

REQUEST FOR BOARD ACTION

**HENDERSON COUNTY
BOARD OF COMMISSIONERS**

MEETING DATE: January 17, 2007

SUBJECT: Blue Ridge Community College Issues

ATTACHMENTS:

- 1. North Carolina General Statute 115D-32**
- 2. Transcript of January 2, 2007 meeting**
- 3. Transcript statement research report**

SUMMARY OF REQUEST:

Staff has reviewed the transcripts of the Board of Commissioners meeting of January 2nd to assess the validity of comments made by the Blue Ridge Community College Trustees regarding the County's funding of the President's salary supplement and baseball program. The attached document references the transcript of that meeting and provides staff's response to the comments made by Community College representatives.

BOARD ACTION REQUESTED:

Per Board direction at the last meeting, staff has included this agenda item for further discussion and direction for staff to proceed as appropriate.

Suggested Motion:

No motion suggested.

§ 115D-32. Local financial support of institutions.

(a) The tax-levying authority of each institution shall be responsible for providing, in accordance with the provisions of G.S. 115D-33 or 115D-34, as appropriate, adequate funds to meet the financial needs of the institutions for the following budget items:

- (1) Plant Fund: Acquisition of land; erection of all buildings; alterations and additions to buildings; purchase of automobiles, buses, trucks, and other motor vehicles; purchase or rental of all equipment necessary for the maintenance of buildings and grounds and operation of plants; and purchase of all furniture and equipment not provided for administrative and instructional purposes.
- (2) Current expenses:
 - a. Plant operation and maintenance:
 1. Salaries of janitors, maids, watchmen, maintenance and repair employees.
 2. Cost of fuel, water, power, and telephone services.
 3. Cost of janitorial supplies and materials.
 4. Cost of operation of motor vehicles.
 5. Cost of maintenance and repairs of buildings and grounds.
 6. Maintenance and replacement of furniture and equipment provided from local funds.
 7. Maintenance of plant heating, electrical, and plumbing equipment.
 8. Maintenance of all other equipment, including motor vehicles, provided by local funds.
 9. Rental of land and buildings.
 10. Any other expenses necessary for plant operation and maintenance.
 - b. Support services:
 1. Cost of insurance for buildings, contents, motor vehicles, workers' compensation for institutional employees paid from local funds, and other necessary insurance.
 2. Any tort claims awarded against the institution due to the negligence of the institutional employees.
 3. Cost of bonding institutional employees for the protection of local funds and property.
 4. Cost of elections held in accordance with G.S. 115D-33 and 115D-35.
 5. Legal fees incurred in connection with local administration and operation of the institution.

(b) The board of trustees of each institution may apply local public funds provided in accordance with G.S. 115D-33(a), as appropriate, or private funds, or both, to the supplementation of items of the current expense budget financed from State funds, provided a budget is submitted in accordance with G.S. 115D-54.

(c) The board of trustees of each institution may apply institutional funds provided in accordance with G.S. 115D-54(b)(3) for such purposes as may be determined by the board of trustees of the institution.

(d) The counties that agree to have satellite campuses of community colleges located in them accept the maintenance and utility costs of these satellite campuses. (1963, c. 448, s. 23; 1979, c. 462, s. 2; 1981, c. 157, s. 3; 1985, c. 757, s. 148(a); 1987, c. 564, s. 11; 1995, c. 509, s. 64; 1999-84, s. 5.)

§ 115D-33. Providing local public funds for institutions established under this Chapter; elections.

(a) Except as provided in G.S. 115D-34, the tax-levying authority of an institution may provide for local financial support of the institution as follows:

- (1) By appropriations from nontax revenues in a manner consistent with the Local Government Budget and Fiscal Control Act, provided the continuing authority to make such appropriations shall have been approved by a majority of the qualified voters of the administrative area who shall vote on the question in an election held for such purpose, or
- (2) By a special annual levy of taxes within a maximum annual rate which maximum rate shall have been approved by a majority of the qualified voters of the administrative area who shall vote on the question of establishing or increasing the maximum annual rate in an election held for such purpose or both, and
- (3) By issuance of bonds, in the case of capital outlay funds, provided that each issuance of bonds shall be approved by a majority of the qualified voters of each county of the administrative area who shall vote on the question in an election held for that purpose. All bonds shall be subject to the Local Government Finance Act (Chapter 159) and shall be issued pursuant to Subchapter IV, Long-Term Financing, (§ 159- 43 et seq.) of Chapter 159 of the General Statutes.

(b) At the election on the question of approving authority of the board of commissioners of each county in an administrative area (the tax-levying authority) to appropriate funds from nontax revenues or a special annual levy of taxes or both, the ballot furnished the qualified voters in each county may be worded substantially as follows: "For the authority of the board of commissioners to appropriate funds either from nontax revenues or from a special annual levy of taxes not to exceed an annual rate of _____ cents per one hundred dollars (\$100.00) of assessed property valuation, or both, for the financial support of _____ (name of the institution)" plus any other pertinent information and "Against the authority of the board of commissioners, etc.," with a square before each proposition, in which the voter may make a cross mark (X), but any other form of ballot containing adequate information and properly stating the question to be voted upon shall be construed as being in compliance with this section.

(c) The question of approving authority to appropriate funds, to levy special taxes and the question of approving an issue of bonds, when approval of each or both shall be necessary for the establishment or conversion of an institution, shall be submitted at the same election.

(d) All elections shall be held in the same manner as elections held under Article 4, Chapter 159, of the General Statutes, the Local Government Bond Act, and may be held at any time fixed by the tax-levying authority of the administrative area or proposed administrative area of the institution for which such election is to be held.

(e) The State Board of Community Colleges shall ascertain that authority to provide adequate funds for the establishment and operation of an institution has been approved by the voters of a proposed administrative area before favorably recommending approval of the establishment of an institution.

(f) Notwithstanding any present provisions of this Chapter, the tax-levying authority of each institution may at its discretion and upon its own motion provide by appropriations of nontax revenue, tax revenue, or both, funds for the support of institutional purposes as set forth in G.S. 115D-32; but nothing herein shall be construed to authorize the issuance of bonds without a vote of the people. (1963, c. 448, s. 23; 1971, c. 402; 1979, c. 462, s. 2; c. 896, s. 13; 1979, 2nd Sess., c. 1130, s. 1; 1983, c. 717, s. 27.3.)

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HENDERSON COUNTY BOARD OF COMMISSIONERS
REGULARLY SCHEDULED MEETING
Tuesday, January 2, 2007
5:30 p.m.

The following is a transcription of Agenda Discussion Item No. C: Blue Ridge Community College Issues:

CHAIRMAN MOYER: The next item on the Agenda – we’ve been having some discussion with respect to the issues that have been raised with respect to Blue Ridge Community College. We’re going to have a thorough discussion of those issues this evening, but we’re pleased to have with us and we’re going to start with a presentation by Joe Spearman, the Chair of the Blue Ridge Community College Board and Mary Ann Engel, Vice-Chair; and so, we’ll turn it over to you to start and then we’ll go from there, Joe.

JOE SPEARMAN: Thank you, Mr. Chairman, Board Members. I want to thank the Commissioners for inviting us to be here tonight to answer any question the Commissioners may have regarding Blue Ridge Community College’s use of County funds and it’s athletic program. And the salary supplement for our President. David Whitson, our Chief Financial Officer, has pulled together the numbers from our records and he and Mary Ann Engel, our Vice-Chair, will present the data on the athletic program. Lee Mulligan, another Trustee, will review the salary supplement information and then we will all be available for your questions. I’d like to take this opportunity to say how proud I am of Blue Ridge Community College and how much I believe that David Sink and the Board of Trustees have always acted in the best interest of the College, it’s students and the community. Thank you for having us.

CHAIRMAN MOYER: Thank you, Joe.

MARY ANN ENGEL: Good evening. Thank you for having us here. Can you hear me okay?

CHAIRMAN MOYER: Yes.

MARY ANN ENGEL: First, I want to wish you Happy New Year. Um, we understand that there is a concern with some of the figures of local funding, and so I’ve asked...we have asked David to put this together as you see the figures; and I’m going to ask him to run the PowerPoint for you, but I’ll be here for questions as well.

DAVID WHITSON: Thank you, Mr. Chairman, Members of the Board. There were two concerns that were asked of us to come to you and to address. The first would be the County funds expended to support the athletic programs; the second would be County funds expended for the salary supplement for the President of Blue Ridge Community College. Looking at the Baseball Program...particularly the baseball field, first. The construction of the field was done with private funds in 2002 and I might say there were no construction funds needed or used to build the facilities. That would be the dugouts; that would be the field construction, site preparation, things of that sort. The facilities that are on the campus of Blue Ridge Community College belongs to Henderson County...the Board of Trustees and Henderson County, has been open for the use by community groups from the very beginning. County funds were used for

1 the maintenance of the field in the same way that public schools maintain their athletic facilities
2 and in accordance with state statutes. Here, I think you have this information already, but
3 what we have tried to do here is to itemize and summarize expenditures out of County funds
4 for the maintenance of the baseball field. You can see here that it's broken down into several
5 different categories. The first category would be the baseball field sign. Over the last four
6 years -- these are expenditures for the last four years -- that we have spent \$618.95 for the
7 baseball sign; and what have tried to have done here, Mr. Chairman, was to summarize the
8 four years' expenditures into one column to give a summary for the sake of simplicity. The
9 benches cost \$899.48; the dugout repair and maintenance, \$1,232.82; fence repair, \$3,755.00
10 -- you might note there that according to your list there, which is an accurate list, it does not
11 reflect reimbursement of insurance that we received from damage resulted from weather-
12 related repairs to the dugout and to the fence. The field maintenance over the last four years,
13 \$13,737.40; landscaping, \$2,343.71; uh, toilets, portable toilets for the games, \$2,389.01;
14 scoreboard installation, \$9,817.79; the sidewalk construction -- we had to do that in accordance
15 with the ADA compliance -- \$4,800.00; vehicle maintenance, \$1,901.45; the equipment
16 maintenance, \$879.90 -- that primarily for lawn mowers and things of that sort; cell phone,
17 \$2,373.39 and security, \$1,168.75. From the total you can see that a little better than sixty-
18 one thousand dollars was spent from County funds for the baseball field and related
19 expenditures associated with that. Cell phones, security, equipment, vehicle maintenance,
20 etcetera. Once you subtract off the \$15,000 insurance reimbursement, we have a net
21 expenditure of almost \$46,000.

22
23 MARY ANN ENGEL: I just wanted to point out to you that when we're talking about field
24 maintenance, landscaping, etcetera -- those are probably including some others -- it's very hard
25 when you're talking about maintenance where you stop mowing for baseball and where you're
26 mowing for other areas; and so some of those are higher figures that may not be all baseball
27 facility, correct?

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29 DAVID WHITSON: Correct. Basically, to give you an example, the lawn mowers that we use,
30 we use on campus throughout and these expenditures were accounted for for the baseball field.
31 Going on to the next slide, you have also asked, what were the expenditures for the volleyball
32 team over the same period. Our volleyball team has been in existence for a couple of years
33 now -- since 2004, and there were a couple of categories of similar expenditures; again, an
34 obligation of County funds for the phone...cell phone and the security. And you can see there,
35 a little better than \$1,700 was spent for the cell phone and security for the volleyball program.
36 I might add that you don't see expenditures up here for, take for example, the baseball
37 uniforms for the two programs. Uh, the travel and transportation cost for the athletes. Those
38 expenses are borne by the private funds and donations that we received for those particular
39 program. I will add that General Statute 115D-32 as was pointed out to us earlier provides the
40 authority to the Community College to pay for expenditures of this nature. You can see here
41 that the salaries of janitors, maids, watchmen, maintenance and repair employees, are
42 appropriate expenditures for things such as this. The cost of maintenance and repair of the
43 buildings and grounds; the maintenance of all equipment, including motor vehicles provided by
44 County funds or local funds. This again comes from General Statute 115D-32. That basically
45 concludes and I hope explains the expenditures that were made from County funds for the
46 purpose of the baseball field and the baseball program. Our next topic turns to the present
47 salary supplement.

1 MARY ANN ENGEL: Did you want to ask us any questions regarding the first part before we
2 were to go on to the supplement or would you like to see the whole presentation and then ask
3 any questions you have?
4

5 CHAIRMAN MOYER: What's the Board's pleasure? Let's here the whole presentation.
6

7 MARY ANN ENGEL: The whole presentation?
8

9 CHAIRMAN MOYER: Uh-huh.
10

11 LEE MULLIGAN: Good evening. I'm Lee Mulligan and I'm on the Board of Trustees of Blue
12 Ridge Community College and they asked me to speak about the President's salary supplement.
13 Uh, we put together a few facts regarding the salary supplement and these include a little bit of
14 history. Henderson County has been paying a salary supplement for Blue Ridge Community
15 College's President since 1979. It was started when Dr. William Killian was President and it
16 continued when David Sink was hired. Um, 56 of the 58 Community Colleges in North Carolina
17 have additional supplements for their Community College Presidents. 55 Community Colleges
18 receive the supplements from their supporting counties. So, we can see we are in the clear
19 majority of counties in North Carolina that support their Community Colleges by paying their
20 Presidents a supplement. Um, one institution does provide its supplement from a private
21 foundation. Each year, Blue Ridge Community College President's supplement is clearly
22 identified in our budget that we present to the County in the budget details provided to the
23 County Manager as Executive Management Salary or Salaries and Salary Supplements. This
24 information is provided as part of our annual budget request to the County Commissioners and
25 for their review and discussion. Dr. Sink has received this supplement every year since 1987.
26 There has been no attempt at any time on the part of Blue Ridge Community to disguise or
27 conceal this practice. Dr. Sink's compensation – and this is the opinion of the Board of Trustees
28 and myself – is commensurate with his experience and record of success and service. He has
29 had thirty years' of experience in the North Carolina Community College System. Blue Ridge
30 Community College is proud to be able to say that it has been ranked superior for the last six
31 years by the North Carolina Community College System, one of only two community colleges to
32 receive this distinction. We also have won the Bellwether Award, which, if you're interested, I
33 can get you more information on the Bellwether Award that we were nominated three times,
34 received the award once. There were...how many other community colleges?...I guess two
35 have been nominated but none have received it. Uh, Blue Ridge Community Colleges
36 Continuing Education program and Workforce Development and Lifelong Learning is the first in
37 the state in ratio of continuing education students to curriculum students. In layman's terms, I
38 guess this means that we are doing a very good job at educating our workforce. Dr. Sink's
39 salary, when we took a review of this, is comparable to other institutions the same size as BRCC
40 in North Carolina and his supplement falls right in the middle of the supplements that are given
41 to community college presidents. Uh, state funds for salaries of community college presidents
42 are limited. They are in fact frozen from the years...after you have served eleven years, you
43 are not eligible for increases in salaries, and so local funds are needed to attract qualified senior
44 leaders to the community colleges and that's why I think so many community colleges do
45 provide this...so many counties do provide this community college president's supplement. The
46 statutory justification for this, I guess, comes from the same statute that calls about local
47 support of institutions down there at the bottom, (b) the Board of Trustees in each institution
48 may apply local public funds provided in accordance with this statute as appropriate or private

1 funds or both to a supplementation of items in the current expense budget financed from state
2 funds provided it is submitted in accordance with G.S. 115D-54. Any questions for any of us?
3

4 CHAIRMAN MOYER: I think we'll be back to you in a minute. Um. Joe, or Mary Ann or
5 whomever is going to address this, I think – obviously on the of the things the Board is very
6 interested in is the discussion of the Resolution that was adopted by the State Board; the
7 Synopsis of Findings; what the position of the Community College is and where these issues are
8 going to go from here.
9

10 MARY ANN ENGEL: Um, that's a good question, and I don't know where the State Board's
11 going to go from here. Much of what you've received – we didn't always receive the
12 information. Um, many of the things we read in the paper are the first time we see them from
13 the State Board; however, where we are right now is, the State Board is working through their
14 – I don't know his title – Kennon Briggs – is supposed to work with David Whitson and try to
15 find an agreeable understanding as to what if any state funds were used for salaries for our
16 coaches. That's my understanding of where we are now and they are in the development of
17 that. The Trustees have always maintained if any funds were inappropriately used, we are
18 more than willing to replace those funds to the proper area. Um, we had made that offer in our
19 resolution back to the State Board after they sent the Resolution. They never addressed it to
20 us, but the next thing we saw was something in the paper about them requesting that we repay
21 state funds. That was a Resolution that the Trustees made – would be definitely be repaid if
22 we do find that there were state funds paid inappropriately to those coaches. There is no policy
23 in the General Statutes from the State Board or anywhere else regarding athletics in the
24 Community College System. That's why there is a problem with this interpretation. There is no
25 guidelines, there is no rules to say how coaches are paid; what sources of funding; whether
26 they can be full time faculty members or not; so there is a lot of questions still out there.
27

28 CHAIRMAN MOYER: But there are three specific Resolutions. You have received a copy of it by
29 this time, I assume.
30

31 MARY ANN ENGEL: I'm not sure, Chairman Moyer. Which Resolutions are you talking about?
32

33 CHAIRMAN MOYER: A Resolution of the State Board of Community Colleges, listing ...
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35 MARY ANN ENGEL: What is the date on that?
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37 CHAIRMAN MOYER: What?
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39 MARY ANN ENGEL: What is the date on that?
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41 COMMISSIONER YOUNG: December 15th.
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43 MARY ANN ENGEL: Yes, we did receive that. And the Resolution on that – the main point was
44 to have this meeting between Kennon Briggs and our David Whitson, to determine if state
45 funds have been inappropriately applied and to what amount.
46

1 CHAIRMAN MOYER: So, you're saying in response of their Resolution that says, you shall make
2 full and complete restitution, you're now negotiating this with them? Because this says, you
3 shall do it.
4

5 MARY ANN ENGEL: Um, I understand what that says, Chairman Moyer, but there are several
6 other issues going on here. It's not a matter of negotiating. They told us that they would send
7 Mr. Kennon Briggs to meet with David Whitson and they would negotiate what this would be.
8 Um, again, there us no policy there; there's no guidelines to say if money was inappropriately
9 paid to these coaches. Again, I will tell you that the Resolution had been made beforehand on
10 the 18th of December, by all of the Trustees, that any money that would be deemed to have
11 been miss-spent towards or miss-paid to these two employees as coaches would be returned to
12 the State. That has not been determined yet. Did that answer your question?
13

14 CHAIRMAN MOYER: Yes, I think it does for the moment. With respect to the County funds,
15 and I will only speak for myself and other Board members. Every year at budget time, and I'm
16 going to address that issue later, um, I feel we were given assurances that no monies – County
17 monies – were going into the athletic program. I feel very strongly that was the assurance I
18 was given; and it's very troublesome for me to see that they were and I wonder what the
19 Community College is proposing back to this Board with respect to that issue.
20

21 MARY ANN ENGEL: Um, I can answer part of that and I would ask David Whitson to be a little
22 bit more thorough in that. In the – David, could you please put up the slide we had before?
23 The sixty-one thousand that is in question – I think we showed on the slide that that's reduced
24 to a question of forty-five thousand and of those amounts...of those breakdowns, my
25 understanding is that most of that is normally covered by County funds because it is
26 maintenance of one form or another. So, if there's something in particular that you want to
27 discuss on this, I would entertain that.
28

29 CHAIRMAN MOYER: Well, I think as far as I'm concerned, it's the whole list because we asked
30 for a list of the expenses that were going towards the Baseball Program and we were told sixty-
31 one less fifteen, but forty-six is what County monies went towards the Baseball Program. Now
32 you're saying, well, really, maybe that wasn't all the money – that didn't all go towards the
33 Baseball Program. So we're in a very wishy-washy – uh, when we met before, we were told
34 this amount of money did go for the Baseball Program. And my question to you is, what are
35 you doing? As far as I'm concerned, we thought no money was going to the Baseball Program.
36

37 LEE MULLIGAN: I think what we have here is a question of semantics. When you say, what
38 monies are going to the Baseball Program, what we interpret those to mean, are what monies
39 are inappropriately being directed to the Baseball Program that shouldn't be paid out of County
40 funds. That's exactly the same interpretation we have with State funds too. What funds are
41 inappropriately...these funds are appropriately directed to the Baseball Program because they
42 cover maintenance. The facilities at the Community College just like the facilities at the local
43 schools are part of the County's responsibility. If you look at the statute, it says that the
44 County is responsible for maintenance. These are maintenance expenses. These have been
45 maintenance expenses as long as we have been aware of any kind of designation of these
46 expenses. Is that correct, David?
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1 CHAIRMAN MOYER: That's what the law...but we were assured that monies weren't going to
2 the Baseball Program. As far as I...
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4 LEE MULLIGAN: Again, I think it's a matter of semantics...
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6 CHAIRMAN MOYER: I don't think it's semantics –
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8 LEE MULLIGAN: Sure it is.
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10 COMMISSIONER YOUNG: That's not an approved facility for one thing. We did not approve
11 that facility to be built. We're to maintain the facilities we approve to be built and we fund
12 those facilities.
13
14 LEE MULLIGAN: My understanding, Commissioner Young, is that approval was required for any
15 expenditure over three hundred thousand dollars. This was not an expenditure over three
16 hundred thousand dollars, and so we did not seek approval on that expenditure. Um, we have
17 since passed a Resolution as Board of Trustees, that if we're going to put so much up as a
18 maintenance shack, we are going to get approval of every facility expenditure at the
19 Community College. And that's been part of our, um, Resolution since last spring.
20
21 COMMISSIONER YOUNG: In 2002, when I came on this Board in December of 2002, and we
22 had your Board and Dr. Sink come before us to do your budget, uh, and that was along about
23 April or May of that year; and uh, I asked the specific question, and Tom Moore and Joe
24 Spearman and Dr. Sink all can verify this. They were here. I said, is any monies being
25 expended to this Baseball Program...County monies. Oh, no – we're using all Foundation
26 money. Now, that's the exact answer I got –
27
28 LEE MULLIGAN: That's – again, I reiterate. I think that's a matter of semantics when you say,
29 what's going for baseball and what's going for maintenance. Would you argue that you do not
30 have to support the Baseball Program and the baseball fields at the high school level or any
31 other level – I mean, if the facilities belong to the County, they have to be supported by the
32 County.
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34 COMMISSIONER YOUNG: The School Board is an elected Board just like we are and that's their
35 call. They have to abide by the State law just we have to abide by the State law. And the
36 State law is that we fund the facilities – the maintenance – the buildings; acquiring the
37 property; the debt service payment.
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39 LEE MULLIGAN: And you have to put in – you pay for landscaping on the College. You pay for
40 –
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42 COMMISSIONER YOUNG: Not for a baseball field.
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44 LEE MULLIGAN: Pardon me?
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46 COMMISSIONER YOUNG: Not for a baseball field. There's a difference. You're just as well –
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48 LEE MULLIGAN: Do you not own the land on which the baseball field is built?

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2 COMMISSIONER YOUNG: We didn't approve – speaking of that – that is one of the prime
3 pieces of land at that College and just think what it would look like – how much better it would
4 look to have our new high-tech facility building that we're building, sitting up there on the
5 interstate with a sign on it saying, Blue Ridge Community College Technical Training Facility,
6 rather than Moreno Field.

7
8 LEE MULLIGAN: I'm not an arbiter of community taste in that regard. I couldn't answer that
9 question.

10
11 CHAIRMAN MOYER: Other questions? All right, I think what we're going to do is take all the
12 information we've gotten and digest this and we're going to put it on our agenda for the next
13 meeting. Uh, I think some very disturbing issues have been raised. Uh, one of the issues that
14 this Board is going to have to focus on at it's next meeting is the role of the Board and our
15 appointees, and that will be on our agenda for the next meeting. I can only speak for myself
16 personally, that we'll put this thing on the next agenda, but in the last two years, um, we've
17 now had a very bad experience with the Technology Center. When we came in, we were being
18 told that it was going to cost so much, and then after we approved it and started construction,
19 you say, oh, by the way, that doesn't include anything that's in the building. So, we don't have
20 the money to do that. I ask you, where was the Board when this thing happened? Why were
21 we put in such a terrible place? I've sat here through the last two budget cycles and heard,
22 we're desperate for money for schools. We don't have enough money. And, you're not funding
23 us enough. We can't give the teachers supplements; we can't do this – and yet I see we're
24 putting this much money in maintenance on ball fields and in Dr. Sink's supplement. I say,
25 where was the Board? Where are the priorities? And they issues that we're going to be
26 addressing at the next meeting. I hope you'll come, because I suspect the Board will take
27 some action at the next meeting.

28
29 COMMISSIONER YOUNG: And I think we ought to have more discussion on that tonight while
30 they're here. I am not through discussing this matter.

31
32 CHAIRMAN MOYER: All right.

33
34 COMMISSIONER McGRADY: Mr. Chairman, I wish to say if we have other discussion – I
35 understood from Commissioner Young that he had a series of questions and concerns he
36 wanted to raise – I'd really like to hear them now while we've got a large part of the assembled
37 Board and the management of the College here so that we can contemplate it. I appreciate the
38 – my desire is to take a little time here. The bottom line is, we've got a Community College
39 that's rated superior, and we don't need to do damage to an institution that is critically
40 important to our community. If there are problems, let's address them, um, and let's
41 understand what they are and I appreciate that so, I mean, if Commissioner Young has other
42 concerns or issues he wants to raise, let's do that now as opposed to dredging back through
43 this at the next meeting. At the next meeting, I would like to, you know, address any, you
44 know, appropriate action that we need to take on any of these issues that you've suggested,
45 Mr. Moyer.

46
47 CHAIRMAN MOYER: Larry?
48

1 COMMISSIONER YOUNG: You know, one of the things when all of this started hitting the paper
2 that I did – I called Richard Sullins; and I'm sure you know who Richard Sullins is – the
3 Executive Director of the State College Board. And I said, Richard, what proof do you have that
4 all of this is taking place, because at that time, they were talking about censoring Dr. Sink; they
5 were talking about withholding his pay; they were talking about taking his check-writing
6 authority away from him – it was just on and on and on. And I said, if you don't have any
7 proof, please do not put these articles in the paper because you're giving our college a black
8 eye. And, if you get the proof, then I'll be the one to stand beside you and take on the issue.
9 And he withheld that information until they got the report completed and I've got a copy of his
10 report he sent me. But, what I'm getting ready to say, is this is not the first audit that you all
11 have had trouble with. I remember about three or four years ago that you had trouble with the
12 furniture – a furnishing audit of six hundred thousand dollars – and I don't know that we ever
13 got an appropriate answer to that. Do you all remember that?
14

15 LEE MULLIGAN: I wasn't on the Board until uh, July of last year.
16

17 COMMISSIONER YOUNG: And it's just – this salary supplement. Last year, you came here as
18 Chairman Moyer said and said, we need you to raise the tax rate a quarter of a percent in order
19 to fund our studio or Technical Video Center in that building. And I suggested that rather that
20 do that, we go ahead and use our Mediacom money for that. In good faith, I might add. Now
21 I find out that we're funding the Baseball Program and the supplement of Dr. Sink's salary this
22 year went up forty-two percent. Don't you think that's a little bit much? It went from \$37,336
23 to \$52,600 dollars.
24

25 MARY ANN ENGEL: I think we said that the supplement which is what the County gives to
26 everybody, is based on the salary basis, so that would be a base amount. I'm not sure. I
27 would have to look at the figures as we have them. But if I may address something else that
28 you said –
29

30 COMMISSIONER YOUNG: It went up forty-two percent, and right there's the figures all the way
31 from 1988 all the way to now.
32

33 MARY ANN ENGEL: Forty-two percent from the beginning –
34

35 COMMISSIONER YOUNG: Forty-two percent from last year to this year.
36

37 COMMISSIONER WILLIAMS: That was the base salary. The supplement did increase from
38 2005 at \$37,000 to just under \$53,000 for 2006. Those were the numbers we were provided.
39

40 COMMISSIONER YOUNG: And, you know another thing that bothers me – I talk to a lot of, I
41 guess you'd say everyday working people out here in the County. They're struggling to pay
42 their property taxes because we've raised them in the last two years. I don't think that's a
43 secret to anybody. But I've talked to some of the maintenance people and people at Blue Ridge
44 Community College and they say, you know, we don't have enough maintenance people. Can
45 you all not give us enough money to where we can hire a few more maintenance people? We
46 evidently have, but it's not been going to the right place. Well, \$54,000 went to Dr. Sink's
47 supplement, when that would have paid.
48

1 LEE MULLIGAN: [inaudible] ... went to Dr. Sink's supplement that I know of. Does it?
2
3 MARY ANN ENGEL: I don't know.
4
5 LEE MULLIGAN: I thought that was held up.
6
7 MARY ANN ENGEL: Uh, that's from the State, for what he's supposed to receive from the State.
8
9 COMMISSIONER YOUNG: What we're being told is that \$54,000 of County money went to Dr.
10 Sink's supplement.
11
12 CHAIRMAN MOYER: County money.
13
14 COMMISSIONER WILLIAMS: Correct.
15
16 MARY ANN ENGEL: It's in line with other supplements. I would ask you to look at what you
17 pay the Superintendent of Schools. What do you pay as supplement as –
18
19 COMMISSIONER YOUNG: He makes less than Dr. Sink and the County Manager makes less
20 than Dr. Sink, but that don't enter into the picture.
21
22 MARY ANN ENGEL: I'm sure you give him a supplement as well.
23
24 COMMISSIONER YOUNG: Give who a supplement?
25
26 MARY ANN ENGEL: The Superintendent of Schools. There are others that you give a –
27
28 COMMISSIONER YOUNG: That's the School Board that does that. They are an elected Board
29 just like we are. You all are an appointed Board.
30
31 MARY ANN ENGEL: Is that not County funds that goes to him as a supplement? Whether it's
32 the School Board initiating it or us as Trustees.
33
34 COMMISSIONER YOUNG: Yes, they get some County funds; they get some State and Federal
35 funds just like you all.
36
37 MARY ANN ENGEL: Just like we do and that's –
38
39 COMMISSIONER YOUNG: The thing that really scares me about this is that I'm afraid – and I
40 know you all have had some real confrontations with the State College Board – you know, and I
41 don't know that that's real smart either. But, I can say this: that I'm afraid that they're going to
42 withholding funding for the College and we don't have five dollars, and we cannot step up and
43 offset any funding like we did on mental health. You don't realize what we went through on
44 mental health. And if the State does that to Blue Ridge Community College, we're in trouble.
45
46 LEE MULLIGAN: So, would you suggest that instead, that the Board allow the State Board of
47 Community Colleges to substitute it's judgment for the local Board and allow the State Board to

1 go ahead and just tell us who we should hire and who we should fire as our Community College
2 President. Because that's what they would like to do.

3
4 COMMISSIONER YOUNG: No, but I think if they've found discrepancies, they ought to be
5 looked at. They ought to be worked out; they ought to be agreed-on.

6
7 LEE MULLIGAN: That's exactly what's happening right now, Commissioner Young; is, we are
8 working with the State Board to examine, line by line, every item and make sure that if there
9 are, and I do say if – if there are any misappropriated funds, the one thing that this Board will
10 not tolerate is having it being accused of misappropriating funds and not reimbursing them to
11 the State. I can promise you that.

12
13 COMMISSIONER MESSER: Do you have any timeframe on that information from the State? A
14 possibility?

15
16 MARY ANN ENGEL: I don't – David, do you know? When you say the information from the
17 State -- they had asked to have the report done back to them by their January meeting. I don't
18 know, um, how binding that is and I don't know where we stand with that. Would you like to
19 speak to that?

20
21 DAVID WHITSON: I have been in contact with Mr. Briggs, the Vice President for Administrative
22 Services or Financial Services at the State system office. It's our goal to have this thing
23 rectified in January and have a Resolution this month. We have talked several times over the
24 phone. We have agreed upon principle – how we'll go about doing this – and that's a great first
25 step, and we're both in agreement on how to go about resolving this issue.

26
27 CHAIRMAN MOYER: Larry, do you have additional questions now?

28
29 COMMISSIONER YOUNG: No, not now.

30
31 CHAIRMAN MOYER: Do any other Board members have additional questions? Well, I would
32 ask that you do have somebody – Steve will be in contact with you. At the next meeting, I
33 think it will be important that you have somebody here, uh, for the additional questions that we
34 have raised. I think it's – I hope, based on the comments that several Commissioners made,
35 it's very clear that this Board's only consideration is that we continue to have the best
36 Community College that we have, which is what we've had. I personally feel we've gotten off
37 track the past couple of years in a number of ways and I think it's been very unfortunate that
38 these issues that have given us such a black eye and the Community College a black eye, have
39 been left to drag on now for a year.

40
41 MARY ANN ENGEL: So do we, Chairman.

42
43 CHAIRMAN MOYER: I'm sure you are.

44
45 MARY ANN ENGEL: And actually, we believe that we addressed these in our factual inquiry in
46 April and it has not been us who's been dragging our heels, despite what you read. We obeyed
47 the gag order that we agreed to even when the State Board did not, and so we couldn't answer
48 things that were put in the press. When things are out there and you can't answer them, it's

1 very difficult. You get a lot of mis-information. We did at that time look in every nook and
2 cranny. We did have any question of funds – the Work Study funds that were returned. Some
3 of these things that you, Commissioner Young, are talking about are still innuendo and not
4 proven fact. And we're not talking about just semantics at times. We're talking about actual
5 figures and actual things that were eluded to that are just not true. We're talking about other
6 things that we've looked at that we have been accountable for. And I'd like to say that you
7 appointed me to this Board. I'm there nine and a half years now. When you appoint anybody
8 to a Board, I presume you're appointing us to do the job to the best of our ability. I have done
9 that to the best of my ability for the Community College, for the community itself. I have not
10 broken faith with you. And if we have misunderstandings, I suggest we need better
11 communication and to hear some of the questions you have now for the first time in a public
12 forum without coming to us individually is difficult or as a Board. And, if we seem defensive,
13 I'm sorry. These are difficult things for us to keep hearing – negative things about us and we
14 don't have a chance to respond to them. So, we would welcome a chance to come back.

15
16 CHAIRMAN MOYER: All right.

17
18 COMMISSIONER McGRADY: I was just gonna jump in. I guess my observation here is going
19 forward, I would hope that we have more transparency with respect to these issues. Perhaps
20 the issues should have been raised before. Um, you know, maybe they weren't fully
21 understood. The part I don't understand and I guess I don't understand it even as we finish up
22 today; but, so much of this has played out in the press and, you know, I run a summer camp –
23 I'm used to boys pushing and shoving, and it seems like a lot of that has been going on here.
24 Now, maybe part of it relates to the relation to personnel issues that, you know, you're not free
25 to discuss for whatever reason; you know, appropriately – not free to discuss in a public forum
26 and therefore, we're not getting and the press is not getting the full picture. Um, but I'm also
27 disappointed to hear your characterization of, you know, your communications with the State
28 Board of Community Colleges, is oft times occurring through the press, meaning, you find out
29 about things not because they've communicated with you but because you read about it in the
30 morning paper.

31
32 LEE MULLIGAN: Or we get phone calls from reporters.

33
34 MARY ANN ENGEL: Which is why I asked what the date of the Resolution was, twice, they did
35 not...

36
37 COMMISSIONER McGRADY: My gut reaction is that, you know, there seems to be bigger
38 political issues here. I mean, again, you've got a Community College that's rated superior, um,
39 you know, not that that means that everything is right, but certainly something's right. Um,
40 and yet, why is it that the State Board of Community Colleges seems pretty intent upon making
41 a public display of this thing. And, I don't know what the answer to that question is, but it's the
42 question that I've consistently heard from our constituents about, you know, as they try to
43 understand why this is all playing out. Are my observations on point?

44
45 MARY ANN ENGEL: They are exactly. And it started with the audit as Commissioner Young
46 spoke about. Our responsibility to the auditors was to listen to their findings and put corrective
47 action in place, which we did immediately. And then when we did, uh, honor the request from
48 the State Board to look further into this – to do an investigation – and we did and did this very

1 thoroughly. We put more corrective action and we put policy in. We have policy for athletics.
2 No other community college does that we know. Certainly not the State Board, whose
3 responsibility it was to write policy guidelines and recommendations. There has been athletics
4 in the Community College System for over seven years. It was their responsibility to do this
5 and it hasn't been done and yet they want to hold us accountable for what they deem to be
6 misuse when there is no guideline; there is no, uh, policy out there. So, the response to the
7 auditors was and the response back from the auditors was that we had fulfilled our obligation to
8 them, they would come back in the spring and look at those recommendations that they had
9 findings and findings are not exceptions. They're findings. They are supposed to do that to tell
10 you how to do things better. We made those things corrected; we put things in place that
11 would help prevent any other problems. We took it very seriously and that should have been
12 the end of it, but the State Board said, we didn't like what you did, and therefore, we want you
13 to...

14
15 LEE MULLIGAN: No, they didn't even say that, Mary Ann. I hate to disagree – they didn't say
16 they didn't like what we did. They didn't respond to anything that we did. We put forth a
17 nineteen-point program of corrective actions and we got not one word back from them about
18 any of our corrective actions. Nothing.

19
20 MARY ANN ENGEL: And this is beyond the scope of their authority to begin with.

21
22 CHAIRMAN McGRADY: If they come back and say, you know, they're going to withhold funds,
23 you know, the obvious question I think all of us will have is, well, where do we go from there. I
24 mean –

25
26 MARY ANN ENGEL: I think that's a good question. We have the same question because I don't
27 know if they can do that. That's a big question.

28
29 CHAIRMAN McGRADY: Other parties that appoint people to your Board, I guess, are the School
30 Board and Transylvania County, although –

31
32 MARY ANN ENGEL: Yes, and the Governor.

33
34 COMMISSIONER YOUNG: And the Governor.

35
36 COMMISSIONER McGRADY: And, the Governor. I'm putting that one aside. Um, I mean, have
37 you received inquiries from the School Board or Transylvania County about the issues that we're
38 raising here?

39
40 MARY ANN ENGEL: No; nor have we gotten any further inquiries from the Board of Education
41 regarding the Work Study funds. We fulfilled that – nothing back from them. Uh, we hadn't
42 even – we got a clearing from the ethics although the State Board would still not acknowledge
43 our Chair because they said there was a question out there. Um, the appropriate agencies
44 whose jurisdiction it should be to guide us in whatever, anything that might have been wrong
45 regarding the coach himself – that's never been part of our jurisdiction. That's outside of our
46 hands. The State Board was very angry that we didn't take action on those issues which we
47 explained were not our jurisdiction. It wasn't our jurisdiction for what the Federal government
48 decided as far as whether those Work Study funds misused. And just because we couldn't say,

1 we're absolutely positive one way or the other, we returned it all because that's what our Board
2 said. If we can't be sure that everything was done properly, we will return it all and that's even
3 in the Resolution that was just made regarding the approval on structures of any building that
4 we do. We were under the cap despite some figures you've seen, we were under the cap that
5 required us to seek approval for that building and it was also not from the school funds; it was
6 from the Foundation funds. Those are two reasons why we didn't need it; but even so, we
7 said, anything in the future, we will submit to them. And, there's a form in that submission that
8 requires you as the County Commissioners to sign off on it, so you would automatically have
9 notification. Even if we weren't doing a good job of communication, which we hope we will be.
10 It's one of the reasons we asked for a Joint Facilities Committee over a year ago; so that we
11 could keep more current on what's happening.

12
13 COMMISSIONER YOUNG: But, let me ask a question. In listening to you all talk here, I get the
14 same opinion that I read in the newspaper a lot. That you are having a head-on confrontation
15 with not only the State College Board, but the State Auditor's office.

16
17 MARY ANN ENGEL: Yes, sir. The State Auditor has ---

18
19 COMMISSIONER YOUNG: We didn't do this, we didn't do that, you're not right and we're not
20 going to give you this information. You know, you just keep on and on -

21
22 MARY ANN ENGEL: No, no. The State Auditor has said from the very beginning when the audit
23 came out and I contacted them after the State Board sent us a letter asking us to do this
24 independent investigation. I asked him, what is it that you need from us because the Chair of
25 the State Board said we only want whatever you are furnishing to the auditors. That is not
26 what they acted upon later on, but that's what she personally told me. The auditor told me, I
27 need nothing more from you. Your College has sufficed what we needed. You gave us a
28 response; you put corrective action there; we will check on it when we come back. We have no
29 problems with the auditor.

30
31 COMMISSIONER YOUNG: But, do you think the State Auditors Office and the State College
32 Board is trying to do something to Blue Ridge Tech or do you think they've got a legitimate
33 complaint?

34
35 MARY ANN ENGEL: As much as this past year would put me in a position of very justifiably
36 being paranoid, I don't think I want to answer that question because that's - how would I
37 know? That's a question that really doesn't have an answer. I don't think that -

38
39 COMMISSIONER YOUNG: Those people have to answer -

40
41 MARY ANN ENGEL: Excuse me?

42
43 COMMISSIONER YOUNG: Those people have to answer to the Governor and different people.

44
45 MARY ANN ENGEL: Which people do you mean?

46
47 COMMISSIONER YOUNG: The State College Board and the State Auditors Office.

48

1 MARY ANN ENGEL: Certainly. But the State Auditor has maintained that there weren't any
2 problems with us –
3
4 COMMISSIONER YOUNG: They can't dream up something is what I'm saying and come at you.
5
6 MARY ANN ENGEL: Mr. Young, nobody's said they dreamed anything up. They came; they had
7 findings; we acted on them; we put correct measure in and they came back. There were no
8 more questions on that original January audit. That was fine. The next questions had
9 something else. We acted on those; we've written more policy; we've done corrective – we
10 have done more in effective action than I have seen of a lot of other Boards and that's including
11 my four years of sitting on the Trustee's Association Executive Board and knowing what
12 happens at other colleges and knowing the involvement of State –
13
14 COMMISSIONER YOUNG: And of course, I'll have to say the only part I'm interested in is
15 County tax dollars.
16
17 MARY ANN ENGEL: Absolutely. I can understand that.
18
19 COMMISSIONER YOUNG: That is what I was elected for is to be a steward of the citizens of
20 Henderson County property taxes and that's what I'm after.
21
22 MARY ANN ENGEL: That's exactly what we –
23
24 COMMISSIONER YOUNG: As far as what you do with State money, I could care less.
25
26 MARY ANN ENGEL: Right.
27
28 CHAIRMAN MOYER: Well, what it does – that will impact us. In a very big way. Larry, do you
29 have additional questions at this time?
30
31 COMMISSIONER YOUNG: Not right now.
32
33 CHAIRMAN MOYER: Do any of the other Board members?
34
35 COMMISSIONER WILLIAMS: There's one other note. If I understood correctly, the statement
36 was made that there were no funds used for construction of the ball field.
37
38 MARY ANN ENGEL: Absolutely. I believe that that was what the question was, money going to
39 the Baseball Program, was what was understood by us. No monies were put into the
40 construction of those facilities. No Counties monies were put into the construction of those
41 facilities. As far a the maintenance afterwards, that's normal things that happen at any facility
42 we have there.
43
44 COMMISSIONER WILLIAMS: Well, I look at the list, though, and I see items on here such as
45 scoreboard installation, ninety-eight hundred dollars.
46
47 MARY ANN ENGEL: Yes, sir. We –
48

1 COMMISSIONER WILLIAMS: That to me would be a construction item. That's a capital
2 expenditure rather than a maintenance item.
3
4 MARY ANN ENGEL: That's just recent. We had a scoreboard donated to us – fully donated.
5 The understanding, which was wrong on our part, was that it would include the installation. It
6 did not, so the installation was paid out of County funds to put that scoreboard up.
7
8 COMMISSIONER WILLIAMS: I personally would consider that along with some other items on
9 here as being part of the construction cost of the field rather than maintenance costs.
10
11 LEE MULLIGAN: We have been donated, for example, um, plants. And we have had to use
12 funds to install those plants. And we've used County funds for purposes of planting donated
13 landscape material.
14
15 MARY ANN ENGEL: And some of the things that are in here – we do use that field for other
16 things. There are other public agencies that are able to use it. We also have courses that are
17 landscape design, etcetera. They work with putting landscape together and the maintenance
18 etcetera.
19
20 LEE MULLIGAN: Turf management; we have soils courses –
21
22 COMMISSIONER YOUNG: You all teach a turf management course out there? I thought that –
23
24 MARY ANN ENGEL: Yes sir.
25
26 LEE MULLIGAN: Landscape Design one, Landscape Construction, Plant Materials one Applied,
27 Plant Soil and Fertilizer, Horticultural Turf Grass. What was the question you asked, Mr. Young,
28 in particular?
29
30 COMMISSIONER YOUNG: If you had a turf management school. The only one that I know of
31 that's in North Carolina is North Carolina State University. They are a –
32
33 MARY ANN ENGEL: These are courses, not a whole curriculum.
34
35 CHAIRMAN MOYER: Mr. McGrady?
36
37 COMMISSIONER McGRADY: Just a tangential question. Um, are you as Trustees, are you now
38 subject to the financial disclosure, new ethics laws that are coming –
39
40 LEE MULLIGAN: Yes, we certainly are.
41
42 COMMISSIONER McGRADY: Okay. I should know the answer to this. Are the Trustees paid,
43 compensated for their –
44
45 MARY ANN ENGEL: No
46
47 LEE MULLIGAN: No, sir.
48

1 COMMISSIONER McGRADY: And, the obvious concern here is, why would anybody in their
2 right mind want to take this job but that's – anyway, I'll leave it.

3
4 CHAIRMAN MOYER: Mr. Young?

5
6 COMMISSIONER YOUNG: The one thing I guess I want to take issue with is, you're talking
7 about the fifteen thousand or fourteen thousand dollars that was paid back by an insurance
8 company. You know, you still had the sixty-one thousand originally even though you got the
9 insurance check back, you still had the sixty-one thousand because we didn't get the fourteen
10 thousand back; so the figure still remains at \$61,000.

11
12 LEE MULLIGAN: Over four years.

13
14 COMMISSIONER YOUNG: That just reimbursed the money that repaired the damage.

15
16 CHAIRMAN MOYER: All right, I think in preparation for our next meeting, I think a couple of
17 issues we need to look at is, certainly some questions have been raised, whether we fully
18 understood what was in the Community College budget; whether there was adequate disclosure
19 – I mean, we're hearing that not good communications. I think Mr. County Manager, you need
20 to look at what type of budgeting under state law you think we should go to so that we are
21 aware of what's in there and we can ask the kind of questions that we need to ask and we
22 uncomfortable and we're not told after the fact that it's in there and we have no idea it's in
23 there. Um, I think with respect to the other issues, with respect that questions that the Board
24 will come up with, we'll have to see what happens at the next meeting. All right? Thank you
25 all very, very much. I know this is painful for you, but it's also painful for us. I'm going to
26 suggest to the Board since we have some people here – can we move Item F up next and get
27 that out of the way, that's the Commutations Center Improvement Proposal.

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29
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31
32

Henderson County

REVISED

Response to statements made by Blue Ridge Community College representatives to the Board of Commissioners at their
January 2, 2007 meeting

Page and Line references refer to attached verbatim transcript

<u>Page</u>	<u>Line</u>	<u>Statement</u>	<u>Staff Response</u>	<u>Documentation</u>
1	43	David Whitson: The construction of the field was done with private funds in 2002 and I might say there were no construction funds needed or used to build the facilities.	Previously distributed Attachment "A" indicates that the County was told that County funds would not be used for the baseball program. County dollars were used to install the scoreboard, which is part of the facility.	
1	48	David Whitson: County funds were used for the maintenance of the field in the same way that public schools maintain their athletic facilities and in accordance with state statutes.	In a letter dated March 27, 2002 from David Sink to David Nicholson "construction and maintenance costs will be covered with private funds."	Attachment "A"
2	17	David Whitson: From the total you can see that a little better than sixty-one thousand dollars was spent from County funds for the baseball field and related expenditures associated with that. Cell phones, security, equipment, vehicle maintenance, etcetera. Once you subtract off the \$15,000 insurance reimbursement, we have a net expenditure of almost \$46,000.	According to figures supplied by BRCC, County funds in the amount of \$61,196.70 were expended for the basefall facility and an additional \$15,279.06 insurance reimbursement was retained by BRCC. If BRCC did not use the \$15,279.06 insurance reimbursement to repair damage to the baseball facility, then this reimbursement should be added to the net expenditure rather than subtracted, for a total of \$76,475.76. If the insurance reimbursement was in fact used to repair the facility, then the County's investment in the facility (according to BRCC records) is \$61,196.70. With regard to whether these expenses were for maintenance, staff cannot either confirm or deny due to insufficient information. In addition, there is no evidence that the repairs attributed to the \$15,279.06 insurance reimbursement were indeed made.	Attachment "B"
2	32	David Whitson: Our volleyball team has been in existence for a couple of years now – since 2004, and there were a couple of categories of similar expenditures; again, an obligation of County funds for the phone...cell phone and the security.	Confirmed. According to Minutes of the Board of Trustees, the first volleyball season began 9/10/2004.	
3	14	Lee Mulligan: Henderson County has been paying a salary supplement for Blue Ridge Community College's President since 1979	Staff is unable to confirm or deny the accuracy of this statement because the President's salary supplement has not been clearly identified within the community college budget request.	

3	21	<p>Lee Mulligan: Each year, Blue Ridge Community College President's supplement is clearly identified in our budget that we present to the County in the budget details provided to the County Manager</p>	<p>The President's salary supplement has not been clearly identified or segregated within the Community College budget request. The FY 2006-2007 Budget Request shows a request for "salaries and salary supplements", but the portion of this amount attributable to President's supplement is not clearly identified. Historically, the County has not designated its funding but has instead allocated funding for "operational expenses"; therefore, the County has not been advised as to the exact amount of the President's salary supplement. Additional documentation regarding this salary supplement was referenced in the Board of Trustees Minutes and has been obtained from BRCC and is attached for your review; however this information was not provided to the County during budget deliberations. According to a survey conducted by the Community College Policy Center, the average salary for North Carolina community college presidents for FY 2000 is \$114,094. According to an article entitled "Presidents' Salaries Increase 3 Percent" dated 5/11/2004 published by the American Association of Co</p>	Attachment "C"												
3	29	<p>Lee Mulligan: Blue Ridge Community College is proud to be able to say that it has been ranked superior for the last six years by the North Carolina Community College System, one of only two community colleges to receive this distinction.</p>	<p>It is true that BRCC has received the Superior rating for the past 6 years (1 of 2 colleges that have earned this rating in each year the report was generated). According to data published by the NC Community College system, the first year, only 4 of the 58 colleges were rated Superior. Data for subsequent years is as follows:</p> <table border="1" data-bbox="805 1228 1201 1428"> <thead> <tr> <th><u>Year</u></th> <th><u># of colleges ranted Superior</u></th> </tr> </thead> <tbody> <tr> <td>2nd Year:</td> <td>26</td> </tr> <tr> <td>3rd Year:</td> <td>31</td> </tr> <tr> <td>4th Year:</td> <td>36</td> </tr> <tr> <td>5th Year:</td> <td>37</td> </tr> <tr> <td>6th Year:</td> <td>36</td> </tr> </tbody> </table> <p>Under the Performance Funding Plan, schools achieving Superior status would be eligible for sharing funds reverted at the end of the year. BRCC received \$206,000 in performance based funds for 2005 (source: BOT Minutes, 11/9/2005).</p>	<u>Year</u>	<u># of colleges ranted Superior</u>	2nd Year:	26	3rd Year:	31	4th Year:	36	5th Year:	37	6th Year:	36	Attachment "D"
<u>Year</u>	<u># of colleges ranted Superior</u>															
2nd Year:	26															
3rd Year:	31															
4th Year:	36															
5th Year:	37															
6th Year:	36															
3	32	<p>Lee Mulligan: We also have won the Bellwether Award, which, if you're interested, I can get you more information on the Bellwether Award that we were nominated three times, received the award once. There were...how many other community colleges?...I guess two have been nominated but none have</p>	<p>Confirmed. According to the 3/15/2004 Minutes of the Board of Trustees, the Bellwether Award was awarded to BRCC for its Family-Centered Literacy Program.</p>													

3	38	Lee Mulligan: Dr. Sink's salary, when we took a review of this, is comparable to other institutions the same size as BRCC in North Carolina and his supplement falls right in the middle of the supplements that are given to community college presidents.	Staff is unable to confirm or deny the accuracy of this statement.	
4	23	Mary Ann Engel: There is no policy in the General Statutes from the State Board or anywhere else regarding athletics in the Community College System.	No policy regarding athletics was found. "The major purpose of each and every institution operating under the provisions of this Chapter shall be and shall continue to be the offering of vocational and technical education and training, and of basic, high school level, academic education needed in order to profit from vocational and technical education, for students who are high school graduates or who are beyond the compulsory age limit of the public school system and who have left the public schools, provided, juveniles of any age committed to the Department of Juvenile Justice and Delinquency Prevention by a court of competent jurisdiction may, if approved by the director of the youth development center to which they are assigned, take courses offered by institutions of the system if they are otherwise qualified for admission." (source: NCGS 115D)	
5	16	Chairman Moyer: I feel we were given assurances that no monies – County monies – were going into the athletic program	Confirmed. In a letter dated March 27, 2002 from David Sink to David Nicholson "construction and maintenance costs will be covered with private funds."	Attachment "A"
5	23	Mary Ann Engel: The sixty-one thousand that is in question – I think we showed on the slide that that's reduced to a question of forty-five thousand and of those amounts...of those breakdowns, my understanding is that most of that is normally covered by County funds because it is maintenance of one form or another.	According to figures supplied by BRCC, County funds in the amount of \$61,196.70 were expended for the basefall facility and an additional \$15,279.06 insurance reimbursement was retained by BRCC. If BRCC did not use the \$15,279.06 insurance reimbursement to repair damage to the baseball facility, then this reimbursement should be added to the net expenditure rather than subtracted, for a total of \$76,475.76. If the insurance reimbursement was in fact used to repair the facility, then the County's investment in the facility (according to BRCC records) is \$61,196.70. With regard to whether these expenses were for maintenance, staff cannot either confirm or deny due to insufficient information.	
5	40	Lee Mulligan: these funds are appropriately directed to the Baseball Program because they cover maintenance.	In a letter dated March 27, 2002 from David Sink to David Nicholson "construction and maintenance costs will be covered with private funds."	

8	21	Commissioner Young: the supplement of Dr. Sink's salary this year went up forty-two percent.	The county base, longevity and supplement did increase 42% from FY 05 to FY 06. This increase does not take into account any increase in non-salary benefits paid from county funds. (source: information provided by BRCC)	
9	16	Mary Ann Engel: It's in line with other supplements. I would ask you to look at what you pay the Superintendent of Schools.	Dr. Page's locally funded \$ amount is \$62,237.90, while Dr. Sink's locally funded \$ amount is \$78,673.19. After reviewing additional new information, staff reports that the President's total salary is the 4th highest among the 13 community college institutions that are 10% above and below Henderson County in student populations. As of 2005, the President's salary is 13th in total compensation among the 58 institutions. During the same period, the President's local salary is 2nd highest in local funding using the same 13 institutions. The President's car allowance is 2nd highest among this group, just below Cape Fear Community College. See supplemental information dated January 16, 2007.	Supplement "A", "B" and "C" dated 1/16/2007
11	2	Mary Ann Engel: We did have any question of funds – the Work Study funds that were returned.	According to Board of Trustees Minutes dated 5/25/2006, the College sent a check for \$5,883.44 to the US Dept of Education for work study funds that were incorrectly disbursed.	
12	1	Mary Ann Engel: We put more corrective action and we put policy in. We have policy for athletics. No other community college does that we know.	According to 2006 Special Review Chronology of Official Action Taken, BRCC reported that a 19-point corrective action plan was implemented. Staff does not have a copy of this plan and therefore cannot attest to its contents. Staff has requested a copy of this 19-point plan.	
13	4	Mary Ann Engel: We were under the cap despite some figures you've seen, we were under the cap that required us to seek approval for that building and it was also not from the school funds; it was from the Foundation funds.	Staff is unable to confirm or deny the accuracy of this statement.	
14	40	Mary Ann Engel: No Counties monies were put into the construction of those facilities.	County dollars were used to install the scoreboard, which is part of the facility.	
15	4	Mary Ann Engel: We had a scoreboard donated to us – fully donated. The understanding, which was wrong on our part, was that it would include the installation. It did not, so the installation was paid out of County funds to put that scoreboard up.	County dollars were used to install the scoreboard, which is part of the facility.	

NOTE: This document does not include duplicate discussion and/or statements that were made throughout the transcript.

Expenditures – 2002 - 2006

Category	Expenditures (4 – Year)	Insurance Reimbursement	Net Expenditures
Baseball Field Signs	\$ 618.95		\$ 618.95
Benches	\$ 899.48		\$ 899.48
Dugout Repair / Maintenance	\$ 8,874.22	\$ 7,641.41	\$ 1,232.81
Fence Repair	\$ 11,392.65	\$ 7,637.65	\$ 3,755.00
Field Maintenance	\$ 13,737.40		\$ 13,737.40
Landscaping	\$ 2,343.71		\$ 2,343.71
Portable Toilet	\$ 2,389.01		\$ 2,389.01
Scoreboard Installation	\$ 9,817.79		\$ 9,817.79
Sidewalk Construction (ADA)	\$ 4,800.00		\$ 4,800.00
Vehicle Maintenance	\$ 1,901.45		\$ 1,901.45
Equipment Maintenance	\$ 879.90		\$ 879.90
Cell Phone	\$ 2,373.39		\$ 2,373.39
Security	\$ 1,168.75		\$ 1,168.75
	\$ 61,196.70	\$ 15,279.06	\$ 45,917.64

**BLUE RIDGE COMMUNITY COLLEGE
HENDERSON COUNTY BUDGET REQUEST**

Attachment "C"

2006-2007

5/23/06
county M&R
RSC.

	APPROVED	REQUEST	
	2005-2006	2006-2007	
Salaries and Salary Supplements	733,732	828,940	
Longevity	6,972	8,159	
Medical Insurance	101,055	113,956	
Social Security	54,416	60,783	
State Retirement	40,993	45,790	
Subtotal Salary and Expenses	937,169	1,057,628	13%
Advertising	1,000	1,000	
Contracted Services	7,500	7,875	
Electricity	260,000	290,000	12%
Energy Savings Loan Repayment	90,724	90,724	
Equipment Repairs ?	30,000	35,000	17%
* Facility Repairs	0	0	
Heating	120,000	130,000	8%
Household Supplies	25,000	26,250	
In-state Travel	5,000	6,650	33%
Institutional Dues	1,000	1,000	
Insurance	86,000	107,000	24%
Legal Fees	8,000	25,000	213%
* Maintenance Supplies ?	34,000	36,750	8%
Mandatory Transfers	15,000	15,000	
Motor Vehicle Operation	14,000	22,000	57%
Motor Vehicle Repairs	12,000	15,000	25%
NCIH Communication Charge	22,000	24,000	9%
Office Supplies	1,500	1,575	
Other Expense	10,500	12,500	19%
Printing and Binding	1,750	2,000	14%
Public Relations	4,000	4,000	
Rental	2,500	2,500	
Security ?	92,000	101,000	10%
Service Contracts - Maintenance	42,000	45,000	7%
Service Contracts -Waste Removal	14,000	16,000	14%
Telephone - Bellsouth	55,000	55,000	
Telephone - Verizon	0	6,000	
Water and Sewer	35,000	35,000	
Educational Channel Expenses		125,000	
Subtotal Operating Expenses	989,474	1,238,824	25%

TOTAL OPERATING REQUEST

1,926,643

2,296,452

2,019,122

CAPITAL OUTLAY

Non Structural Improvements: Lake	10,000
Repair and Renovations (2% of insured value)	800,000
Equipment	
Pickup, 1/2 ton	16,763
Pickup, 3/4 ton	14,987
Minivan	16,463
Pickup 1/2 Ton	16,763
Dump truck	26,121
Total Vehicle Outlay	<u>91,097</u>
Total Capital Outlay	901,097

TOTAL BUDGET REQUEST

1,926,643

3,197,549

Blue Ridge Community College -Flat Rock Campus
FY 2006-2007 Maintenance and Repair Needs
(listed alphabetically)

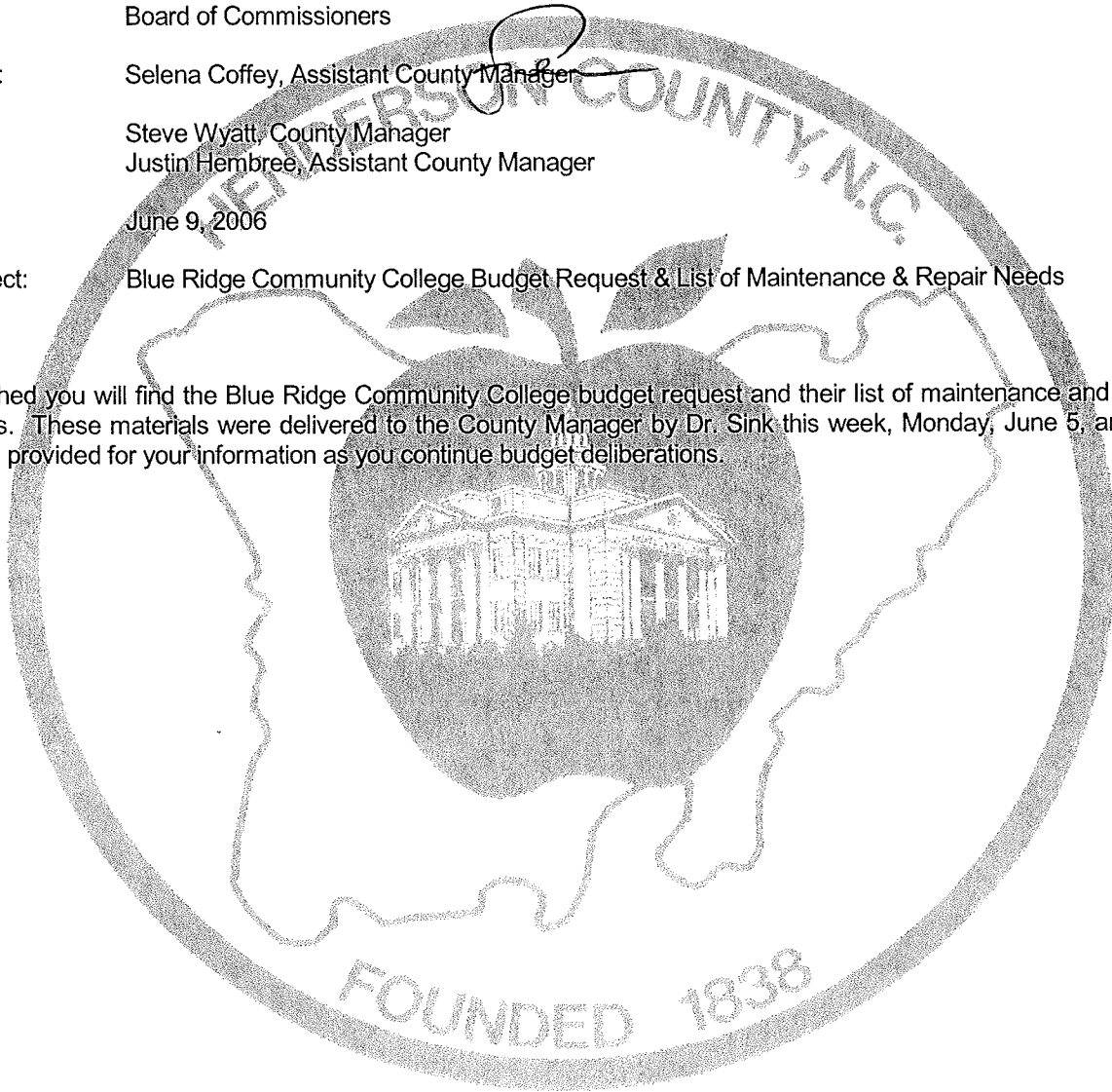
Maintenance Item	Building(s)	Cost	Comment
Boiler replacement	CE	30,000	
Building mold removal (exterior)	Patton, CE, A&S, GS	10,000	(power wash)
Carpet cleaning	Campus wide	15,000	
Carpet replacement	Campus wide	135,000	
Ceiling tile replacement	Campus wide	2,000	Mold eradication
Construct new parking area	CE	5,000	for delivery trucks
Construct new road to access parking lot behind ISC building	ISC	15,000	Not part of TEDC project budget
Door replacement (interior)	Patton	20,000	
Drainage improvements	Patton	5,000	Stormwater runoff
Electrical repair and renovation	Campus wide	5,000	
Emergency generator	TBD	13,000	To operate tele-communications equip.
Fence repair	Campus wide	3,000	
Front Door Repair and Replacement	Killian & Sink	25,000	Includes automatic openers (handicapped)
General building repair & renovation	Campus wide	28,000	interior office additions and modifications
Greenhouse repairs	Bullington	3,000	
Handrail replacement	Walkways between ISC and A&S	15,000	replace wood with metal
HVAC repair and renovation	Campus wide	20,000	Patton 1 st priority (repl)
Install 2 AEDs	Campus Wide	2,000	Locations TBD
Landscaping improvements	GS, Patton, Sink,	7,000	
Outdoor lighting repair	Campus wide	8,000	
Painting (interior)	Campus wide	175,000	Incl. exterior trim
Plumbing repair and renovation	Campus wide	5,000	
Renovate plumbing lab in	Metal Building	25,000	Ventilation & equip.
Re-stripe parking lots	Patton parking lot	18,000	
Shop and garage modifications	Maintenance area	5,000	Incl. chair storage area
Sidewalk repair	Patton	20,000	
Applied Tech lab renovations	Spearman	13,000	New program
Structure replacement	Shelter	50,000	
Telecommunications equipment and infrastructure repair	Campus wide	20,000	
Tree trimming and removal	Campus wide	75,000	
Window frame replacement	CE, Spearman	28,000	
Sub Total		\$ 800,000	
Fire Alarm system replacement	Sink	75,000	
Repave parking lots & drives	Patton, Maintenance Area, Killian	350,000	
Roof replacement	Patton, Killian, ISC	500,000	
Window replacement	Campus wide	100,000	single to double pane for energy savings
Total All Projects		\$1,825,000	

HENDERSON COUNTY GOVERNMENT
OFFICE OF THE COUNTY MANAGER

100 North King Street – Hendersonville, North Carolina 28792
Phone 828.697.4809 Fax 828.698.6014
www.hendersoncountync.org

To: Board of Commissioners
From: Selena Coffey, Assistant County Manager
CC: Steve Wyatt, County Manager
Justin Hembree, Assistant County Manager
Date: June 9, 2006
Subject: Blue Ridge Community College Budget Request & List of Maintenance & Repair Needs

Attached you will find the Blue Ridge Community College budget request and their list of maintenance and repair needs. These materials were delivered to the County Manager by Dr. Sink this week, Monday, June 5, and are being provided for your information as you continue budget deliberations.





BLUE RIDGE
Community College

Office for Administrative Services

12 April 2006

Ms. Selena Coffey
100 North King Street
Hendersonville, NC 28792

Dear Selena,

Here is a preliminary draft of our proposed budget for 2006-2007. As I mentioned, this has not been reviewed or approved by our Board of Trustees. The Finance Committee of the Board has reviewed it and I do not expect significant change. Our Board does plan to make a formal presentation at the appropriate time. I anticipate that you will let us know when that will be.

The most notable points in this request are:

Capital – there have been no capital funds in our budget for several years since we had state bond funds to cover repair and renovation. These funds have been exhausted. Our request reflects the state's guideline of 2% of fixed assets.

Our vehicle fleet ranges in age from 1972 to 1998. We need to replace five vehicles.

Personnel – Our communications infrastructure, data and telephone, has grown increasingly complex with a current investment of nearly \$400,000. We need a full time technician to care for this investment.

If you have any questions, please give me a call.

Sincerely,

www.blueridge.edu

Flat Rock Campus • 100 College Drive • Flat Rock, North Carolina 28731 • (828) 694-1715 • Fax (828) 694-1691
Transylvania Center • 1030 Asheville Hwy • Brevard, North Carolina 28712 • (828) 883-2520 • Fax (828) 884-5725

**BLUE RIDGE COMMUNITY COLLEGE
HENDERSON COUNTY BUDGET REQUEST
2006-2007**

	APPROVED 2005-2006	REQUEST 2006-2007
Salaries and Salary Supplements	733,732	828,940
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Facility Repairs	0	0
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 CAPITAL OUTLAY		
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Pickup, 3/4 ton		14,987
Minivan		16,463
Pickup 1/2 Ton		16,763
Dump truck		26,121
Total Vehicle Outlay		91,097
Total Capital Outlay	0	901,097
 TOTAL BUDGET REQUEST	 1,926,643	 3,072,549

Selena Coffey

From: Edwin Bell [edwinb@blueridge.edu]
Sent: Monday, April 24, 2006 3:25 PM
To: Selena Coffey
Subject: Re: Educational Channel

Selena,

No, expenses for the educationals channel are not in the proposed budget. I was not aware that this was a strong enough possibility to include the proposal. David Hutto has informed me that the expected cost would be \$125,000 to include salary, benefits, support and supplies. I can provide more details later.

Ed Bell
Dean for Administration
Blue Ridge Community College
180 West Campus Drive
Flat Rock, NC 28731
828-694-1716
FAX 828-694-1691
www.blueridge.edu

Our mission...enriching the lives of those within our reach through education, training and cultural activities.

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2006 Performance Measures

RELEASE DATE: June 9, 2006

**CONTACT: Audrey K. Bailey
(919) 807- 6963**

North Carolina Community Colleges earn top grades for performance

Raleigh: If you're looking for a good education, at a reasonable price, that will quickly lead to employment; go to a community college. If you're an employer looking for employee training, or looking for new, well-trained employees; try your local community college. According to a new report on community college performance, you'll both be very satisfied.

The new report on performance measures, the way the General Assembly assesses how well the North Carolina Community College System is doing its job, indicates that all 58 of its comprehensive community colleges met or exceeded the state's rigorous standards in five performance areas, up from three last year. The indicators are: completer satisfaction, employment of graduates, curriculum student retention and graduation rates, employer satisfaction with graduates, and business and industry satisfaction with customized training.

These are five of the 12 standards described in the annual *Critical Success Factors Report*, which documents each community college's performance. This reporting is part of the strict accountability requirements of the General Assembly. This year's report shows once again that North Carolina's community colleges are a great investment paying tremendous dividends to the communities they serve.

For the past six years, community colleges have had the opportunity to earn the designation of "superior" based on their performance results. The first year, only four of the 58 comprehensive community colleges earned a "superior" ranking. After that first year, improvement was impressive. Twenty-six were ranked "superior" the second year, 31 the third year, 36 the fourth year, and 37 achieved that ranking last year.

This year, 36 colleges have the "superior" ranking, even with the inability of some colleges to complete their reporting due to minor data recovery problems. The rankings are based on the 2004-2005 academic year. Seven colleges received a perfect score, meeting or exceeding the average percentage in all 12 standards.

"Our community colleges provide such a tremendous service to their communities. I continue to marvel each year at how well our colleges continue to perform, especially considering the growing enrollment and funding challenges that exist for every campus," said System President Martin Lancaster. "This is our opportunity to prove the value of this system and show how well our colleges are performing. Funds spent on community colleges are dollars well invested, paying dividends in every aspect of life in North Carolina. Legislators and citizens can take great pride in how well their community colleges have responded to the changing education and workforce preparedness needs of North Carolina. Once again we've done more with less and done it well! We deserve an A+ and a bigger budget."

The seven community colleges with a perfect score are: Bladen Community College (Dublin) Coastal Carolina Community College (Jacksonville); Fayetteville Technical Community College

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(Fayetteville); Halifax, (Weldon), James Sprunt Community College (Kenansville); Robeson Community College (Lumberton) and Rowan-Cabarrus Community College (Salisbury).

Blue Ridge Community College (Flat Rock) and Tri-County Community College (Murphy) have earned superior rankings in each year the report has been generated.

"This comprehensive report validates the unquestionable dedication our colleges have to providing the programs and services that support the economic needs of North Carolina," said Keith Brown, associate vice president for planning, accountability, research and evaluation at the System Office.

Examples of 2004-2005 results include:

- **Business/Industry Satisfaction with Customized Training:** Every business and industry client registered satisfaction with services provided by community colleges, earning all 58 community colleges and the system as a whole a 100 percent average, compared to the statewide standard of 90 percent.
- **Employer Satisfaction with Graduates:** The statewide average for 2004-05 was 95% with all community colleges meeting or exceeding the performance standard of 85%
- * **Goal Completion of Completers:** The proportion of graduates of certificate, diploma, or degree programs who say they met their stated goal is a statewide average of 99% with all 58 community colleges meeting or exceeding the System standard of 90%.
- **Employment of Graduates:** Community college students get jobs. The statewide average for 2003-04 was 99.58% with all 58 community colleges meeting or exceeding the performance standard of 95%.
- **Student Satisfaction of Completers and Non-Completers:** Not every student needs to graduate to complete his or her education goal. Very often students are hired in their chosen profession before obtaining a degree. The standard in this area is 90% satisfaction. Fifty-seven colleges reported an average of 97% satisfaction in this area.
- **Goal Completion for Completers:** Certificate, diploma, and degree program graduates at all 58 community colleges reported that their primary goal in attending has been met. The system standard is 95%, the system average is 99%.
- **Licensure or Certification Exams for First-Time Test Takers:** The statewide average for 2004-05 was 85% of test takers receiving a passing score the first time they sat for a certification exam. Forty-three community colleges met or exceeded the performance standard of 80%. Community colleges prepare students for a myriad of professions that require state licensure or certification, including nursing, aviation maintenance, emergency medical technician, and dental hygiene.
- **Progress of Basic Skills Students:** The statewide average for 2004-05 was 81% with 55 community colleges meeting or exceeding the performance standard of 75%. Basic skills services include literacy, ESL, and other non-curriculum or certificate resources.

The following community colleges earned superior rankings:

Asheville-Buncombe Technical	Isothermal
Bladen	James Sprunt
Blue Ridge	Lenoir
Caldwell CC & Technical Institute	Mayland
Cape Fear	Mitchell
Carteret	Randolph
Catawba Valley	Richmond
Central Carolina	Robeson
Central Piedmont	Rowan-Cabarrus
Coastal Carolina	Sandhills
College of The Albemarle	Southwestern

Craven
Durham Technical
Edgecombe
Fayetteville Technical
Gaston College
Guilford Technical
Halifax

Stanly
Surry
Tri-County
Wake Technical
Wayne
Wilkes
Wilson Technical

The complete *2006 Critical Success Factors Report* is available on the NCCCS Web page at <http://www.ncccommunitycolleges.edu/Publications/docs/Publications/csf2006.pdf>. Summary tables begin on page 48 on the site. The report is filled with comprehensive information about the Community College System in several areas including workforce development statistics, diverse population learning needs, technology, and System resources.

The North Carolina Community College System is the open door to opportunity, providing world-class workforce training and convenient, quality education resources.

-NCCCS-

[RETURN TO TOP OF CURRENT PAGE](#)

Last modified: Friday, October 20, 2006 05:29:23 PM
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Institutional Data for 2006 Critical Success Factors

The State Board of Community Colleges announced in May 2006 that Blue Ridge Community College achieved Superior status for meeting six performance funding measures. To achieve Superior status, a college must meet a minimum of five of the six performance funding measures; showing significant improvement on a measure does not count toward Superior performance. Under the Performance Funding plan, schools achieving Superior status would be eligible for sharing funds reverted at the end of the year.

	PERFORMANCE MEASURE	Standard Percentage	NC System's 2006 Percentage Rate	BRCC's 2006 Percentage Rate	Did BRCC meet the standard in 2006?
1.	PERCENT OF BASIC SKILLS STUDENTS WHO PROGRESS TO ANOTHER LEVEL, 2004-2005	75%	81%	84%	✓
2.	PASSING RATES ON LICENSING AND CERTIFICATION EXAMINATIONS, 2004-2005 (AGGREGATE)	80%	85%	92%	✓
	BASIC LAW ENFORCEMENT TRAINING	70%	93%	96%	✓
	COSMETIC ARTS				
	APPRENTICE	70%	Data Unavailable	Data Unavailable	
	COSMETOLOGY	70%	Data Unavailable	Data Unavailable	
	ESTHETICS	70%	Data Unavailable	Data Unavailable	
	MANICURIST	70%	Data Unavailable	Data Unavailable	
	Teacher	70%	Data Unavailable	Data Unavailable	
	EMERGENCY MEDICAL TECHNICIAN (EMT)				
	EMT	70%	84%	90%	✓
	EMD	70%	82%	No Testers in 2005	
	EMT-I	70%	74%	90%	✓
	EMT-P	70%	68%	No Testers in 2005	
	NURSING	70%	89%	90%	✓
	REAL ESTATE	70%	69%	100%	✓

3.	2004-2005 COMPLETERS WHO REPORT MEETING THEIR GOAL FOR ATTENDING A COMMUNITY COLLEGE	95%	99%	99%	✓
4.	EMPLOYMENT STATUS OF 2003-2004 GRADUATES	95%	100%	100%	✓
5.	PERCENT OF COLLEGE TRANSFER STUDENTS WITH A GPA OF ≥ 2.0 AFTER TWO SEMESTERS AT A UNC INSTITUTION (2003-04)	87.1%	85.5%	82.8%	☒
6.	PASSING RATES OF STUDENTS IN DEVELOPMENTAL COURSES 2004-2005	70%	81%	83%	✓
7.	SUCCESS RATE OF DEVELOPMENTAL STUDENTS IN SUBSEQUENT COLLEGE-LEVEL COURSES 2004-2005	No statistically significant difference	87%	90%	✓
8.	SATISFACTION OF PROGRAM COMPLETERS AND NON-COMPLETERS, 2004-2005	90%	97%	95%	✓
9.	CURRICULUM STUDENT RETENTION AND GRADUATION, 2004-2005	60%	63%	60%	✓
10.	EMPLOYER SATISFACTION	85%	95%	96%	✓
11.	CLIENT SATISFACTION WITH CUSTOMIZED TRAINING 2004-2005	90%	100%	99%	✓
12.	NUMBER OF PROGRAMS WITH A THREE-YEAR AVERAGE ANNUAL ENROLLMENT OF LESS THAN 10, 2002-2003; 2003-2004; 2004-2005	3 YEAR AVG. OF 10 OR MORE STUDENTS		All programs comply	✓

** Number too small to report without violating students' privacy.*

**You can view the entire Critical Success Factors report at the following website:
<http://www.nccommunitycolleges.edu/Publications/docs/Publications/csf2006.pdf>**