~College's employer's~~ **College's** intention to rehire the employee after the service break. For eligibility purposes, an employee will be considered to have been employed for an entire week even if the employee was on the payroll for only part of a week or if the employee is on authorized leave during the week.
  - (2) The employee must have worked at least ~~1,250 one thousand, two hundred, and fifty~~ hours during the ~~twelve 12-month~~ period immediately before the date when the leave is requested to commence. Hours spent on paid or unpaid ~~FML leave~~ are not counted as hours worked in determining the **1,250**

~~one thousand, two hundred, and fifty~~ hours eligibility test for an employee under the ~~(FML)~~ FMLA.

- (B) Eligible employees are entitled to ~~12 twelve~~ weeks of unpaid FML each year for the following qualifying events—(Note: Military caregiver leave FML is ~~twenty-six~~ 26 weeks of leave.):
- (1) The birth of a child and to bond with the newborn child within one year of birth;
  - (2) The placement with the employee of a child for adoption or foster care and to bond with the newly placed child within one year of placement;
  - (3) To care for an immediate family member, i.e., spouse, child, parent who has a serious health condition;
  - (4) A serious health condition that makes the employee unable to perform the essential functions of his or her job;
  - (5) Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is on covered active duty or called to covered duty status as a member of National Guard, Reserves, or Regular Armed Forces; or
  - (6) Twenty-six workweeks of leave during a single ~~twelve~~ 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).
- (C) Amount of Leave
- (1) An eligible employee can take up to ~~twelve~~ 12 weeks for the FML circumstances (1) through (6) above. Under this policy, Stark State College uses a rolling ~~12-month review-back twelve-month~~ period beginning with the first instance of FML.
  - (2) Each time an employee takes FML leave, the College will compute the amount of leave the employee has taken under this policy in the last ~~twelve~~ 12 months and subtract it from the ~~twelve~~ 12 weeks of available leave, and the balance remaining is the amount the employee is entitled to take at that time.
  - (3) If two Stark State College employees request to take FML leave for the birth of the same child, adoption, or placement of the same child in foster care, or to care for the same parent with a serious health condition, the employees

may only take a combined total of ~~twelve~~ 12 weeks of FML leave. If the employees request to take FML leave to care for the same covered injured or ill service member, the employees may only take a combined total of ~~twenty-six~~ 26 weeks of FML leave.

(D) Employee Status and Benefits during FML Leave

- (1) While an employee is on unpaid leave, the College will continue all enrolled benefits during the unpaid FML leave period at the same level and under the same conditions as if the employee had continued to work. If the employee does not return to work, the College will require the employee to reimburse the College for the amount it paid for the employee's portion of the continuation of all enrolled benefits during the unpaid FML leave period.
- (2) If the employee returns to work, the College will deduct the amount paid for the employee's portion of the continuation of all enrolled benefits during the unpaid FML leave period from the employee's pay.

(E) Employee Status after Leave

- (1) An employee who takes leave under this policy may be required to provide a fitness for duty (FFD) clearance from the health care provider.
- (2) Generally, an employee who takes FML will be able to return to the same position or a position with equivalent status, pay, benefits, and other employment terms. The position will be the same or one which is virtually identical in terms of pay, benefits, and working conditions. The College may choose to exempt certain key employees from this requirement and not return them to the same or similar position.

(F) Disability Leave/Workers' Compensation

Instances in which an employee concurrently uses vacation, personal, or sick leave during periods when the employee is receiving partial pay under disability leave or workers' compensation will be handled pursuant to federal regulations.

(G) Intermittent Leave or a Reduced Work Schedule

- (1) The employee may take FML in ~~twelve~~ 12 consecutive weeks, may use the leave intermittently (take a day periodically when needed over the year) or, under certain circumstances, may use the leave to reduce the workweek or workday, resulting in a reduced hour schedule. In all cases, the leave may not exceed a total of twelve 12 workweeks (or ~~twenty-six~~ 26 workweeks when

authorized under the military caregiver leave provisions). The College may temporarily transfer an employee to an available alternative position with equivalent pay and benefits if the alternative position would better accommodate the intermittent or reduced schedule, in instances where leave for the employee or employee's immediate family member is foreseeable and for planned medical treatment, including recovery from a serious health condition or to care for a child after birth, or placement for adoption or foster care.

- (2) For the birth, bonding, adoption, or foster care of a child, the College and the employee must mutually agree to the schedule before the employee may take the leave intermittently or work a reduced hour schedule. Leave for birth, bonding, adoption, or foster care of a child must be taken within one year of the birth or placement of the child.
- (3) If the employee is taking leave for a serious health condition or due to the serious health condition of an immediate family member, the employee should try to reach agreement with the College before taking intermittent leave or working a reduced hour schedule. If this is not possible, the employee may be asked to provide documentation confirming the leave is medically necessary.

(H) Certification of a Qualifying Event

- (1) A request for FML must be substantiated with satisfactory certification provided within ~~fifteen~~ 15 calendar days of the request for leave. If the leave is due to a serious health condition of the employee, employee's immediate family member, or covered service member, certification must be submitted by an appropriate health care provider. Certification must be provided on the proper form available in the Human Resources Department. If the leave is due to adoption, foster care placement, active duty leave, or covered active duty leave, documentation must be submitted from the appropriate agency.
- (2) If the College has sufficient information to designate the leave as FMLA leave immediately after receiving notice of the employee's need for leave, the College may provide the employee with the designation notice at that time.
- (3) The College reserves the right to request a second opinion if the validity of the certification is questioned. This is done at the College's selection and expense.
- (4) If necessary, to resolve a conflict between the original certification and the second opinion, the College and the employee will mutually select a third health care provider at the College's expense. This third opinion will be



considered final. The employee will be provisionally entitled to leave and benefits under the FML pending the second and/or third opinion. The College may deny FML to an employee who refuses to release relevant medical records to the health care provider designated to provide a second or third opinion.

- (5) The College will require certification of the qualifying exigency for military family leave. The employee must respond to such a request within 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a delay or denial of leave.
- (6) The College will require certification for the serious injury or illness of the covered service member. The employee must respond to such a request within ~~fifteen~~ 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a delay or denial of leave.
- (7) The College may request recertification for the serious health condition of the employee or the employee's immediate family member, no more frequently than every thirty days and only when circumstances have changed significantly, or if the ~~employer~~ College receives information casting doubt on the reason given for the absence, or if the employee seeks an extension of their leave. Otherwise, the College may request recertification for the serious health condition of the employee or the employee's immediate family member every six months in connection with an FML absence. In no instance will leave of any type extend beyond one calendar year. In compliance with HIPAA Medical Privacy Rules, the College will obtain the employee or the employee's immediate family member's permission to obtain clarification on any individually identifiable health information in the case of recertification.
- (8) ~~Per the Family Medical Leave Act FMLA, the College is required to maintain records and documents relating to FMLA medical certifications and recertifications of employees or their family members as confidential medical records.~~
- (9) Failure to comply with the College's request for documentation may result in discipline. The College will refer to the Corrective Action and Discipline policy in these situations.

**DEFINITIONS** - For purposes of this policy, the following definitions shall apply:

Covered active duty	In the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; in the case of a member of a Reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in section 101(a)(13)(B) of title 10, United States Code.
Covered service member	A member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of five years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.
Immediate family member	<p>Spouse; parent; biological, adopted, or foster child; stepchild; and the child of an employee standing in loco parentis.</p> <p>Spouse means a husband or wife as defined or recognized in the state where the individual is married, including common law marriage and same-sex marriage.</p> <p>Parent means a biological, adoptive, step or foster father or mother, or any other individual who stood in loco parentis to the employee when the employee was a child. This term does not include “parents-in-law.”-</p> <p>Son or Daughter means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis, who is under 18 <del>eighteen</del> years of age or who is 18 <del>eighteen</del> years of age or older and incapable of self-care because of a mental or physical disability at the time that FML is to commence. For military caregiver or qualifying exigency leaves, the covered son or daughter may be of any age.</p> <p>A parent will be entitled to take FML to care for a son or daughter 18 <del>eighteen</del> years of age or older, if the adult son or daughter:</p>

	<p>(1) has a disability as defined by the American's with Disabilities Act (ADA) at the time the leave is to commence;</p> <p>(2) is incapable of self-care due to that disability;</p> <p>(3) has a serious health condition; and</p> <p>(4) is in need of care due to the serious health condition.</p> <p>It is only when all four requirements are met that an eligible employee is entitled to family medical protected leave to care for their adult son or daughter.</p>
Next of kin	The closest blood relative of the injured or recovering service member.
Qualifying exigency	<ol style="list-style-type: none"> <li>1. Issues arising from the military member's short notice deployment (i.e., deployment within seven or less days of notice). For a period of up to seven days from the day the military member receives notice of deployment, an employee may take qualifying exigency leave to address any issue that arises from the short-notice deployment.</li> <li>2. Attending military events and related activities, such as official ceremonies, programs, events and informational briefings, or family support or assistance programs sponsored by the military, military service organizations, or the American Red Cross that are related to the member's deployment.</li> <li>3. Certain childcare and related activities arising from the military member's covered active duty, including arranging for alternative childcare, providing childcare on a non-routine, urgent, immediate need basis, enrolling in or transferring a child to a new school or day care facility.</li> <li>4. Certain activities arising from the military member's covered active duty related to care of the military member's parent who is incapable of self-care, such as arranging for alternative care, providing care on a non-routine, urgent, immediate need basis, admitting or transferring a parent to a new care facility, and attending certain meetings with staff at a care facility, such as meetings with hospice or social service providers.</li> </ol>

	<ol style="list-style-type: none"> <li>5. Making or updating financial and legal arrangements to address a military member's absence while on covered active duty, including preparing and executing financial and healthcare powers of attorney, enrolling in the Defense Enrollment Eligibility Reporting System (DEERS), or obtaining military identification cards.</li> <li>6. Attending counseling for the employee, the military member, or the child of the military member when the need for that counseling arises from the covered active duty of the military member and is provided by someone other than a health care provider.</li> <li>7. Taking up to <del>fifteen</del> 15 calendar days of leave to spend time with a military member who is on short-term, temporary Rest and Recuperation leave during deployment. The employee's leave for this reason must be taken while the military member is on Rest and Recuperation leave.</li> <li>8. Certain post-deployment activities within ninety days of the end of the military member's covered active duty, including attending arrival ceremonies, reintegration briefings and events, and other official ceremonies or programs sponsored by the military, and addressing issues arising from the death of a military member, including attending the funeral.</li> <li>9. Any other event that the employee and College employer agrees is a qualifying exigency.</li> </ol>
Serious health condition	<p><del>Family Medical Leave</del> FMLA divides serious health conditions for which <del>Family Medical Leave</del> FML may be taken into these four categories:</p> <ol style="list-style-type: none"> <li>1. conditions requiring an overnight stay in a hospital or other medical care facility;</li> <li>2. conditions that incapacitate you or your family member (for example, unable to work or attend school) for more than three consecutive days and have ongoing medical treatment (either multiple appointments with a health care provider, or a single appointment and follow-up care such as prescription medication);</li> </ol>

	<ol style="list-style-type: none"> <li>3. chronic conditions that cause occasional periods when you or your family member are incapacitated and require treatment by a health care provider at least twice a year; and</li> <li>4. pregnancy (including prenatal medical appointments, incapacity due to morning sickness, and medically required bed rest).</li> </ol>
Serious injury or illness in the case of member of armed forces	<p>In the case of a member of the Armed Forces (including a member of the National Guard or Reserves), means an injury or illness that was incurred by the member in line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating.</p> <p>In the case of a veteran who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during a period when the person was a covered service member, means a qualifying (as defined by the Secretary of Labor) injury or illness that was incurred by the member in line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.</p>

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-19-13 Anti-Hazing

**Approved by President's Cabinet on:** March 5, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised to clarify language and also comply with state requirements.

### CURRENT/PROPOSED WORDING

**POLICY:**

Stark State College strictly prohibits hazing in any form as prescribed in Ohio Revised Code Section 2903.31 and Public Law No. 118-173 and will investigate and respond to all reports of hazing as outlined in this Policy.

- (A) This policy applies to Stark State College students, student organizations, student groups, and employees. This Policy also applies to volunteers acting in an official capacity that advise or coach student organizations and/or student groups who have direct contact with students. Stark State College has jurisdiction under this Policy whether the conduct occurs on or off campus. Violations may also be subject to civil and criminal penalties under Ohio law.

This Anti-Hazing Policy applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the College, or any student or other organization associated with the College.

- (B) Public Law No. 118-173 defines hazing as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:
1. is committed in the course of an initiation, into an affiliation with, or the maintenance of membership in, a student organization; and
  2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury.
- (C) Hazing means doing any of the following: pressuring, causing, forcing, soliciting, or coercing any person to do any of the following for the purpose of initiative, admitting, or affiliating an individual into or with a student group or student organization; continuing or enhancing an individual's membership or status in a student group or student organization; or perpetuating or furthering a tradition or ritual of a student group or student organization. Specific examples include:
1. Engaging in any conduct prohibited by local, state, or federal law ~~federal and/or state and/or municipal criminal law~~, regardless of whether an arrest is made or criminal

charges are brought;

2. Taking into their body any food, liquid (including alcohol), drug, or other substance that subjects the person to a substantial risk of mental or physical harm; ~~and/or;~~
3. Causing or creating a substantial risk of causing mental or physical harm to another and/or engage in any act or omission that contributes to the death of another;
4. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body or similar activity;
5. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
6. Causing, coercing, or otherwise inducing another person to perform sexual acts;
7. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
8. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, or federal law.

- (D) The implied or expressed consent of a student to hazing is not a defense to a Student Code of Conduct violation. Furthermore, retaliation against any person who reports hazing or who participates in a hazing investigation pursuant to this policy is in violation of the Student Code of Conduct and is subject to disciplinary action.

# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -March 28, 2025

REPORTED CRIME STATS FOR CLERY ACT			
<i>Required to report these statistics to Department of Education once a year.</i>			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
MURDER	On Campus	0	0
	Satellite Location	0	0
MANSLAUGHTER	On Campus	0	0
	Satellite Location	0	0
SEX OFFENSES: <i>Forcible</i>	On Campus	0	0
	Satellite Location	0	0
<i>Non-forcible</i>	On Campus	0	0
	Satellite Location	0	0
ROBBERY	On Campus	0	0
	Satellite Location	0	0
AGGRAVATED ASSAULT	On Campus	0	0
	Satellite Location	0	0
BURGLARY	On Campus	0	0
	Satellite Location	0	0
ARSON	On Campus	0	0
	Satellite Location	0	0
MOTOR VEHICLE THEFT	On Campus	1	0
	Satellite Location	0	0
DOMESTIC VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
DATING VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
STALKING*	On Campus	0	0
	Satellite Location	0	0
LIQUOR LAW VIOLATIONS	On Campus	0	0
	Satellite Location	0	0
DRUG-RELATED VIOLATIONS	On Campus	1	0
	Satellite Location	1	1
WEAPONS POSSESSION	On Campus	0	0
	Satellite Location	0	0
TOTALS		3	1
*The following statistics have been added to maintain compliance with the Campus SAVE Act.			
REPORTED CRIME STATS FOR STARK STATE COLLEGE			



# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -March 28, 2025

These statistics are reported to the College Community for their awareness.			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
CRIMINAL DAMAGING	On Campus	0	1
	Satellite Location	1	0
THEFT	On Campus	2	1
	Satellite Location	0	0
IDENTITY THEFT	On Campus	0	0
	Satellite Location	0	0
ASSAULT	On Campus	1	0
	Satellite Location	0	0
INDUCING PANIC	On Campus	0	0
	Satellite Location	0	0
MENACING/VERBAL THREATS	On Campus	0	0
	Satellite Location	0	0
HARASSMENT	On Campus	0	0
	Satellite Location	0	0
DISRUPTIVE BEHAVIOR	On Campus	2	1
	Satellite Location	2	2
INDECENT EXPOSURE	On Campus	0	0
	Satellite Location	1	0
TOTALS		9	5

## NOTE 2024

24-0035 – Indecent Exposure (Off-Campus)  
 24-0044 – Disruptive Behavior (Akron)  
 24-0050 – Crim Damage (Whipple Auto Shed)  
 24-0056 – Motor Vehicle Theft (Main)  
 24-0066 – Assault (Akron)  
 24-0071 – Theft (Main)  
 24-0083 – Disruptive Behavior (Main)  
 24-0093 - Disruptive Behavior (Canton)  
 24-0100 – Disorderly Conduct (Canton)  
 24-0104 – Theft (Main)  
 24-0108 – Drug-Related Violation (Main)  
 24-0118 – Disorderly Conduct (Canton)  
 24-0119 - Drug-Related Violation (Canton)

## NOTE 2025

25-0002-Disruptive Behavior (Akron)  
 25-0003– Disruptive Behavior (Main)  
 25-0019- Disruptive Behavior (Akron)  
 25-0028- Disruptive Behavior (Akron)  
 25-0029- Disruptive Behavior (Main)  
 25-0030- Drug-Related Violation (Akron)  
 25-0031-Theft (Main)  
 25-0032-Criminal Damaging (Main)

**2025 Calendar of  
Board Meetings and Events**

<b><u>DATES</u></b>	<b><u>MEETING/EVENT</u></b>	<b><u>TIME</u></b>	<b><u>LOCATION</u></b>
<b>APRIL, 2025</b>			
9 Wednesday	BOARD MEETING	8 a.m.	S304
<b>MAY, 2025</b>			
2 Friday	Scholars/Benefactors Lunch	11 a.m.	KSU Stark Conf Center
14 Wednesday	BOARD MEETING	8 a.m.	TBD
	One-Year Certificate Ceremony	6 p.m.	M100/101
18 Sunday	Commencement Ceremony	2 p.m.	Canton Civic Center
<b>JUNE, 2025</b>			
11 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>JULY, 2025</b>			
9 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>AUGUST, 2025</b>			
13 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>SEPTEMBER, 2025</b>			
10 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>OCTOBER, 2025</b>			
8 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>NOVEMBER, 2025</b>			
12 Wednesday	BOARD MEETING	8 a.m.	TBD
<b>DECEMBER, 2025</b>			
10 Wednesday	BOARD MEETING	8 a.m.	TBD



## **BOARD OF TRUSTEES MEETING**

**Wednesday, May 14, 2025**

**8:00 A.M.**

**Stark State College**

**6200 Frank Avenue NW**

**Third Floor, Room S304**

**North Canton, OH 44720**



**STARK STATE COLLEGE**  
**BOARD OF TRUSTEES MEETING**  
**Wednesday, May 14, 2025 - 8:00 a.m.**  
**Board Room S304**

ITEM	ENC.	ACTION	PRESENTER
I. Call to Order			Harun Rashid
II. Roll Call			Harun Rashid
III. Recognition of Visitors			Harun Rashid
IV. Public Requests			Harun Rashid
V. Agenda Changes			Harun Rashid
VI. Consent Agenda*		X	Harun Rashid
A. Minutes of Board Meeting on 4/9/2025	6.1		
B. Personnel Actions	6.2		
C. Treasurer's Report	6.3		
<i>From President's Cabinet</i>			
D. 15-19-07 Student Travel	6.4		
E. 15-18-01 Admission	6.5		
F. 15-14-15 Sexual Misconduct	6.6		
VII. New Business			
A. FY2026 Budget		X	K. Gardner
B. Resolution to Increase the General Fee, effective Fall 2025 and Fall 2026	7.1	X	P. Jones/K. Gardner
C. Report to Chancellor of Low-enrolled courses/programs and duplicated programs Fall 2022 through Spring 2025	7.2	X	P. Jones/L. Gibson-Shreve
VIII. President's Report			P. Jones
IX. Chair's Report			Harun Rashid
X. Communications			Harun Rashid
A. Security Report	10.1		Harun Rashid
B. Out-of-State Travel Log	10.2		
C. Calendar of Board Activity Dates	10.3		
XI. Executive Session			Harun Rashid
XII. Adjournment			Harun Rashid

\*Confirmation of Consent Agenda items submitted by the President. Any item may be removed from the Consent Agenda by a Board member asking the Chair to consider the item separately.

## Record of Proceedings

Board of Trustees  
Stark State College

North Canton, Ohio  
April 9, 2025

### **REGULAR MEETING**

The Board of Trustees held its regular monthly meeting on April 9, 2025 at Stark State College Main Campus.

### **CALL TO ORDER**

1st Vice Chair Elaine Russell Reolfi called the meeting to order at 8:05 a.m.

### **ROLL CALL**

The following board members were present: Elaine Russell Reolfi, Tracy Carter, Jeffery Walters, Patricia Wackerly, Michael Wheeler, Fonda Williams (virtually) Jennifer Stamp, and Jason Dodson.

The following board member was not able to attend: Chair Harun Rashid.

The following administrators were present: Para Jones, Lada Gibson-Shreve, Kevin Gardner, Pat Roberts, Melissa Glanz and Rich Greene.

### **RECOGNITION OF VISITORS**

The following visitors were present: Angela Smith Alder, Collyn Floyd, Tiffany Archer and Teri Ross.

### **PUBLIC REQUESTS**

None.

### **AGENDA CHANGES**

None.

### **CONSENT AGENDA**

Trustee Williams moved to consider and approve the Consent Agenda. Trustee Dodson provided the second for the motion.

The vote was called. The Consent Agenda was approved unanimously and included the following: *Minutes of the March 12, 2025 board meeting; Personnel Actions; Treasurer's Report; and 15-14-03 Contracts and Records; 15-14-21 Initial Employment; 15-14-24 Family and Medical Leave; and 15-19-13 Anti-Hazing.*

### **NEW BUSINESS**

### **PRESIDENT'S REPORT**

In addition to the written report, the following updates were shared by President Jones:

- President Jones thanked 2nd Vice Chair Tracy Carter for participating in the Spartan Connect Speaker Series where she shared her unique leadership journey with students, faculty and staff and community members. It was an excellent, well-attended event.
- ***Great news regarding enrollment:*** Spring enrollment is up 6.7% in headcount and 3.5% in full-time equivalent students. CCP enrollment is up 9.8% and core new enrollment is up 9.5%. The excellent

enrollment outcomes are the result of the entire College working together to serve current, new and prospective students, as well as our excellent, in-demand programs, employer partnerships and markedly improved recruiting, marketing, outreach and communication strategies.

- Provost Dr. Gibson-Shreve shared that the visiting team of the Higher Learning Commission (HLC) has recommended that the HLC approve our Bachelor of Science in Nursing (BSN) degree. The Board will take action at its April meeting and inform the College of the action. Upon approval, the College will begin its marketing and enrollment plan. We will begin the BSN program in Fall 2025.
- President Jones participated in an interview with 21 News Youngstown and was able to share our expansion efforts in the Mahoning Valley. You can see the interview here: <https://www.wfmj.com/clip/15505289/stark-state-college-expansion-class-offerings>. Here is an article published in the Canton Repository: <https://www.cantonrep.com/story/news/education/2025/03/20/stark-state-to-offer-in-person-online-classes-in-mahoning-valley/82570735007/>; This also ran in the Beacon Journal.
- The CEO of Ariel Corporation writes how the company's partnership with Stark State College has helped with recruitment, retention and more. This story can be found on beaconjournal.com: <https://www.beaconjournal.com/story/opinion/columns/guest/2025/03/31/ariel-corp-stark-state-college-partnership-helps-company-thrive-opinion/82703826007/>

#### **CHAIR'S REPORT**

- 1st Vice Chair Reolfi reminded Trustees about filing their annual financial disclosure statement, which is due May 15, 2025.
- Trustee Patty Wackerly will be serving another one-year term on the Stark State Foundation Board. Thank you, Patty, for your continued service!
- 1st Vice Chair Reolfi reminded Trustees about the upcoming Commencement Ceremony on Sunday, May 18 at 2:00 p.m.

#### **COMMUNICATIONS**

Board members reviewed the upcoming calendar of events in Exhibit 10.2.

#### **EXECUTIVE SESSION**

At 8:36 a.m., 2nd Vice Chair Carter moved to go into Executive Session to consider the employment of a public employee, according to R.C. 121.22G (1). Trustee Stamp provided the second for the motion. A roll call vote was taken, and all members voted aye.

At 9:01 a.m., Trustee Wheeler moved to return to open session. Trustee Dodson provided the second for the motion. The motion carried.

The following actions were taken following executive session:

#### **RESOLUTION TO AMEND THE SALARY ADMINISTRATION PROGRAM FOR FY2025**

2nd Vice Chair Carter moved to approve the Resolution to amend the Salary Administration Program for FY2025. Trustee Dodson provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

#### ***RESOLUTION***

#### **To Amend the Salary Administration Program for FY2025**

**WHEREAS**, The Board of Trustees of Stark State College passed a RESOLUTION To Establish the Salary Administration Program for FY2024 & FY2025 at their regularly scheduled Board meeting on April 12, 2023; and

**WHEREAS**, The Board of Trustees of Stark State College recognizes that resolution restricted certain employees from receiving the Additional Compensation who were employed throughout the fiscal year while allowing more recently hired employees to receive this Additional Compensation; and

**WHEREAS**, The Board of Trustees of Stark State College desires to amend this Resolution to better align with the College's mission, vision and value statements, including being fair and equitable and reflecting the strategic goal of focusing on our people;

**THEREFORE, BE IT RESOLVED**, that the following amendments be made to the RESOLUTION To Amend the Salary Administration Program for FY2024 & FY2025 passed on April 12, 2023:

Under "THEREFORE, BE IT FURTHER RESOLVED, that Additional Compensation may be awarded to each continuing employee, contingent upon budget performance, as follows:"

Change item 3 to read "Full-time employees who are actively employed at the time additional compensation is paid, on or before June 30, 2025, and who have been employed a minimum of six months will receive a lump sum payment in an amount up to 2% of their adjusted base amount for FY2025."

Change item 4 to read "Part-time employees who are actively employed at the time additional compensation is paid, on or before June 30, 2025, and who have been employed a minimum of six months will receive a lump sum payment in an amount up to 2% of their adjusted base wages actually paid during the period from June 28, 2024, through and including June 13, 2025."

Remove the following statement "FURTHER, employees who have notified the College that they will be severing their employment with the college are not eligible for Additional Compensation."

This Resolution is being enacted on the 9th day of April, 2025.

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Elaine Russell Reolfi  
1<sup>st</sup> Vice Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

### **RESOLUTION TO ESTABLISH THE SALARY ADMINISTRATION PROGRAM FOR FY2026 & FY2027**

Trustee Stamp moved to approve the Resolution to establish the Salary Administration Program for FY2026 & FY2027. Trustee Williams provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

### ***RESOLUTION*** **To Establish the Salary Administration Program for FY2026 & FY2027**

**WHEREAS**, The Board of Trustees of Stark State College desires to provide a new compensation package that aligns with the College's mission, vision and value statements, including being fair and equitable and reflecting the strategic goal of focusing on our people; and

**WHEREAS**, the salary and benefits package should keep the College competitive within the higher education employment market (academic jobs) and the regional employment market (non-academic jobs), and give the College the ability to attract and retain outstanding employees who represent the passion and pride of the College; and

**WHEREAS**, at this time, the projected amount of funding available to Stark State College through tuition and anticipated state subsidies would be adequate to pay the costs for salary and benefit increases while continuing to fund necessary operational expenditures;

**THEREFORE BE IT RESOLVED**, that a Salary Administration Program be effective July 1, 2025, through June 30, 2027, which shall include the following provisions:

The percentage increases below will be calculated using the “adjusted base” (base without reallocation).

1. Salary ranges will be reviewed annually for changes in the market.
2. Salary increases for full-time employees will be 3% for FY2026 and 2.5% for FY2027. An increase to an employee's adjusted base shall not exceed the top of the employee's market-based salary range. The excess above the range will be paid to the employee, but not added to the adjusted base.
3. Salary increases for part-time staff will be 3% for FY2026 and 2.5% for FY2027.
4. Graduated pay scale increases will be increased 3% for FY2026 and 2.5% for FY2027 for adjunct faculty and full-time faculty overload.
5. Miscellaneous hourly rate schedule increases will be increased 3% for FY2026 and 2.5% for FY2027.
6. Pay scale will increase by 3% for FY2026 and 2.5% for FY2027 for club advising and program coordination.
7. Graduated raises for full-time employees for FY2026 and FY2027 will be increased up to the midpoint multiplied by \$30.00.
8. Grant-funded employees will receive the adjusted base increase and graduated raises only if sufficient funds are available and approved in the grant budget to cover all additional costs.
9. Employees who were on a performance improvement plan during the applicable fiscal year and/or received an overall performance review rating lower than “Acceptable,” “Meets Standards” or “Partially Meets Standards (Acceptable)” or received a suspension or final written reprimand as outlined by College policy regarding Corrective Action and Discipline, Policy No. 3357:15-14-18, A (5)(c) will not receive the salary increase in the applicable fiscal year.
10. Faculty Promotions in Rank shall remain the same in FY2026 and FY2027.
  - a. Assistant Professor, \$1600
  - b. Associate Professor, \$1700
  - c. Professor, \$1900
11. Degree and Certificate achievement shall remain the same in FY2026 and FY2027.
  - a. Certificate, \$300
  - b. Associate, \$450
  - c. Bachelor, \$600
  - d. Major Certification and Masters, \$700
  - e. Doctorate, \$900
12. Health and dental insurance premiums will continue to be shared by employees through pre-tax payroll deduction in the amount of 15% per plan participant. The College will continue to share the premiums for children of employees, in accordance with the Stark County Schools Health Plan.
13. The College will continue to pay the full premium for basic group life insurance.



14. The Tuition Assistance Program will continue to reimburse the tuition cost for up to 16 credit hours per academic year to the extent funding is available and set the maximum reimbursement equal to the number of credit hours taken times the undergraduate credit hour rate at Kent State University main campus in effect for the term in which classes were completed.
15. The recitals above are hereby incorporated by reference.

**WHEREAS**, it is the intention of the Board of Trustees to provide additional compensation effective for FY2026 and FY2027, to its continuing employees who will be working for the College after June 30, 2026 and June 30, 2027 respectively.

**THEREFORE BE IT FURTHER RESOLVED**, that Additional Compensation may be awarded to each continuing employee who has been employed a minimum of six months, contingent upon budget performance, as follows:

1. Employees who are actively employed at the time additional compensation is paid, on or before June 30, 2026, will receive a lump sum payment of up to 2% of their adjusted base amount for FY2026.
2. Employees who are actively employed at the time additional compensation is paid, on or before June 30, 2027, will receive a lump sum payment of up to 2.5% of their adjusted base amount for FY2027.
3. The amount of any lump sum payment in June 2026 and/or June 2027 will be limited to available funds at the time the Board meets to approve the FY2026 and FY2027 budget, respectively. At that time, the annual surplus for FY2026 and FY2027 will be projected, and the first \$500,000 of any surplus will be committed to College Reserves. The projection will not consider noncash adjustments that are made as part of the year-end closing process. These include but are not limited to adjustments to the health care reserves, which are reported by the Stark County Schools during August of each year, and the reserve for bad debts. The remaining projected surplus will be available to fund the lump-sum payment. The same percentage will be used to calculate payments to employees in both categories.
4. Employees who were on a performance improvement plan during FY2026 or FY2027, received an overall performance review rating lower than "Acceptable," "Meets Standards" or "Partially Meets Standards (Acceptable)," or received a suspension or final written reprimand as outlined by the College's Corrective Action and Discipline Policy No. 3357:15-14-18 (A) (5)(c), will not receive the performance-based lump sum.
5. Grant-funded employees will receive the lump sum payment only if sufficient grant funds are available and approved in the grant budget to cover all additional costs.

**FURTHER**, employees will not be eligible for Additional Compensation if their adjusted base earnings multiplied by 2.5% is less than fifty dollars (\$50.00).

**FURTHER**, all professional staff required to attend and all full-time faculty shall count attendance at graduation ceremonies as a day worked for contract purposes. Contract lengths will not be extended.

**FURTHER**, nothing in this resolution shall be interpreted as guaranteeing continuing employment to any current or future employee while this Resolution is in effect.

*Management shall make adjustments to individual contracts and pay rates as necessary to correct errors and omissions. Nothing in this Resolution shall apply to positions of student employment.*

This Resolution is being enacted on the 9th day of April, 2025.

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Elaine Russell Reolfi  
1<sup>st</sup> Vice Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

**MOTION TO APPROVE THE RETIRE/REHIRE PROGRAM DURING FY2026**

Trustee Wheeler moved to approve the Retire/Rehire program during FY2026. Trustee Dodson provided the second for the motion. The motion was unanimously approved.

**ADJOURNMENT**

At 9:03 a.m., 2nd Vice Chair Carter moved to adjourn. Trustee Stamp provided the second for the motion. The motion carried.

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Elaine Russell Reolfi  
1<sup>st</sup> Vice Chair, Board of Trustees  
April 9, 2025

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Para M. Jones, Ph.D.  
President  
April 9, 2025

**PERSONNEL ACTIONS**  
**Board Agenda**  
**May 14, 2025**

**NEW HIRES AND EMPLOYEE STATUS CHANGES**

Name	Title	Department	Rate	Effective Date	Comments
Adkins, Lori	Success Advisor	Advising & Gateway Student Services	\$500.00	4/28/2025	2025 Distinguished Staff Award
Ancil, Noah	Coordinator, Institutional Research and Planning	Institutional Research & Planning	\$65,501/Annual	3/31/2025	Replacement
Bragg, Tracy	Adjunct Instructor	Physical Therapy Assisting	\$500.00	4/28/2025	2025 Adjunct Instructor Excellence in Teaching Award
Brooks, Sharon	Director, Student Leadership & Engagement	From: Learning & Engagement To: Student Leadership & Engagement	No Change	7/1/2025	Department title updated
Caldwell, Hannah	Administrative Assistant I	Business, Engineering & Information Tech	\$32,911/Annual	5/5/2025	Replacement
Cuckler, Daniel	Police Science Instructional Assistant (PT)	Law Enforcement	\$36.01/Hour	3/19/2025	Non-benefit eligible
Diana, Brandon	From: Automotive Lab Assistant To: Automotive Lab Technician	Automotive & Transportation Technologies	From: \$18.36/Hour To: \$24.12/Hour	7/1/2025	Position re-evaluation
Dinkins, Christopher	EMS Instructional Assistant (PT)	Emergency Services	\$38.61/Hour	4/21/2025	Non-benefit eligible
Gargus, Laura	Kids' College Instructor (PT)	Education	\$28.84/Hour	6/2/2025	Non-benefit eligible
Hallaman, Lisa	Career Specialist	Career Services	\$55,964/Annual	3/31/2025	Replacement
Hartman, Kirby	From: Campus Security Officer To: Campus Security Coordinator	Campus Security	No Change	3/31/2025	Promotion / New Position
Johnson, Lisa	Certified Nurse Aid (CAN) - Primary Instructor (PT)	Nursing	\$48.27/Hour	5/1/2025	Additional role
Kaylor, Tammy	Project Director, NEO Workforce Initiative in Nursing	Nursing	From: \$68,097/Annual To: \$86,200/Annual	1/1/2025	Grant labor cost increase
LeMonier, Leilani	EMS Instructional Assistant (PT)	Emergency Services	\$38.61/Hour	4/7/2025	Non-benefit eligible
Miller, Brian	Director of Physical Plant and Construction	Physical Plant	\$120,000/Annual	4/7/2025	Replacement
Remark, Linda	Professor of Communication, Humanities & Reading	Communication, Humanities & Reading	\$500.00	4/28/2025	2025 Distinguished Teaching Award
Smith, Toby	Police Science Instructional Assistant (PT)	Law Enforcement	\$36.01/Hour	3/31/2025	Non-benefit eligible
Woods, Lauren	Adjunct Instructor	Medical Lab Tech	\$54.83/Hour	4/15/2025	Non-benefit eligible
Woods, Lauren	Instructional Assistant (PT)	Medical Lab Tech	\$39.28/Hour	4/15/2025	Additional role

**RETIREMENTS/SEPARATIONS**

Name	Title	Department	Effective Date
Angle, Debra	Administrative Assistant II	Campus Security	4/17/2025
Burkes, Hollis	Campus Security Officer	Campus Security	12/10/2024
Cupari, Kim (Retire)	Purchasing Agent	Purchasing	6/30/2025
Duff, Dawn	Math Lab Assistant	Mathematics	5/9/2025
Feller, Karen	Adjunct Instructor	Student Success Skills	10/24/2024
Frank, Molly	Gateway Student Support Assistant	Enrollment Management	7/25/2025
Manse, Christopher	Campus Security Officer	Campus Security	4/7/2025
Miller, Sara	Career Specialist	Career Services	4/24/2025
Mistovich, Joseph	EMS Instructional Assistant	Emergency Services	4/24/2025
Moore, Brian (Retired)	Associate Professor	Human Services	8/22/2025
Ravol, Lisa (Retire)	Adjunct Instructor	Communication, Humanities & Reading	5/30/2025
Ranowsky, Krystal (Retire)	CDL Instructor	CDL	1/6/2025
Sells, Jennifer	Instructor/Clinical Coordinator	Emergency Services	4/14/2025
Westbrook, Gregory	Campus Security Officer	Campus Security	3/7/2025

**Summary Notes for Treasurer's Report  
Stark State College  
For the Month Ended March 31, 2025  
Fiscal Year 2025**

- Revenue categories are mostly higher than last year. Tuition and Fees are higher due to the better Summer & Spring enrollment and tuition increases. Appropriations are higher this year due to increased State Share of Instruction.
- Revenues and expenses are both in line with or better than the budget.
- Labor costs are higher this year due to the general wage increase and health insurance premium increases.
- Supplies, Maintenance & Repairs, Miscellaneous and Capital Equipment expenses are higher than last year. Travel and Communications & Marketing costs are lower than last year.

**STARK STATE COLLEGE**  
**Statement of Revenues and Expenditures**  
**Unrestricted Educational & General**  
**For the 9 Months Ended March 31, 2025 and 2024**

**Budget Revision 3/12/25**

	Current Year			Prior Year		
	Current Annual Budget	Activity To Date	% Of Annual Budget	Prior Annual Budget	Activity To Date	% Of Annual Budget
<b>REVENUES:</b>						
State Appropriation	\$32,262,704	\$24,233,922	75.1%	\$31,882,147	\$24,012,214	75.3%
Student Fees	36,282,580	33,943,380	93.6%	35,196,597	32,632,932	92.7%
Private Gifts, Grants & Contracts	350,000	103,401	29.5%	104,575	252,455	241.4%
Governmental Grants & Contracts	0	0	0.0%	11,000	0	0.0%
Sales & Services: Educational Activities	19,000	8,106	42.7%	18,650	16,125	86.5%
Indirect Costs	236,000	130,098	55.1%	141,868	71,690	50.5%
Other Sources	3,323,358	3,220,761	96.9%	3,350,385	2,306,436	68.8%
Total Revenues	\$72,473,642	\$61,639,668	85.1%	\$70,705,222	\$59,291,852	83.9%
<b>OTHER ADDITIONS:</b>						
Transfers in	50,000	0	0.0%	50,000	0	0.0%
<b>Total Revenues &amp; Other Additions</b>	<b>\$72,523,642</b>	<b>\$61,639,668</b>	<b>85.0%</b>	<b>\$70,755,222</b>	<b>\$59,291,852</b>	<b>83.8%</b>
<b>EXPENDITURES:</b>						
Personnel Services	\$35,556,828	\$26,076,396	73.3%	\$35,108,838	\$25,580,298	72.9%
Employee Benefits	12,829,140	9,686,683	75.5%	12,035,398	9,310,008	77.4%
Supplies	1,517,336	674,695	44.5%	1,402,981	652,940	46.5%
Travel	406,960	205,738	50.6%	391,308	241,317	61.7%
Information & Communications	2,005,043	1,187,681	59.2%	1,862,274	1,303,891	70.0%
Maintenance & Repairs	3,567,754	2,481,076	69.5%	3,603,610	1,983,857	55.1%
Miscellaneous	12,336,026	4,037,183	32.7%	11,610,615	3,627,535	31.2%
Capital Equipment	690,000	219,176	31.8%	338,602	141,848	41.9%
Total Expenditures	\$68,909,087	\$44,568,629	64.7%	\$66,353,626	\$42,841,696	64.6%
<b>OTHER REDUCTIONS:</b>						
Mandatory Transfers	\$0	\$0	0.0%	\$0	\$0	0.0%
Non-Mandatory Transfers:	2,720,111			2,720,111		
Technology Fee		1,065,224 <sup>1</sup>			1,025,389	
Facilities Fee		1,521,749 <sup>2</sup>			1,464,840	
Other (Scholarships/Grants)		0 <sup>3</sup>			7,244	
Non-Mandatory Transfers		\$2,586,973	95.1%		\$2,497,473	91.8%
<b>Total Expenditures &amp; Other Reductions</b>	<b>\$71,629,198</b>	<b>\$47,155,602</b>	<b>65.8%</b>	<b>\$69,073,737</b>	<b>\$45,339,169</b>	<b>65.6%</b>
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$894,444</b>	<b>\$14,484,066</b>		<b>\$1,681,485</b>	<b>\$13,952,683</b>	
<b>Reserves</b>						
Reserve, 6/30/24	\$49,666,730	Days in Reserve 263		<b>Committed Reserves:</b>		
Less committed Reserves	(7,863,669)			Akron	522,159	
Anticipated Operating Surplus	894,444			Hoover	0	
Anticipated Bookstore Net Income (from Pg. 5)	50,000			Barberton	0	
Unencumbered Reserve, 6/30/25	\$42,747,505	226		CDL	25,000	
				Alliance	0	
				White Pond	0	
				Access	7,316,510	
				Total	7,863,669	
<b>Non-Mandatory Transfers</b>						
	Beginning Balance	Transferred In	Expended	Remaining Balance		
<sup>1</sup> Technology Fee	\$593,998	\$1,065,224	\$0	\$1,659,222		
<sup>2</sup> Facilities Fee	\$3,052,468	\$1,521,749	\$254,859	\$4,319,358		
<sup>3</sup> Other (Scholarships, TRIO, UBMS)	\$0	\$0	\$0	\$0		
	\$3,646,466	\$2,586,973	\$254,859	\$5,978,580		

**STARK STATE COLLEGE.**  
**Consolidated Balance Sheet**  
**Current & Endowment Funds**  
**As of March 31, 2025 and 2024**

	Current Year						Prior Year					
	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)
	Educational and General	Auxiliary Enterprise					Educational and General	Auxiliary Enterprise				
<b>ASSETS:</b>												
Cash & Short-term investments	17,185,562	\$15,012	0	119,533		17,320,108	19,065,265	\$9,982	0	119,533		19,194,780
Insurance Reserve (Health & Dental)	1,963,923					1,963,923	2,426,926					2,426,926
Accounts receivable	14,746,971	0	51,124			14,798,096	11,243,298	(219,931)	100,094			11,123,461
Inventory	0	902,835				902,835	0	790,770				790,770
Prepaid & Deferred expenses	817,605	111,191	0			928,796	1,243,452	112,962	0			1,356,414
Other receivables	6,449,687	82,439	1,248,820			7,780,947	6,485,394	239,610	1,026,996			7,752,001
Long-term investments	39,241,771					39,241,771	37,204,980					37,204,980
Interfund Advances:												
Due from Educational & General Fund		12,116,031	1,542,160	355,782	(14,013,974)	0		12,465,762	1,797,452	349,546	(14,612,760)	0
<b>Total Assets</b>	<b>\$80,405,520</b>	<b>\$13,227,509</b>	<b>\$2,842,105</b>	<b>\$475,316</b>	<b>(\$14,013,974)</b>	<b>\$82,936,475</b>	<b>\$77,669,315</b>	<b>\$13,399,156</b>	<b>\$2,924,542</b>	<b>\$469,079</b>	<b>(\$14,612,760)</b>	<b>\$79,849,331</b>
<b>LIABILITIES:</b>												
Accounts Payable	\$187,629	\$2,953	\$102,804			\$293,386	(\$970,496)	(\$8,772)	\$577			(\$978,690)
Payroll, accrued wages, wthholdings & deductions	1,118,868	0	0			1,118,868	987,217	0	0			987,217
Accumulated sick leave & vacation	939,259	18,258				957,517	934,943	17,408				952,352
Accrued health & dental benefits	702,871					702,871	658,447					658,447
Accrued retirement liability - current	341,150					341,150	320,648					320,648
Insurance claims	1,180,458					1,180,458	1,173,606					1,173,606
Other installment purchases	54,856	0				54,856	111,946	0				111,946
Deferred leases	5,229,175					5,229,175	5,562,470					5,562,470
Other payables & accrued expenses	206,732	36	0			206,768	2,291,566	36	0			2,291,602
Deferred revenues	40,973					40,973	0					0
Interfund advances:												
Due to Auxiliary Enterprise Fund	12,116,031				(12,116,031)	0	12,465,762				(12,465,762)	0
Due to Current Restricted Fund	1,542,160				(1,542,160)	0	1,797,452				(1,797,452)	0
Due to Loan Fund	4,279					4,279	6,844					6,844
Due to Endowment Fund	355,782				(355,782)	0	349,546				(349,546)	0
Due to Plant Fund	5,384,567					5,384,567	4,306,869				0	4,306,869
<b>Total Liabilities</b>	<b>29,404,791</b>	<b>21,247</b>	<b>102,804</b>	<b>0</b>	<b>(14,013,974)</b>	<b>15,514,868</b>	<b>29,996,820</b>	<b>8,673</b>	<b>577</b>	<b>0</b>	<b>(14,612,760)</b>	<b>15,393,310</b>
<b>Fund Balances:</b>												
Unappropriated	48,554,220	13,206,262	2,739,301	475,316		64,975,099	45,225,986	13,390,483	2,923,965	469,079		62,009,512
Appropriated	2,446,509					2,446,509	2,446,509					2,446,509
<b>Total Fund Balances</b>	<b>51,000,729</b>	<b>13,206,262</b>	<b>2,739,301</b>	<b>475,316</b>		<b>67,421,608</b>	<b>47,672,495</b>	<b>13,390,483</b>	<b>2,923,965</b>	<b>469,079</b>		<b>64,456,021</b>
<b>Total Liabilities &amp; Fund Balances</b>	<b>\$80,405,520</b>	<b>\$13,227,509</b>	<b>\$2,842,105</b>	<b>\$475,316</b>	<b>(\$14,013,974)</b>	<b>\$82,936,475</b>	<b>\$77,669,315</b>	<b>\$13,399,156</b>	<b>\$2,924,542</b>	<b>\$469,079</b>	<b>(\$14,612,760)</b>	<b>\$79,849,331</b>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Unrestricted Educational & General**  
**As of March 31, 2025 and 2024**

	<u>Current Year</u>	<u>Prior Year</u>
<b>ASSETS:</b>		
Cash & Short-term investments	17,185,562	19,065,265
Insurance Reserve (Health & Dental)	1,963,923	2,426,926
Accounts receivable	14,746,971	11,243,298
Prepaid & Deferred expenses	817,605	1,243,452
Other receivables	6,449,687	6,485,394
Long-term investments	39,241,771	37,204,980
Interfund Advances:		
<b>Total Assets</b>	<u><u>\$80,405,520</u></u>	<u><u>\$77,669,315</u></u>
<b>LIABILITIES:</b>		
Accounts Payable	\$187,629	(\$970,496)
Payroll, accrued wages, withholdings & deductions	1,118,868	987,217
Accumulated sick leave & vacation	939,259	934,943
Accrued health & dental benefits	702,871	658,447
Accrued retirement liability - current	341,150	320,648
Insurance claims	1,180,458	1,173,606
Other installment purchases	54,856	111,946
Deferred leases	5,229,175	5,562,470
Other payables & accrued expenses	206,732	2,291,566
Deferred revenues	40,973	0
Interfund advances:		
Due to Auxiliary Enterprise Fund	12,116,031	12,465,762
Due to Current Restricted Fund	1,542,160	1,797,452
Due to Loan Fund	4,279	6,844
Due to Endowment Fund	355,782	349,546
Due to Plant Fund	5,384,567	4,306,869
<b>Total Liabilities</b>	<u><u>\$29,404,791</u></u>	<u><u>\$29,996,820</u></u>
<b>Fund Balances:</b>		
Unallocated	48,554,220	45,225,986
Allocated	2,446,509	2,446,509
<b>Total Fund Balance</b>	<u><u>51,000,729</u></u>	<u><u>47,672,495</u></u>
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$80,405,520</u></u>	<u><u>\$77,669,315</u></u>
<b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [included in RESERVE]	\$34,070,154	\$31,273,303
Appropriated [included in RESERVE]	2,446,509	2,446,509
Additions & Reductions:		
Current Year Revenues & Transfers in	61,639,668	59,291,852
Current Year Expenditures & Transfers out	(47,155,602)	(45,339,169)
Net increase (decrease)	14,484,066	13,952,683
Ending Fund Balance	<u><u>\$51,000,729</u></u>	<u><u>\$47,672,495</u></u>

# STARK STATE COLLEGE

## Balance Sheet

### Current Funds: Auxiliary Enterprises - Bookstore & Culinary Sales

As of March 31, 2025 and 2024

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS</b>		
Cash	\$15,012	\$9,982
Book Inventory	634,679	534,231
Supply Inventory	268,156	256,539
Receivables/Deposit Ch Sales	0	(219,931)
Other Receivables	82,439	239,610
Prepaid Expenses	111,191	112,962
Due from Educational & General Fund	12,116,031	12,465,762
<b>Total Assets</b>	<u><u>\$13,227,509</u></u>	<u><u>\$13,399,156</u></u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Sales Tax Payable	2,953	(8,772)
Accrued Expenses	36	36
Wages, Vacation & Sick Benefits Payable	18,258	17,408
Fund Balance	13,206,262	13,390,483
<b>Total Liabilities &amp; Fund Balance</b>	<u><u>\$13,227,509</u></u>	<u><u>\$13,399,156</u></u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance:		
Unappropriated [Included in RESERVE]	<u>\$13,150,067</u>	\$13,238,478
 Current Year Income	2,894,254	2,787,104
Current Year Expenses	<u>(2,838,058)</u>	<u>(2,635,100)</u>
Net Income	56,195	152,005
 Ending Fund Balance	<u><u>\$13,206,262</u></u>	<u><u>\$13,390,483</u></u>
 Projected Net Income	<u><u>\$50,000</u></u>	



**STARK STATE COLLEGE**  
**Balance Sheet**  
**Current Funds: Restricted**  
**As of March 31, 2025 and 2024**

	Current <u>Year</u>	Prior <u>Year</u>
<b>ASSETS:</b>		
Federal Department Receivables	\$51,124	\$100,094
Other Receivables	1,248,820	1,026,996
Due from Educational & General Fund	1,542,160	1,797,452
<b>Total Assets</b>	<u>\$2,842,105</u>	<u>\$2,924,542</u>
 <b>LIABILITIES AND FUND BALANCE:</b>		
Accounts Payable	\$102,804	\$577
Fund Balance	2,739,301	2,923,965
<b>Total Liabilities &amp; Fund Balance</b>	<u>\$2,842,105</u>	<u>\$2,924,542</u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unexpended	\$1,238,392	\$630,355
Additions & Reductions:		
Current Year Revenues & Transfers in	22,551,980	18,192,509
Current Year Expenditures & Transfers out	(21,051,071)	(15,898,900)
Unexpended	<u>\$2,739,301</u>	<u>\$2,923,965</u>

**STARK STATE COLLEGE**  
**Balance Sheet**  
**Endowment Fund**  
**As of March 31, 2025 and 2024**

	<u>Current Year</u>	<u>Prior Year</u>
<b>ASSETS:</b>		
Investments (SSC Foundation -TKM)	\$119,533	\$119,533
Due from Educational & General Fund	355,782	349,546
<b>Total Assets</b>	<u><u>\$475,316</u></u>	<u><u>\$469,079</u></u>
 <b>FUND BALANCES:</b>		
Fred Campbell (Accounting)	\$1,000	\$1,000
Wixcey (Accounting)	3,000	3,000
Lucas (Accounting)	1,804	1,804
Jack Speyer (Accounting)	3,424	3,424
Robert Ray Memorial	2,375	2,375
Belden Village Merchants	352	352
Edgar H. Sloane Scholarship	14,263	14,263
Margaret E. Raridan Scholarship	59,096	59,096
Virgil D. Steiner Scholarship	7,750	7,750
Timken Foundation Scholarship	355,782	349,546
Presidential Scholarship	26,470	26,470
<b>Total Fund Balance</b>	<u><u>\$475,316</u></u>	<u><u>\$469,079</u></u>
 <b>Changes in Fund Balance:</b>		
Beginning Fund Balance		
Unappropriated	\$466,076	\$456,977
Additions & Reductions:		
Unappropriated Revenue & Transfers in	38,007	27,017
Current Year Expenditures & Transfers out	(28,767)	(14,914)
 Ending Fund Balance	<u><u>\$475,316</u></u>	<u><u>\$469,079</u></u>

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-19-07 Student Travel

**Approved by President's Cabinet on:** April 2, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised to add clarification that travel outside of the U.S. is prohibited, and that travel documentation is due 10 days instead of 14 days ahead of travel plans.

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### CURRENT/PROPOSED WORDING

**POLICY:**

(A) Student Travel for College Organized or Sponsored Events

- (1) All student travelers are bound by the Stark State College Policies and Procedures Manual, including, but not limited to, the following policies:
  - (a) Freedom of Expression and Responsibilities (3357:15-13-48)
  - (b) Anti-Harassment (3357:15-14-13)
  - (c) Sexual Misconduct (3357:15-14-15)
  - (d) Student Code of Conduct (3357:15-19-10)
  - (e) Travel and Business Entertainment Expense (3357:15-14-10)
- (2) Stark State College promotes safe travel by enrolled students to and from events and activities.
- (3) The types of activities and events covered by this policy include course-related trips, the activities of sponsored student organizations, and meetings of organizations where a student is officially representing the College.
- (4) An organized event is one that is initiated, planned, and arranged by a member of the College's faculty, staff, or the members of a registered student organization, and is approved by the appropriate department administrator – department chair, dean, director of an administrative unit, or their delegate. (Appeals will be reviewed on a case-by-case basis by the Director of Student Life, ~~Equity & Leadership Programs~~ **Leadership and Engagement** and/or the Student Affairs Committee.)

- (5) A sponsored event or activity is one that the College endorses by supporting it financially or by sending students to participate in it as official representatives of the College.
- (6) An enrolled student is one who has been admitted to and is attending classes at the College. (If the activity/event occurs during winter break or during the summer semesters and the student is not taking classes, the student must be registered for classes for the upcoming semester in order to travel.)

(B) Student Travel for Registered Student Organizations

- (1) This portion of the policy applies to the travel of student members of a registered student organization when the organization requires its student members to attend an activity or event and the activity or event occurs more than fifty (50) miles from the College campus.
- (2) Registered student organizations that require student members to travel to and from events or activities that are covered by this policy must obtain prior authorization for such travel from the appropriate department administrator and the Office of Student ~~Life, Equity and Leadership Programs~~ **Leadership and Engagement**.
- (3) If it is necessary for a non-student (alumnae, guest, parent of College Credit Plus student, etc.) to travel using college funds/transportation, the individual(s) must have approval prior to travel. All appropriate travel paperwork and information/documentation required must be submitted ~~14~~ **10** days prior to travel to the Director of Student ~~Life, Equity & Leadership Programs~~ **Leadership and Engagement**.

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-18-01 Admission

**Approved by President's Cabinet on:** May 7, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised to clarify admission for a transfer student, to add detailed exception to placement testing, and to revise the high school transcript language so that it matches financial aid policy.

### CURRENT/PROPOSED WORDING

**POLICY:**

- (A) Access to Ohio's state-assisted colleges must be assured for every person who wants and can benefit from higher education. Stark State College (SSC) maintains an "Open Door" policy and cordially welcomes anyone who wishes to further their education. According to Section 3345.06 of the Ohio Revised Code, Ohio law generally provides that graduates of twelfth grade are entitled to admission without examination to any state-supported college or university and further provides that such an institution may prescribe that certain courses must be completed for unconditional admission.
- (B) Open admission carries with it the full weight of equal opportunity for all, which means the College must make every effort to be both sensitive and responsive to the needs of prospective students. The open admission policy allows a student to enroll in the College but not necessarily in a specific degree-granting program.
  - (1) Standard Admission. Standard admission to SSC is open to anyone who is a high school graduate or the equivalent and completes the enrollment procedures. **Exceptions to the procedures would include not requiring placement testing at the point of admittance for applicable employer partnerships or apprentices. In instances of the exceptions, placement testing is required prior to enrollment in any course that requires a minimum placement test score to enroll.**
  - (2) Conditional Admission. Students will be admitted conditionally to SSC if they do not achieve the test scores in English and/or Reading indicated below. Students who are admitted conditionally will be limited to taking up to two remedial courses (maximum 10 credits) where proficiency was not achieved and are required to successfully complete the course(s) before being granted permission to take additional courses, if required by their programs.

		ACT	SAT Evidence-Based Reading and Writing
English	Accuplacer (Writeplacer) 2	11	360
	Next Generation 219		
Reading	or Reading Comprehension 28	11	360

- (3) Restricted Program Admission. Students who do not meet specific program requirements at the time of admission as set forth by SSC may be required to satisfactorily complete such requirements before admission into a specific program.
  - (4) College Credit Plus. Students can graduate from college earlier by earning college and high school credit at the same time. The credits earned can be used to complete an associate of arts, associate of science, associate of applied science, or associate of applied business degree at SSC, which can then transfer to any Ohio public university towards a bachelor's degree. SSC follows all policies set forth by the Ohio Department of Higher Education (ODHE).
  - (5) Early College High School (ECHS). ECHS is a program designed to offer Canton City high school students the opportunity to earn an associate degree while completing four years of high school.
- (C) Required Course Placement: First-time degree or Ohio Department of Higher Education (ODHE) certificate-seeking students are required to complete all developmental courses into which they are placed by Accuplacer, ~~COMPASS~~, and/or ACT/SAT scores and that are required by their programs, beginning with their first semester of credit enrollment and continuing for all subsequent semesters to completion. Exceptions may be made on a case-by-case basis for a student returning after an absence at the discretion of the subject department chair or designee of the department chair.
- (D) College-level Coursework: First-time degree seeking students or certificate-seeking students are required to complete college-level English and math within the first 30 credit hours or as required by the program.

## NEW/REVISED STARK STATE COLLEGE POLICY

**Name of Policy:** 15-14-15 Sexual Misconduct

**Approved by President's Cabinet on:** May 7, 2025

**New/Revised:** Revised

**History of the issue:** This policy was revised to add a reference to the Minors on Campus policy if the alleged victim is a minor.

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### CURRENT/PROPOSED WORDING

**POLICY:**

Stark State College is committed and responsible for establishing, maintaining and providing a safe, secure, and non-discriminatory environment for our employees and students, free of sexual misconduct and sex discrimination based on gender, gender identity, ~~or~~ sexual orientation, gender transition status, or pregnancy. The College will not tolerate any kind of sexual misconduct and will not compromise the responsibility for addressing issues of sexual misconduct. The College will not tolerate sex-based discrimination or sex-based violence based on sexual orientation, gender identity, gender transition status, or pregnancy. Sexual misconduct is socially irresponsible and violates the rights of other individuals. Sexual misconduct has the potential of threatening an individual's academic performance, economic livelihood, career advancement, psychological, and total well-being and is prohibited by this policy. This policy is also applicable to all third parties affiliated with the College. Third parties are neither employees nor students and can include, but are not limited to, consultants, vendors, contractors, etc. Sexual misconduct is a serious offense which could lead to dismissal and/or termination from the College and criminal charges being filed with the local law enforcement authority having jurisdiction.

(A) Definitions

- (1) Sexual Misconduct – Any unwelcome behavior of a sexual nature that is committed without consent. Sexual misconduct can occur between persons of the same or different sex. Sexual misconduct is a type of violence that uses power, control, and/or intimidation to harm another. It includes sexual harassment, sexual assault, domestic violence, dating violence, and stalking. It occurs when there is an absence of consent. Consent is a free and clearly given “yes,” not the absence of a “no,” and cannot be received when a person is incapacitated by alcohol or drugs. Sexual misconduct is a broad term that includes sexual assault (rape, sexual fondling, incest, or statutory rape) as well as sexual exploitation and sexual harassment.

- (2) Non-Consensual Sexual Contact – Any intentional sexual touching and any other intentional bodily contact in a sexual manner, however slight, with any object, by a man or a woman upon another person that is without consent.
- (3) Incapacitation – A state in which a person cannot make rational decisions because they lack the capacity to give consent. Incapacitation may result from a mental or physical disability, unconsciousness, or from the taking of alcohol or other drugs. Sexual misconduct occurs when a person engages in sexual activity when they knew, or should have known, that the other person was incapacitated.
- (4) Consent – A freely and affirmatively communicated willingness to participate in sexual activity, expressed by clear, unambiguous words or actions. It is the responsibility of the initiator of the sexual activity to ensure that they have the other person's consent to engage in sexual activity, throughout the entire sexual activity, by all parties involved. At any time, a participant can communicate that they no longer consent to continuing the activity. Consent may never be obtained through the use of force, coercion, or intimidation or if the victim is mentally or physically incapacitated, including through the use of drugs or alcohol. Consent cannot be assumed based on the existence of a previous dating or sexual relationship. The initiator's use of alcohol or drugs does not diminish their responsibility to obtain consent.
- (5) Force – The use of physical violence, threat of physical violence, and/or imposing on someone physically to gain sexual access.
- (6) Rape – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- (7) Coercion – Unreasonable, intimidating, or forcible pressure for sexual activity.
- (8) Sexual Assault – Includes non-consensual vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.
- (9) Sexual Exploitation – Occurs when someone takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to the benefit or advantage of anyone other than the person being exploited.
- (10) Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- (11) Domestic Violence – A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with



the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- (12) Intimate Partner Violence/Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and/or the frequency of interaction between the persons involved in the relationship.
- (13) Gender-based violence - Gender-based violence refers to any type of harm that is perpetrated against a person or group of people because of their factual or perceived sex, gender, sexual orientation, and/or gender identity.
  - (a) Gender-based violence (GBV) is defined as any harmful threat or act directed at an individual or group based on their actual or perceived:
    - (1) Biological sex;
    - (2) Gender identity;
    - (3) Gender expression;
    - (4) Sexual orientation; or
    - (5) Difference from social norms related to masculinity or femininity

GBV can include and be identified by physical, sexual, psychological, technological, economic, and emotional abuse. It is rooted in structural gender inequalities, coercive control, and power imbalances.

- (14) Sexual Harassment – Conduct on the basis of sex that satisfies one or more of the following: unwelcomed sexual advances; request for sexual favors; and/or other verbal, non-verbal, or physical conduct of a sexual nature. Sexual Harassment is sex-based harassment that includes gender-based harassment. Sexual harassment is inclusive of sexual violence and gender-based harassment, defined as follows:
  - (a) **Sexual Violence**  
Sexual violence is a form of sexual harassment. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the victim's age or use of drugs or alcohol, or because an intellectual or other disability prevents the victim from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.
  - (b) **Gender-Based Harassment**  
Gender-based harassment is unwelcome conduct based on an individual's actual or perceived sex. It includes slurs, taunts, stereotypes, or name-calling as well as gender-motivated physical threats, attacks, or other hateful conduct.

- (c) An individual can experience harassment of one type or may experience combinations of discriminatory conduct.
  - (i) An employee of the College conditioning the provision of aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
  - (ii) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
  - (iii) "Sexual assault," "dating violence," "domestic violence," or "stalking" as those terms are defined under other federal laws called the Clery Act and the Violence Against Women Act.
- (d) Forms of sexual harassment include:
  - (i) Quid Pro Quo (aka – "this for that") – The abuse of power and/or authority. Such behavior is especially harmful in situations where the imposition of unwanted sexual attention is accompanied by an explicit or implied promise of employment, academic success, preferential treatment, the threat of reprisal, or a negative consequence for refusal to engage in behavior of a sexual nature. Sexual harassment may occur without employment, academic, or economic injury to the victim.
  - (ii) Hostile Work Environment – Includes any unwelcome, and severe or pervasive action of a sexual nature which unreasonably interferes with job performance or learning ability and creates an intimidating, or offensive work, academic or athletic environment, even if it leads to no tangible or economic consequences. A single instance of harassment may be sufficient to create a hostile work environment.

(B) Reporting Responsibilities for Sexual Misconduct

- (1) Anyone who believes that an administrator, supervisor, employee, faculty member, student, or non-employee's behavior constitutes discrimination or harassment has a responsibility to report the behavior/action as soon as it is known, but no later than 180 days of the occurrence, so that the College may administer this policy.
- (2) In cases of alleged sexual misconduct where the victim or alleged perpetrator is a student, a potential student, an employee, or a campus visitor the complaint may be made to any of the following:
  - (a) Title IX Coordinator
  - (b) Campus Security
  - (c) Any College employee
  - (d) Student Support Counselor – Confidential Source
  - (e) Interfaith Campus Ministry – Confidential Source
  - (f) A Law Enforcement Officer from the local jurisdiction

In cases of alleged sexual misconduct where the victim is a minor, refer to policy 3357:15-14-35 Minors on Campus (D)(6).

- (3) Any person designated to receive complaints under this policy who has direct or constructive knowledge of alleged discriminatory or harassing behavior is a mandatory reporter and must take immediate appropriate action to report the behavior to the Title IX Coordinator. Failure to do so shall result in disciplinary action up to and including termination of employment.

(C) Reporting to an outside agency

Persons who believe that they have been subjected to sexual misconduct may also file a complaint with the local law enforcement agency, if criminal justice action is desired, the Ohio Civil Rights Commission, the U.S. Equal Employment Opportunity Commission, or the U.S. Department of Education's Office for Civil Rights. Information and assistance regarding filing charges with any of the agencies may be obtained from the agency directly or from the College's Title IX Coordinator.

(D) Confidentiality

To the extent possible, all information received in connection with the reporting, investigation, and resolution of allegations of sexual misconduct will be treated as confidential, except to the extent it is necessary to disclose information in order to investigate the allegation, take steps to stop, prevent or address the misconduct, resolve the complaint, or when compelled to do so by law. All individuals involved in the process should observe the same standard of discretion and respect for the reputation of everyone involved in the process.

(E) Retaliation

College policy and federal, state, and local law strictly prohibit retaliation in any form against any employee, faculty member, student, vendor, customer, or other person participating in a college program or activity who complains or reports an allegation, or who participates in an investigation of sexual misconduct.

**RESOLUTION  
TO APPROVE AN INCREASE IN THE GENERAL FEE,  
EFFECTIVE FALL 2025 AND FALL 2026**

**WHEREAS**, the Board of Trustees of Stark State College has determined that there is a need for additional operating revenue to continue providing quality academic programs to students; and

**WHEREAS**, Stark State College provides students with excellent education and the lowest tuition in the region; and

**WHEREAS**, the current version of state Budget Bill (Am. Sub. H.B. 96) of the 136th General Assembly allows community and technical colleges to increase the tuition rate to the maximum amount allowed by this section for each year of the two-year biennium; and

**WHEREAS**, Stark State College, like other community colleges and universities in Ohio, will comply with the tuition caps/limited tuition increases in the final version of Am. Sub. H.B. 96/State Operating Bill;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of Stark State College, pending state budget approval, authorizes an increase in the per credit hour rate of the General Fee of \$5.00 from \$73.10 to \$78.10. The increase will be effective for Fall Semester 2025.

**THEREFORE, BE IT FURTHER RESOLVED** that the Board of Trustees of Stark State College, pending state budget approval, authorizes an increase in the per credit hour rate of the General Fee of \$5.00 from \$78.10 to \$83.10. The increase will be effective for Fall Semester 2026.

This resolution is enacted on this 14<sup>th</sup> day of May, 2025.

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Harun Rashid  
Chair, Board of Trustees

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Para M. Jones, Ph.D.  
President

**STARK STATE COLLEGE**  
**ANALYSIS OF LOW-ENROLLMENT COURSES/PROGRAMS AND DUPLICATED PROGRAMS**  
**FALL 2022 THROUGH SPRING 2025**

**ODHE Definition:**

*Low-enrolled course:* A course section that has enrollment that falls below 120% of the threshold. The threshold for Stark State College is 10 so the low enrolled course number is 12. The sections analyzed were for Fall 2022 through Spring 2025. The process to identify low-enrolled courses involves documenting decisions to offer courses with less than 12 students enrolled each semester. Those courses are then reviewed and strategies identified to reduce the number of sections/courses being offered with less than 12 students. While the College follows a reduced pay model for courses that are less than 10, in support of return on investment, we still identify strategies to reduce the number of sections being offered with low-enrollment.

*Low-enrolled program:* A program that has enrollment that falls below 120% of the threshold. The threshold for Stark State College is 10 so the low enrolled program number is 12. The programs analyzed were for Fall 2024. Some low-enrolled programs will be evaluated and possibly inactivated based on SB1's definition. A few programs and certificates are new with enrollment growing in them. The remaining programs have either been inactivated, are being offered to meet workforce needs, or have certificates embedded in the program, which requires students to declare the certificate and the degree. By implementing the strategies identified in the 2019-2022 report, we were able to reduce the number of low-enrolled programs by 50%.

**Strategies to Support Low Enrolled Courses and Programs:**

Stark State College uses many strategies to reduce the number of low-enrolled courses and programs. Our analysis of low-enrollment programs from 2019 – 2022 resulted in 84 certificates and degree programs being on our list. Based on the strategies that we implemented, for 2022 – 2025, we reduced the number to 42.

- Each of our certificates and degree programs are evaluated through Academic Program Review (APR) on a three-year cycle. Assessment of courses is included in our APR process. The APR process provides us with the opportunity to identify courses, certificates, and degree programs that need to be inactivated. Courses are also assessed each semester as part of our course assessment process.
- Stark State College developed structured pathways for our short-term certificates, one-year certificates, and degree programs. The stack-ability of the credentials reduces the number of courses offered and supports higher enrollment in course sections. We are evaluating strategies to ensure students enrolled in the degree program are also enrolled in the respective certificate, including purchasing software that will assist with auto-populating students who have earned a certificate and/or degree.
- Each semester, we analyze the schedule based on enrollment. We identify courses to inactivate due to low enrollment, reduce the number of sections being offered for a course, reduce the number of semesters courses are offered, and identify courses that should be offered as a hybrid or fully online.
- Sections that have 6-9 students enrolled are offered at regular pay if the section has students that are graduating that semester, is a new course that has been offered less than two times (in support of a new certificate or degree program), is in a health cohort and must be offered, or if the course is being offered in the first two semesters at a new additional location. This is designed to support enrollment, retention and completion.

- If the section has 6-9 students enrolled and doesn't meet the definitions above, or if there are 1-5 students enrolled, the course can be offered at reduced pay. The instructor must agree to teach the course at reduced pay. This is designed to support enrollment, retention and completion.
- We plan to conduct targeted marketing using division marketing funds to assist enrollment in low enrolled certificates and degree programs.
- While a few Arts and Sciences Division courses have low enrollment, the courses are embedded into other programs and, therefore, have revenue sufficiency and are cost effective.
- Additional low-enrolled course and program strategies include changing the modality to hybrid or online, combining online sections as well as reducing the number of sections offered, conducting visits to high schools and offering tours on campus to attract enrollment into the program, inactivation of the course(s) and program(s), and increase marketing of the program in support of course and program offerings.

<b>Summary Strategies for Low-Enrolled Courses</b>	<b>Number of Courses/Sections Over 3 Years</b>
Added track to help with increased enrollment	2 (.5%)
Cancel section(s)	5 (1%)
Change modality of course offering	11 (2.5%)
Combine online sections	2 (.5%)
Conduct faculty high school visits and SSC tours as strategies to increase headcount in individual sections	153 (34.4%)
Enrollment in this sibling laboratory course is limited due to facility size	14 (3.2%)
First time offering 21st Century	2 (.5%)
Inactivate course	11 (2.5%)
Inactive the program	2 (.5%)
Increase program enrollment via increased marketing of the program to high schools and employers	81 (18.2%)
NSF grant is being used to increase enrollment	11 (2.5%)
Reduce number of sections being offered	144 (32.4%)
Revise curriculum	6 (1.3%)

<b>Summary Rationale/Strategies for Low-Enrolled Programs/Certificates</b>	<b>Number of Programs/Certificates</b>
We plan to implement targeted marketing to assist with increasing enrollment in the certificate/program.	20 (47.6%)

The programs/certificates are being inactivated due to low-enrollment or have been inactivated due to low-enrollment.	15 (35.8%)
The programs were created for Ariel, Inc., who is a workforce partner. We are advancing our partnership so enrollment will improve.	3 (7.1%)
Programs have revenue sufficiency and cost effectiveness because all courses are needed for, and embedded in, degrees in Engineering, IT, Computer Science, AA-General, or AS-General. We have articulation agreements in the programs to support transferability.	3 (7.1%)
Strategies to improve enrollment include visiting local high schools, career and technical schools; providing on-campus tours (group and individual); recruitment via local dental societies (Stark County and Akron); and continued participation in SSC events to showcase this program.	1 (2.4%)

### **Summary Rationale for Duplicated Programs**

Cuyahoga Community College, Lorain County Community College, Lakeland Community College, and North Central State College are not close in proximity to Stark State. Our students wouldn't drive the distance required to attend one of our duplicated programs at their locations.

While both Kent State and Stark State offer a nursing degree, both degrees are needed to meet workforce and community needs. For the AA and AS-General degrees, they are designed to be transfer degrees. Stark State has articulation agreements with Kent State to support transferability of students. Students attend Stark State for the degree due to our low tuition, ability to transfer to numerous colleges with the degree, and the quality of our program. We offer 17 articulation agreements with Kent State in support of our partnership.

# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -April 24, 2025

REPORTED CRIME STATS FOR CLERY ACT			
<i>Required to report these statistics to Department of Education once a year.</i>			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
MURDER	On Campus	0	0
	Satellite Location	0	0
MANSLAUGHTER	On Campus	0	0
	Satellite Location	0	0
SEX OFFENSES: <i>Forcible</i>	On Campus	0	0
	Satellite Location	0	0
<i>Non-forcible</i>	On Campus	0	0
	Satellite Location	0	0
ROBBERY	On Campus	0	0
	Satellite Location	0	0
AGGRAVATED ASSAULT	On Campus	0	0
	Satellite Location	0	0
BURGLARY	On Campus	0	0
	Satellite Location	0	0
ARSON	On Campus	0	0
	Satellite Location	0	0
MOTOR VEHICLE THEFT	On Campus	1	0
	Satellite Location	0	0
DOMESTIC VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
DATING VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
STALKING*	On Campus	0	0
	Satellite Location	0	0
LIQUOR LAW VIOLATIONS	On Campus	0	0
	Satellite Location	0	0
DRUG-RELATED VIOLATIONS	On Campus	1	0
	Satellite Location	1	1
WEAPONS POSSESSION	On Campus	0	0
	Satellite Location	0	0
TOTALS		3	1
*The following statistics have been added to maintain compliance with the Campus SAVE Act.			
REPORTED CRIME STATS FOR STARK STATE COLLEGE			



# STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -April 24, 2025

These statistics are reported to the College Community for their awareness.			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
CRIMINAL DAMAGING	On Campus	0	1
	Satellite Location	1	0
THEFT	On Campus	2	1
	Satellite Location	0	0
IDENTITY THEFT	On Campus	0	0
	Satellite Location	0	0
ASSAULT	On Campus	1	0
	Satellite Location	0	0
INDUCING PANIC	On Campus	0	0
	Satellite Location	0	0
MENACING/VERBAL THREATS	On Campus	0	1
	Satellite Location	0	0
HARASSMENT	On Campus	0	0
	Satellite Location	0	0
DISRUPTIVE BEHAVIOR	On Campus	2	2
	Satellite Location	2	2
INDECENT EXPOSURE	On Campus	0	0
	Satellite Location	1	0
TOTALS		9	7

## NOTE 2024

24-0035 – Indecent Exposure (Off-Campus)  
 24-0044 – Disruptive Behavior (Akron)  
 24-0050 – Crim Damage (Whipple Auto Shed)  
 24-0056 – Motor Vehicle Theft (Main)  
 24-0066 – Assault (Akron)  
 24-0071 – Theft (Main)  
 24-0083 – Disruptive Behavior (Main)  
 24-0093 - Disruptive Behavior (Canton)  
 24-0100 – Disorderly Conduct (Canton)  
 24-0104 – Theft (Main)  
 24-0108 – Drug-Related Violation (Main)  
 24-0118 – Disorderly Conduct (Canton)  
 24-0119 - Drug-Related Violation (Canton)

## NOTE 2025

25-0002-Disruptive Behavior (Akron)  
 25-0003– Disruptive Behavior (Main)  
 25-0019- Disruptive Behavior (Akron)  
 25-0028- Disruptive Behavior (Akron)  
 25-0029- Disruptive Behavior (Main)  
 25-0030- Drug-Related Violation (Akron)  
 25-0031-Theft (Main)  
 25-0032-Criminal Damaging (Main)  
 25-0037-Menacing (Main)  
 25-0048- Disruptive Behavior (Main)

<b>Stark State College</b> <b>Out-of-State Travel Authorizations</b>				
<b>Employee</b>	<b>Attending</b>	<b>Where</b>	<b>When</b>	<b>Expense</b>
Claudia Barr	Physics and Astronomy Club Trip	PA & NYC	Mar 10-15	\$2,755
Brian Moore	South by Southwest EDU	Austin, TX	Mar 3-6	\$2,515
Jessica Papajcik	Eastern Communication Association Convention	Buffalo, NY	Mar 26-30	\$620
Amy Jo Sanders	American Chemical Society Spring 2025 Meeting	San Diego, CA	Mar 22-25	\$2,587
Shari Brooks	Phi Theta Kappa Annual Convention Catalyst 2025	Kansas City, MO	Apr 3-6	\$2,316.64
Jessica Papajcik	National Communication Assoc Convention	New Orleans LA	Nov 21-24	\$2,120
* Grant funded ** Program Requirement *** Strategic Excellence Award				

**2025 Calendar of  
Board Meetings and Events**

<b><u>DATES</u></b>	<b><u>MEETING/EVENT</u></b>	<b><u>TIME</u></b>	<b><u>LOCATION</u></b>
<b>MAY, 2025</b>			
14    Wednesday	BOARD MEETING	8 a.m.	S304
	One-Year Certificate Ceremony	6 p.m.	M100/101
18    Sunday	Commencement Ceremony	2 p.m.	Canton Civic Center
<b>JUNE, 2025</b>			
11    Wednesday	BOARD MEETING	8 a.m.	TBD
<b>JULY, 2025</b>			
9    Wednesday	BOARD MEETING	8 a.m.	TBD
<b>AUGUST, 2025</b>			
13    Wednesday	BOARD MEETING	8 a.m.	TBD
<b>SEPTEMBER, 2025</b>			
10    Wednesday	BOARD MEETING	8 a.m.	TBD
18    Thursday	ODHE Trustees Conference	TBD	Columbus, OH
<b>OCTOBER, 2025</b>			
8    Wednesday	BOARD MEETING	8 a.m.	TBD
<b>NOVEMBER, 2025</b>			
12    Wednesday	BOARD MEETING	8 a.m.	TBD
<b>DECEMBER, 2025</b>			
10    Wednesday	BOARD MEETING	8 a.m.	TBD