



North Idaho College

Board of Trustees Meeting
September 22, 2021
Edminster Student Union Building

Connect via Zoom: <https://nic.zoom.us/j/89673710483> or by phone: (669) 900-6833 Webinar ID: 896 7371 0483

***Mission statement:** North Idaho College meets the diverse educational needs of students, employers, and the northern Idaho communities it serves through a commitment to student success, educational excellence, community engagement, and lifelong learning.*

This meeting is a business meeting of the Board Trustees and the NIC Administration. Members of the public interested in communicating with the board of trustees may send an email to board@nic.edu.

AGENDA

4:00 p.m. EXECUTIVE SESSION - Driftwood Bay Room

Convene/Call to Order/Verification of Quorum	Todd Banducci
Action for Executive Session under Idaho Code Idaho Code § 74-206(1)(b)(f)(i)*	

6:00 p.m. BOARD MEETING – Lake Coeur d’Alene Room

Convene/Call to Order/Verification of Quorum	Todd Banducci
Pledge of Allegiance	Todd Banducci
Review Minutes	Todd Banducci

CONSTITUENT REPORTS

ASNIC	2 minutes	Annie Vladovska
Faculty Assembly	2 minutes	Molly Michaud
Staff Assembly	2 minutes	Sarah Martin
Senate	2 minutes	Geoff Carr

PRESIDENT’S REPORT	5 minutes	Rick MacLennan
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KTEC REPORT	5 minutes	Michael Barnes
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OLD BUSINESS

None

NEW BUSINESS

Tab 1: First Reading/Action: Revised Employee Benefits Policy 3.02.17	Karen Hubbard
Tab 2: Action: Measures for the Purpose of Preventing the Spread of COVID-19	Rick MacLennan
Tab 3: Action: Initiate Census Redistricting	Chris Martin

Tab 4: Update on Conveyance of the Bureau of Land Management Corridor
Tab 5: Action: President's Contract
Action: President's Employment

Chris Martin
Marc Lyons
Marc Lyons

BOARD CHAIR REPORT

5 minutes

Todd Banducci

REMARKS FOR THE GOOD OF THE ORDER**

ADJOURN

- * Executive sessions may be called for the purposes of considering personnel matters [Idaho Code § 74--206(1) (a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individuals are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general; (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student; [Idaho Code § 74-206(1)(c)], deliberating regarding an acquisition of an interest in real property; [Idaho Code § 74-206(1)(d)] considering records that are exempt from public disclosure; [Idaho Code § 74-206(1)(e)] considering preliminary negotiations involving matters of trade or commerce in which this governing body is in competition with another governing body; [Idaho Code § 74-206(1)(f)] communicating with legal counsel regarding pending/imminently-likely litigation; [Idaho Code § 74-206(1)(i)] communicating with risk manager/insurer regarding pending/imminently-likely claims.
- ** Remarks are subject to NIC Policy 2.01.03. Copies are available from the President's Office.

BOARD OF TRUSTEES MEETING
September 22, 2021

SUBJECT

Executive Session

DISCUSSION

From time to time the board will find it necessary to adjourn to executive session. When an executive session is required, a number of specific steps must be taken. These steps are:

1. Cite Idaho Code § 74--206.
2. Cite one or more specific subsections in the code section and provide sufficient detail to identify the purpose and topic of the executive session but not information sufficient to compromise the purpose of the executive session.
3. Approve a motion to adjourn by two-thirds, roll call vote.
4. Take no action and make no final decisions in executive session.

_____ MOVES THAT THE BOARD, PURSUANT TO IDAHO CODE § 74—206, CONVENE IN EXECUTIVE SESSION TO:

- _____ Consider personnel matters [Idaho Code § 74--206(1)(a) & (b)]
- _____ Deliberate regarding an acquisition of an interest in real property [Idaho Code § 74-206(1)(c)]
- _____ Consider records that are exempt from public disclosure [Idaho Code § 74-206(1)(d)]
- _____ Consider preliminary negotiations involving matters of trade or commerce in which this governing body is in competition with another governing body [Idaho Code § 74-206(1)(e)]
- _____ Communicate with legal counsel regarding pending/imminently-likely litigation [Idaho Code § 74-206(1)(f)]
- _____ Communicate with risk manager/insurer regarding pending/imminently-likely claims [Idaho Code § 74-206(1)(i)]
- _____ To consider labor contract matters authorized under section 67-2345A [74-206A](1)(a) and (b), Idaho Code.

Purpose/Topic summary: (Provide sufficient detail to identify the purpose and topic of the executive session but not contain information sufficient to compromise the purpose of the executive session.)

SECONDED BY: _____

Roll call: _____ Banducci
_____ Barnes
_____ Howard
_____ McKenzie
_____ Wood

CONVENE AT: _____ ADJOURN AT: _____



North Idaho College
BOARD OF TRUSTEES MEETING
Edminster Student Union Building, Driftwood Bay Room
May 26, 2021
MINUTES

EXECUTIVE SESSION

Chair Todd Banducci called the meeting to order at 4:10 p.m. Trustee Wood made a motion to go into executive session under Idaho Code § 74--206(1)(b) to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer or employee. The motion was seconded by Trustee Barnes and roll call vote was taken as follows:

Todd Banducci	aye
Michael Barnes	aye
Ken Howard	aye
Christie Wood	aye

Trustee Greg McKenzie arrived at 4:50 p.m. At 5:57 p.m., a motion was made by Trustee Wood to return to open session. The motion, seconded by Trustee Howard, carried unanimously and Chair Banducci recessed the meeting to reconvene in the open, monthly meeting.

CALL TO ORDER AND VERIFICATION OF QUORUM

Chair Banducci called the meeting to order at 6:10 p.m. and verified that a quorum was present. He welcomed attendees and led them in the Pledge of Allegiance, then called on Trustee Howard to recite the college's mission statement.

ATTENDANCE

Trustees: Todd Banducci
Michael Barnes
Ken Howard
Greg McKenzie
Christie Wood

Also present: Rick MacLennan, President
Graydon Stanley, Vice President for Student Services
Lita Burns, Vice President for Instruction
Chris Martin, Vice President for Finance and Business Affairs
Marc Lyons, Attorney for North Idaho College

Chair Banducci called for any changes to the minutes from the meeting held on April 28, 2021, the special meeting held on May 10, 2021, and the workshop held on May 12, 2021. There were no changes noted and the minutes were accepted, as presented.

PUBLIC COMMENT

None.

CELEBRATING SUCCESS

Dr. MacLennan made some brief introductory remarks and presented a video compilation of the institution's successes, and student and employee experiences over the course of the academic year.

CONSTITUENT REPORTS

ASNIC

Newly elected ASNIC President Annie Vladovska briefly reported that two senators will be returning in fall semester and five positions are currently open.

Faculty Assembly

Recently elected Chair Molly Michaud reported that during their last meeting, Brian Seguin was selected to serve as treasurer, and she added that faculty look forward to reviewing the results of their recent adjunct faculty survey in August.

Staff Assembly

Chair Jeff Davis reported on activities from their May meeting, including officer elections, an update from President MacLennan, and review and approval of revisions to the Staff Assembly constitution.

College Senate

Senator Melissa Mewhinney reported that during officer elections at their May meeting, senators were unable to identify a chair for next year, but other positions were filled. She then reported on policy proposals that were reviewed during their meeting.

PRESIDENT'S REPORT

Dr. MacLennan commented briefly on the inquiry from the Northwest Commission on Colleges and Universities and he discussed efforts underway to draft the college's response, which will include the response prepared by the board of trustees.

Trustee Wood thanked Trustees Howard and Barnes for their work in preparing the board's response.

OLD BUSINESS

FY22 General Fund Operating Budget

VP Chris Martin opened by commenting that there were no substantive changes made to the proposal since the board's first reading in April. He pointed out that this budget represents a \$1.9 million increase over the current year's budget.

Trustee Howard made a motion for the board to adopt the FY22 general fund operating budget, as proposed. Trustee Wood seconded the motion.

Trustee McKenzie expressed that he would like a better understanding of the increase in personnel since 2012. Trustee Howard commented that tuition and fees must be approved now, and he further commented on reasons for additional personnel over time. He added that the budget can be approved now then later modified if Trustee McKenzie is able to gather the information he is seeking and propose modifications.

Chair Banducci asked VP Martin to highlight any changes that were made to the proposal since the board's first reading. Martin reviewed the proposed changes to the staff and faculty salary structures that were being recommended as a result of the recent compensation study. He continued by reviewing the additional information that Trustee McKenzie had requested since the first reading of the budget related to employee positions. Following a comment by Trustee McKenzie about the three strategic initiatives proposed in the budget, Martin described the initiatives and confirmed that they do not include additional personnel. Following a request from Trustee Howard, Martin explained how a decrease in enrollment does not directly translate to a decrease in personnel counts. VP Lita Burns further explained that when program enrollment drops, the college must continue to offer

courses in order to allow students to fulfill their program requirements. She added that the college successfully manages staffing those courses with adjunct faculty.

Following a question from Dr. MacLennan, VP Burns shared that since 2014, the college has added 20 new programs or certificates which has increased faculty and staff by 12 to serve those programs.

Dr. MacLennan commented on the process undertaken last year to evaluate and manage staffing in a manner that has allowed for better projections that are aligned with enrollment and workforce and industry demand.

Chair Banducci expressed that he doesn't fully understand the reasons for the expense reduction in the athletics budget. VP Graydon Stanley explained that much of the reduction is a result of the manner in which the college may award grant-in-aid in accordance with the regulations and requirements of the Northwest Athletic Conference.

Trustee McKenzie expressed concern about the specifics of the amount proposed for implementation of the compensation study.

Following this discussion, the motion to adopt the FY22 general fund operating budget carried unanimously.

Revised Leave Without Pay Policy 3.04.06

Dr. MacLennan commented that he is bringing the policy forward with no changes from the previous two readings. He added that there was interest by some board members to have the authority for approving leaves without pay reside with the board of trustees, but approval of leaves without pay, as presented in the policy, rests with the administration.

Trustee Howard made a motion to approve revisions to policy 3.04.06 and approve the elimination of policies 3.04.06.01 and 3.04.07. Trustee Barnes seconded the motion.

Trustee Wood commented on her initial hesitation to move the approving authority away from the board, adding that after hearing points made by Karen Hubbard and Trustee Howard, she understands that this is an operational matter and one in which trustees would not have a role.

Trustee McKenzie expressed his support for the board to be included in approvals.

Chair Banducci expressed his feeling that these matters should rise to the board level. He further expressed his interest in the administration bringing other matters to the attention of the board that may arise in the press or through other channels. Dr. MacLennan responded that he attempts to keep the board apprised of information and situations that he is aware of that may impact the institution and will continue to do so.

Following this discussion, the motion carried with three in favor and two opposed.

Board Conduct Policy

Trustee Howard commented that the board recognizes the concerns of college constituents, including the board's rescission of board conduct policy 2.01.10. He stated that the board has listened to those concerns and he offered for the board to readopt the board conduct policy. He made a motion for the board to reinstate board conduct policy 2.01.10 with the following amendment made to the end of the first paragraph under the section headed "Interaction with College Personnel Guidelines:" "Board members should be afforded confidential communication with the NIC

community. Nothing herein shall be construed to prohibit or discourage communications between board members and members of the faculty, staff, administration or community.” The motion was seconded by Trustee Wood. Trustee Barnes commented that there was a lot of contention with the policy late last year and the board commits to rapidly addressing differences. He added that while the board votes to reinstate the policy, they recognize there is much work to be done to perfect this policy, which primarily affects the board members. The motion to reinstate the policy, as amended, carried unanimously.

NEW BUSINESS

Adoption of Resolution to Reserve Forgone Taxes

VP Martin shared that changes in Idaho statutory requirements limits the college’s usage of forgone taxes compared to previous years. He requested the board consider reserving the 3% or \$511,000 in property taxes that the college did not take as a part of its annual budget for fiscal year 2022.

Trustee Wood made a motion to adopt a resolution to reserve forgone taxes for fiscal year 2022. Trustee Howard seconded the motion. Trustee Wood commented that if the board does not reserve forgone taxes, then they give up the ability to ever recover them. She added that the board had not recovered any forgone taxes since 2004 and this protects the board’s ability to do so, if needed, and she further expressed her feeling that reserving forgone is fiscally responsible. Following a question from Chair Banducci, VP Martin explained how the legislation impacts the use and limits of forgone taxes going forward and he responded to a question from Trustee Howard about the college’s stewardship related to forgone taxes and how the college compares to other taxing entities, including other community colleges in Idaho. Chair Banducci pointed out other impacts to county taxpayers aside from the college, and he added that he does not believe the board should reserve forgone taxes this year. Dr. MacLennan commented that reserving forgone taxes provides the college better leverage for future capital projects. Following this discussion, the motion failed with two in favor and three opposed.

Board of Trustees Meeting Calendar 2021-22

Dr. MacLennan presented the proposed schedule for next year’s board meetings. This was a first reading and no action was taken.

INFORMATION ITEMS

Course Scheduling and Cancellation

Dr. Lita Burns provided some introductory remarks then introduced Dr. Larry Briggs, dean of general studies. Dr. Briggs presented information about the process to establish course schedules and the decision-making processes for managing low enrollment in courses and minimizing impacts to students in those courses.

BOARD CHAIR REPORT

Chair Banducci wished this year’s graduates good luck.

REMARKS FOR THE GOOD OF THE ORDER

Trustee Barnes provided a brief KTEC Board report, stating that the board had approved staffing for the coming year, that enrollment was going well, the automotive and welding programs were expanding, and the health professions program was holding a job fair later in the week. He then read, aloud, the board’s statement in response to the inquiry by the Northwest Commission on Colleges and Universities.

Following some discussion of collaborative effort of the board in the development of the statement, the trustees each acknowledged and provided verbal consent to adopt the statement.

Dr. MacLennan expressed his feeling that the board's adoption of the statement is a good step in the right direction and he reminded the board that the college's response to NWCCU is strengthened by evidence, and where future action is indicated, the college will need to provide evidence that those actions have been fulfilled. He acknowledged NWCCU's role in documenting the college's fulfillment of accreditation standards and eligibility requirements. He expressed his appreciation for the board's efforts to help move the college in that direction.

Trustee Barnes commented that he is happy to be on campus without a mask and that he is looking forward to spending time on campus and getting to know everyone.

There were no other comments and Chair Banducci adjourned the meeting at 9:10 p.m.

Respectfully Submitted,
Shannon Goodrich, Board Clerk



North Idaho College
BOARD OF TRUSTEES MEETING
Edminster Student Union Building, Driftwood Bay Room
June 7, 2021
MINUTES

CALL TO ORDER AND VERIFICATION OF QUORUM

Chair Todd Banducci called the meeting to order at 1:30 p.m. and verified that a quorum was present.

ATTENDANCE

Trustees: Todd Banducci
Michael Barnes
Ken Howard
Greg McKenzie
Christie Wood

Also present: Rick MacLennan, President
Chris Martin, Vice President for Finance and Business Affairs

NEW BUSINESS

Acquisition of Real Property at 721 Military Drive, Coeur d'Alene

Vice President Chris Martin stated that the matter before the board was to approve the acquisition of property located at 721 Military Drive in Coeur d'Alene, Idaho, which is adjacent to property currently owned by the college. He commented that board had previously set aside \$1,000,000 within the board-designated capital reserve fund for the purpose of property acquisition and that is the fund from which this purchase would be made, adding that the subject property had been appraised at \$655,000.

Following a request from Trustee Howard, VP Martin explained the process for the college to acquire real property. He pointed out that the purchase of properties on Military Drive is included in the facilities master plan, and he highlighted those properties on Military Drive that are currently owned by the college as well as property surrounding Military Drive that is contiguous to Bureau of Land Management property.

Following a question by Trustee Barnes about the overall objective of acquiring Military Drive properties, Trustee Howard explained that at one point, the college had acquired the property of the former Robin Hood Campground which was separated from the college, and that some years ago, the college made plans to purchase properties on Military Drive as they become available to expand the college out to meet the other college owned properties. He added that at or near the same time the college entered into an agreement with the Fort Ground Homeowners Association not expand into the Fort Ground neighborhood, which restricts the college's expansion capability to this specific area. He went on to detail the ownership status of the Bureau of Land Management property that runs along Northwest Boulevard, adjacent to the college.

Trustee Barnes expressed concern about the immediate need to purchase the property at a time when the real estate market is at a peak and asked about the return on investment. Following a request by Chair Banducci, VP Martin described that purchasing properties on Military Drive enables the college to expand from what has been a land locked campus for the purpose of future growth.

He explained that college-owned properties on Military Drive that are not in use by the college are actively leased to residents at market value.

Following this discussion, Trustee Howard made a motion for the board to adopt Resolution 2021-01 for the acquisition of property commonly referred to as 721 Military Drive. The motion, seconded by Trustee Wood, carried unanimously.

Trustee Howard commented on the agreement in place with the city of Coeur d'Alene regarding the Bureau of Land Management property and he recommended that the college pick the matter up again to accomplish the transfer of property to the college. Dr. MacLennan responded that he and VP Martin will pursue the matter.

Trustee Wood asked that this matter be put on the next board agenda and background be provided as a refresher for the board and for the information of newer board members.

There were no other comments and Chair Banducci adjourned the meeting at 1:55 p.m.

Respectfully Submitted,
Shannon Goodrich, Board Clerk



North Idaho College
BOARD OF TRUSTEES SPECIAL MEETING
Edminster Student Union Building, Driftwood Bay Room
June 12, 2021
MINUTES


EXECUTIVE SESSION

Chair Todd Banducci called the meeting to order at 9:00 a.m. Trustee Wood made a motion to go into executive session under Idaho Code § 74--206(1)(b) to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer or employee. The motion was seconded by Trustee Howard and roll call vote was taken as follows:

Todd Banducci	aye
Michael Barnes	aye
Ken Howard	aye
Greg McKenzie	aye
Christie Wood	aye

At 4:00 p.m., Chair Banducci adjourned the meeting.

Respectfully Submitted,
Shannon Goodrich, Board Clerk

**North Idaho College**
BOARD OF TRUSTEES SPECIAL MEETING
Edminster Student Union Building
August 4, 2021
MINUTES

EXECUTIVE SESSION

Chair Todd Banducci called the meeting to order at 4:00 p.m. Trustee Howard made a motion to go into executive session under Idaho Code § 74--206(1)(b) to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer or employee. The motion was seconded by Trustee Barnes and roll call vote was taken as follows:

Todd Banducci	aye
Michael Barnes	aye
Ken Howard	aye
Greg McKenzie	aye
Christie Wood	aye

At 5:00 p.m., Chair Banducci recessed the meeting.

CALL TO ORDER AND VERIFICATION OF QUORUM

Chair Banducci called reconvened the meeting at 5:10 p.m. and verified that a quorum was present. He welcomed attendees and led them in the Pledge of Allegiance.

ATTENDANCE

Trustees: Todd Banducci
Michael Barnes
Ken Howard
Greg McKenzie
Christie Wood

Also present: Rick MacLennan, President
Marc Lyons, Attorney for North Idaho College

OLD BUSINESS

Board of Trustees Meeting Schedule 2021-22

Dr. MacLennan presented the draft meeting schedule for a second reading. Trustee Howard made a motion to adopt the meeting schedule, as presented. The motion was seconded by Trustee Barnes. Following some comments by Chair Banducci on various dates on the schedule, the motion carried unanimously.


NEW BUSINESS

President's Contract

Trustee Wood made a motion to table this item until the August 18 meeting to allow the board more time to complete the president's evaluation process. The motion was seconded by Trustee Barnes. Trustee Howard commented that he was unavailable for the August 18 meeting. Trustee Wood amended her motion to table the item until a special meeting can be scheduled in September. Trustee Barnes seconded the amended motion. The motion carried with four in favor and one opposed.

There was no additional business and the meeting was adjourned at 5:15 p.m.

Respectfully Submitted,
Shannon Goodrich, Board Clerk

**North Idaho College**
BOARD OF TRUSTEES SPECIAL MEETING
Boswell Hall, Schuler Performing Arts Center
August 26, 2021
MINUTES

CALL TO ORDER AND VERIFICATION OF QUORUM

Chair Banducci convened the meeting at 3:00 p.m. and verified that a quorum was present. He welcomed attendees and led them in the Pledge of Allegiance.

ATTENDANCE

Trustees: Todd Banducci
 Michael Barnes
 Ken Howard
 Greg McKenzie
 Christie Wood

Also present: Dr. Rick MacLennan, President
 Marc Lyons, Attorney for North Idaho College

NEW BUSINESS

Discussion Regarding Mask Mandate

College Attorney Marc Lyons explained Idaho Code 33-2145 related to the authority for implementing measures to stop the spread of communicable disease. He explained that the board of trustees has the authority to implement measures, but as required by the statute, before the board has that authority, it must first adopt a policy to address measures and procedures to address the prevention of contagious diseases. He added that until the board adopts a policy, these matters are still operating decisions. Following questions from Trustee Wood, Mr. Lyons briefly explained the college policy related to the development and adoption of policies and he explained the section of the statute that requires that the local health district be consulted in the development of policy that addresses measures to deal with the spread of infectious disease.

A discussion ensued around the timing required to adopt such a policy, and Chair Banducci and Trustee McKenzie expressed an interest in the board's expedience as they have heard about students stating they will withdraw due to a mask mandate.

Trustee McKenzie expressed his belief that this policy relates to the internal administration of the board of trustees or the board's relationship with the office of the president as defined in Policy 2.01.04, and is therefore not subject to input from the president or College Senate. Mr. Lyons shared that his interpretation is that a policy to stop the spread of infectious diseases affects the institution and is not pointed to the relationship between the board of trustees and the president or to the internal governance of the board of trustees. He then provided a brief explanation of matters that do relate to the internal governance of the board of trustees and do not affect the institution as a whole.

Chair Banducci referenced two draft revisions to Policy 5.09 prepared by Trustee McKenzie with email input from Panhandle Health District for the board to review at this meeting.

Trustee Wood expressed her interest in the board following the policy on the development of policies and working with the constituent groups to develop a policy.

Dr. MacLennan commented on revisions to the existing policy that members of the administration had drafted in recent days, adding that some of the content in the existing policy was procedural. He commented on the investigation by the accrediting body that occurred earlier in the year and the board's

commitment resulting from the investigation to follow college policy, and he encouraged the board to follow established policy.

Trustee Howard commented that neither of the policy revisions presented addresses measures to contain contagious disease as called for in the statute and he expressed that there is no urgency that would lead the board to adopt a policy now. He went on to comment that he had had no opportunity to provide input on policy revisions and he proposed calling a public hearing and inviting representatives from Panhandle Health District to provide input to the board on a policy, and for the board to receive public comment on a proposal. He expressed concern that a policy was being pushed through without the checks and balances built in to policy development at the college. He added that this is an example of the board not following through on its commitment to the Northwest Commission.

Chair Banducci commented that this is not the first meeting in which no public comment was taken. He expressed to Trustee Howard that there had been efforts to reach out to him.

Trustee McKenzie commented that exceptions and accommodations had been allowed for employees and trustees, but not for students, and he expressed concerns about delaying passing a policy.

Chair Banducci expressed that there is not an answer that will please everyone, but that the board, as elected officials, is using its best judgement for the college and students.

Trustee Barnes recommended that the board rescind the mask mandate until an appropriate policy can be completed. Mr. Lyons commented that until the board passes a policy that is consistent with the statute, he doesn't believe that the board has the authority to rescind the mandate.

At this time, Trustee McKenzie introduced one of the proposed revisions, identified as Revision 1 and he proposed that the board adopt it now and forward it with some additional language to College Senate.

Trustee Wood cautioned the board to follow correct process and the advice of legal counsel.

Trustee Howard objected to rushing to adopt a revision without a statutory obligation to do so.

Trustee McKenzie made a motion for the board to approve the proposed revision, identified as Revision 1, to Policy 5.09. Trustee Barnes seconded the motion. Trustee Howard made a privileged motion to table the matter until the next meeting. Trustee Wood seconded Howard's privileged motion.

The privileged motion to table the adoption of revisions to policy 5.09 failed with two in favor and three opposed.

Trustee Barnes expressed his interest in adopting the policy because it does bring the college in line and he added that work will then begin with Revision 2.

Dr. MacLennan expressed that the administration does not advise this policy be adopted without following the college's governance procedures, and he added that doing so does not align with the requirements for accreditation from the Northwest Commission on Colleges and Universities. Following a request from Trustee Wood, Dr. MacLennan described the procedures the college undertakes to develop policy.

Following this discussion, the motion to adopt carried with three in favor and two opposed.

Trustee McKenzie requested the administration refer the adopted policy revision with additional language, identified as Revision 2, to College Senate.

Mask Mandate Statement

Trustee Barnes moved to rescind the mask mandate until Revision 2 of the policy is adopted. Trustee McKenzie seconded the motion.

Trustee Howard commented that lifting the mask mandate may lead to other remedial approaches.

Trustee wood thanked college employees for their efforts to keep themselves and students safe, and expressed her hope that instructors continue to wear masks in the classroom and continue to protect each other.

Trustee Barnes expressed that his decision in no way means that he is opposed to others wearing masks, but that he opposes any governmentally funded entity dictating what individuals should and should not do. He added that he has read all the emails sent to the board and he appreciates the views on both sides of the issue.

Trustee Howard expressed his belief that requirements to wear masks are no different than other laws in a civil society.

Trustee Barnes expressed that this situation relates to what governing authorities can tell individuals to do related to their own personal health.

Dr. MacLennan expressed his disappointment with the board's proposed decision and he further commented on the college's efforts throughout the pandemic. He then read, aloud, a letter delivered to the President's Office from Kootenai Health expressing thanks to the college for instituting a mask mandate as students return to campus for classes.

Trustee Barnes expressed that the board is only addressing a mandate and not dictating to individuals against their free will.

Trustee Howard commented that taking away the requirement for masks is not the sort of procedure or measure allowed by the statute to prevent the spread of infectious disease.

Dr. MacLennan commented that if the mask mandate is rescinded, then the college has increased health risks for individuals that could result in death.

The motion to rescind the mask mandate carried with three in favor and two opposed.

At 4:50 p.m. Mr. Lyons provided brief instruction related to the board going into executive session. Trustee McKenzie made a motion to go into executive session under Idaho Code § 74--206(1)(b) to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer or employee. The motion was seconded by Trustee Barnes. Trustee Wood expressed concern about holding an executive session on topic of the president's evaluation one week earlier than it was to have occurred, and she stated her opposition to moving into executive session. Roll call vote on the motion was taken as follows:

Christie Wood	no
Greg McKenzie	yes
Ken Howard	no
Michael Barnes	yes
Todd Banducci	yes

Mr. Lyons stated that the motion to go into executive session requires a 2/3 majority or four votes in favor, and with two members opposed, the motion fails.

Trustee Howard made a motion to adjourn. The motion, seconded by Trustee Wood, failed with two in favor and three opposed.

President's Contract

Mr. Lyons presented the president's contract, stating that it is a three-year contract, renewed annually with amendments, where appropriate, and within the board's discretion. He went on to state that the item had previously been tabled, but is brought before the board again for the board's decision to take action to renew, maintain or anything else with respect to the contract. Trustee Wood made a motion to adopt the president's contract, as presented, with a cost of living salary increase that was approved for college employees. Trustee Howard seconded the motion. Trustee Wood reviewed the president's accomplishments and leadership performance and she expressed that Dr. MacLennan has earned the trust of the board with his accomplishments and stated that she looks forward to a renewal of his contract.

Trustee Howard commented on Dr. MacLennan's performance and leadership, adding that that he has received many commendations from community members. He read, aloud, a statement from college faculty and staff in support of Dr. MacLennan and in support of the board renewing his contract.

At this time, Chair Banducci inquired about taking a brief break and expressed his interest in speaking one on one with Mr. Lyons. Trustee Wood expressed concern that Chair Banducci was purposely delaying her motion. Trustee McKenzie also expressed his interest in conferring one on one with Mr. Lyons. Trustee Wood called for the question. Chair Banducci inquired as to whether actions related to the President's employment take place in executive session or in open session. Mr. Lyons responded that employee evaluations are not appropriate in open session, and he stated that the board has a pending motion on the table. He went on to state that the board has a responsibility, by policy, to conduct an evaluation, but that will need to be done at another time.

Trustees discussed a meeting date of August 31 to which the matter of the president's contract may be tabled. Trustee McKenzie made a privileged motion to table the motion on the president's contract until the next meeting. The motion, seconded by Trustee Barnes, carried with three in favor and two opposed.

The meeting was adjourned at 5:40 p.m.

Respectfully Submitted,
Shannon Goodrich, Board Clerk



North Idaho College
BOARD OF TRUSTEES SPECIAL MEETING
Edminster Student Union Building Lake Coeur d'Alene Room
August 31, 2021
MINUTES

CALL TO ORDER AND VERIFICATION OF QUORUM

Chair Banducci convened the meeting at 4:20 p.m. and verified that a quorum was present. He welcomed attendees and led them in the Pledge of Allegiance.

ATTENDANCE

Trustees: Todd Banducci
 Michael Barnes
 Ken Howard
 Greg McKenzie
 Christie Wood

Also present: Dr. Rick MacLennan, President
 Marc Lyons, Attorney for North Idaho College

Chair Banducci stated that the board would not be going into executive session.

Trustee Howard made a motion to table the remainder of the agenda until the September 22 meeting with the proviso that no other meetings be called for these topics prior to September 22. Trustee Wood seconded the motion.

Trustee McKenzie asked for trustees' availability for other dates in September for other matters related to accreditation. He added that September 7, 8, and 9 had been previously proposed.

Chair Banducci commented on opportunities over the next few weeks for the board to hold discussions with one of the organizations with which the college works.

Trustee Howard called for a vote on the motion.

Trustee McKenzie made an amended motion for the board to schedule a special meeting prior to September 22. Chair Banducci seconded the motion.

Trustee Howard commented that when he agreed to be available for a meeting on August 26, his agreement came with the proviso that a meeting wouldn't be held on August 31 or on other dates being considered for a special meeting in September. He went on to comment that he had gone to considerable expense to be at today's meeting because the agenda topics are very important. He commented that he cannot be present on September 7, 8, or 9 and expressed his hope that the amendment would be defeated and the board continue with the motion to table until September 22.

Trustee McKenzie commented on the availability of virtual attendance for trustees.

Trustee Wood commented that in the spirit of the board working together, trustees should honor and respect others' schedules and commitments and she expressed her support to have no other meetings called and the board table the agenda items until September 22.

Trustee McKenzie pointed out to Trustee Wood that her vote against going into executive session during the last meeting, was not in the spirit of cooperative governance.

Trustee Howard commented that his actions at the last meeting and this meeting are meant to encourage a public dialog in which the public is able to listen to the board's discussions. He added that he used his authority to not agree to an executive session so that the board would move on to the agenda the last time and address the issues. He pointed out that there was a motion and a second to table at that time because the other board members did not want to act on the items. He asked that these items be moved to September 22 to allow trustees to get whatever additional information is needed to act reasonably.

Dr. MacLennan commented that the board's activities over the past few months over the issues of his employment continue to be disruptive to the institution and he requested an explanation of what is going on at this meeting.

Chair Banducci called for a vote on the amended motion. The motion was defeated with two in favor, two opposed and one abstention.

Dr. MacLennan noted for the record that the Chair had not addressed his question. Chair Banducci responded that the board is determining whether to continue with the agenda.

The motion to table until September 22 carried with three in favor and one opposed.

The meeting was adjourned at 4:40 p.m.

Respectfully Submitted,
Shannon Goodrich, Board Clerk

BOARD OF TRUSTEES MEETING
September 22, 2021

TAB 1

SUBJECT

Revised Policy # 3.02.17: Employee Benefits (current policy title: Fringes)

BACKGROUND

Policy 3.02.17 has been reviewed through the established policy review process as part of the college's comprehensive policy review process.

DISCUSSION

Revisions have been made to reflect current terminology and the current employee benefits offered to employees in benefits eligible positions.

COMMITTEE ACTION

This policy has been reviewed and approved by President's Cabinet and the College Senate.

FINANCIAL IMPACT

None.

REQUESTED BOARD ACTION

First Reading. No action requested at this time.

Prepared by Karen Hubbard
Chief Human Resources Officer

Policy

Policy # 3.02.17

Effective Date 3/22/00

Revised Date _____

<p><i>(Impact Area - Dept Name)</i></p> <p>Benefits Eligible Employees</p>	<p><i>(General Subject Area)</i></p> <p>Conditions of Employment</p>	<p><i>(Specific Subject Area)</i></p> <p>Fringe Employee Benefits</p>
	<p>Author:</p> <p>Michael Burke, President Human Resources</p>	<p>Supersedes Policy #</p> <p>3.02.17</p>
<p>Relates to Procedure #</p> <p>3.02.17.01 & 3.02.17.02</p>	<p>Impact:</p>	
<p>Legal Citation (if any):</p>		
<p>North Idaho College</p>		

Policy Narrative

[Page 1 of 2]

FRINGE BENEFITS

North Idaho College is committed **demonstrates a commitment** to attracting and retaining the most qualified faculty and staff possible **employees by offering a competitive employee benefits package**. ~~Toward this end, the College offers a competitive package of fringe benefits. Some employee positions are benefited, while others are not. In general, North Idaho College employees who are employed 50 percent of full time or greater, for five months or more, are entitled to participate in the North Idaho College benefits program. While some features of this benefit program will vary, major components include the following:~~

1. State and Federal Benefits

The college participates in a variety of state and federal benefit programs including Social Security, Workman's Compensation, Unemployment Insurance, and the Public Employees Retirement System of Idaho.

2. Medical and Life Insurance

North Idaho College provides a comprehensive health and life insurance program. Program benefits, costs, and coverage's vary and are set annually through the college's meet and confer and budget processes.

3. Professional Liability Insurance

North Idaho College provides professional liability insurance for all employees, officers, and board of trustees members.

4. Retirement Plans

State regulations determine which North Idaho College employees are eligible to participate in the Public Employees Retirement System of Idaho (PERSI). All other benefited employees are covered by one of several optional retirement programs (ORPs).

5. Continuation of Insurance Benefit

As provided in the procedures section of this policy, North Idaho College employees who meet the eligibility requirements may remain as members of the college medical insurance program.

6. Early Retirement Incentives

At its sole discretion, North Idaho College may from time to time offer special early retirement incentives to its employees. The eligibility criteria, eligibility periods, and incentives for early retirement shall be determined by the college and will be announced as early retirement incentive programs become effective.

7. Miscellaneous Benefits

North Idaho College offers employees tuition waivers and free admissions to college events as specified in the procedures section of this policy.

Tab 2

Dear Trustees Brumley, Morrisroe, Pickford, May and Smith of the Coeur d'Alene School District Board and Trustees Banducci, Barnes, McKenzie, Howard and Wood of the North Idaho College Board,

As health care providers and physicians, we are committed to protecting and improving the health of children and adults across North Idaho. The recent surge of COVID-19 has converged with school and college openings, presenting us with a new and grave challenge. Our hospital is currently navigating a crisis; the overwhelming number of hospitalized COVID-19 patients has resulted in our inability to fully care for our community.

We all know our children and young adults greatly benefit from in-person learning. To this end, we must make certain schools and colleges are safe, and that we do everything within our means to ensure schools and colleges remain open.

The good news is, we can achieve these goals. In the past year we've learned so much about this virus – treatment, prevention and how to best manage our institutions and our interactions to avoid rapid spread. This knowledge offers a clear path forward.

The challenge is, we can only keep our learning environments safe and open for our students by working together. K-12 school and college boards, administrators, teachers and parents must come together. We must put our students' needs first by implementing the simple, science-based, evidence-based, tested methods we know slow and prevent the spread of COVID-19. It is the only way to safely bring our kids and young adults back into the classroom, and keep them in the classroom.

Our children don't have a voice in school district policies. Many of our children don't yet have access to the added protection of a vaccine. As the organizational leaders tasked with providing them safe access to our schools and college, we are asking you to take the following critically important steps:

- We need to mask up. Numerous studies demonstrate and the medical consensus supports that universal masking prevents the spread of COVID-19 and that masks are safe for children as young as 2. Universal masking should allow our classrooms to establish and maintain in-person attendance. It is simply the most important thing we can do right now to ensure our schools and colleges are safe and remain open.
- Maintain 3 feet of distance between people whenever possible. Whether it's in classrooms, hallways or buses, a small amount of physical distancing goes a long way in preventing spread of the virus. Where distancing is not possible, mask wearing is even more important.
- Those who can get vaccinated should get vaccinated. This includes parents, teachers, staff and all children age 12 and older. An abundance of evidence shows the COVID-19 vaccines are safe, they are effective and they are the most powerful tool we have in our efforts to end this long pandemic.
- Follow simple public health recommendations. Wash your hands, cover your coughs and keep your kids home if they're sick.

We are appreciative of President Rick MacLennan and Principal Dan Nicklay for having the courage to support simple interventions to keep our children and young adults safe, in school and college, and to help protect the health of our community as a whole.

Our children and young adults need to be in school, and our schools and colleges need to be safe. We know we can effectively meet both these necessities without great disruption.

It may feel like these pandemic restrictions will be around forever, but they won't. We will get past this. Until we do, our hopes lie with all of you and with our ability to work together on a safe, happy, effective and prolonged return to school and college.

Signed,

Vanessa Carroll, MD, Pediatrics Medical Director
Brook Lang, MD, Neonatal ICU Medical Director
Bill Britt, MD, Neurology, Neurosciences Medical Director
Robert Scoggins, MD, Chief of Staff, Intensive Care Medical Director
Erik Payne, MD, Anesthesiology, Chief of Staff Elect
Emily Petersen, MD, Nephrology, Credentials Committee Chair
Benjamin Mandel, MD, Surgery Department Chairman
Brenna McCrummen, MD, OB/Gyn, Women/Children Department Chair
Cory Richardson, MD, General Surgery, Trauma Services Medical Director
David L. Chambers, MD, Kootenai Urgent Care Medical Director
Devin Caywood, MD, Radiology Medical Director
Jeannette Zinggeler Berg, MD, Critical Care, Ethics Chair
Julie Meltzer, MD, OB/GYN Hospitalist Medical Director
Kanan Silvas, MD, Telehealth Medical Director
Karen Cabell, DO, Internal Medicine, Chief Physician Executive
Kevin Kavanaugh, MD, Cardiovascular Services Medical Director
Kevin Mulvey, MD, Medical Director Oncology
Magdalena Greene, MD, Hospital Medicine Medical Director
Marcus Torgenson, MD, General Surgery, Surgery Department Chair Elect
Michael Harvey, MD, Pathology Medical Director
Peter Purrington, MD, Heritage Health Chief Clinical Officer
Renee Umbdenstock, MD, Anesthesia Medical Director
Richard McLandress, MD, Family Medicine Residency Director
Todd Hoopman, MD, Critical Care, Pulmonary Nodule Program Medical Director
William Ganz, MD, Neurosurgery Medical Director

Aaron Chalmers, MD, General Surgery
Aaron Notestine, MD, Cardiovascular Disease
Abby Gardner, MD, Internal Medicine
Alexandra Bellem, MD, Post Acute and Long-term Care
Alicia Ogram, MD, Dermatology
Andrea Dinning, DO, Internal Medicine
Anna Chase, MD, Family Medicine Residency Faculty
Audrey Buckland, PA-C, Family Medicine
Austin Voigt, MD, Hospital Medicine
Breanna Spencer, NP, Orthopedic Surgery
Bree Ferguson, PA-C, Critical Care

Brendan Mielke, MD, Nephrology
Brent Combs, DO, Pediatrics
Brian Fuller, CRNA
Brian McNamee, MD, Radiology
Britta Beasley, MD, Family Medicine Residency Faculty
Cameron Jones, MD, Family Medicine Resident
Carissa Richardson, MD, Obstetrics and Gynecology
Carlee Kalbfleisch, MD Family Medicine Resident
Casey Cotant, MD, Nephrology
Charlotte Harris, APRN, Psychiatry
Cheri Savage, MD, Pediatrics
Colin Beacom, PA-C, Urology
Connor Quinn, MD, Orthopedics
Constance Keibler, ARNP, Cardiology
Cory Alexander, MD, Child and Adolescent Psychiatry
Crystal Pyrak, MD, Family Medicine Residency Faculty
Daniko Martincic, MD, Oncology
David Fremouw, PA-C, Vascular Surgery
David Glenn, MD, Family Medicine
David York, MD, Critical Care
Dean Hill, MD, Cardiology
Donald Engles, MD, Interventional Cardiology
Dustin Smyth, DO, Neurology
Ed Jones, MD, Emergency Medicine
Elizabeth Hankinson, MD, Critical Care
Eric Heidenreich, MD, Psychiatry
Eric Wallace, DO, Interventional Cardiology
Erica Kellenbeck, MD, Emergency Medicine
Erin Wenzel, MD, Emergency Medicine
Fred Jowdy, CRNA
Gavin Young, MD, Gastroenterology
Geoff Emry, MD, Family Medicine
Geoffrey McKinzie, MD, Emergency Medicine
Heidi Jackson, MD, General Surgery
Henry Amon, MD, Emergency Medicine
Hinah Parker, MD, Pediatric Hospitalist
James Bailey, MD, Family Medicine
James Kirby, MD, Psychiatry
James McMahan, PA-C, Gastroenterology
James West, MD, Family Medicine
Jamie Danish, FNP, Cardiothoracic Surgery
Jeffrey Allen, MD, Oncology
Jeffrey Mitchell, PA-C, Surgery

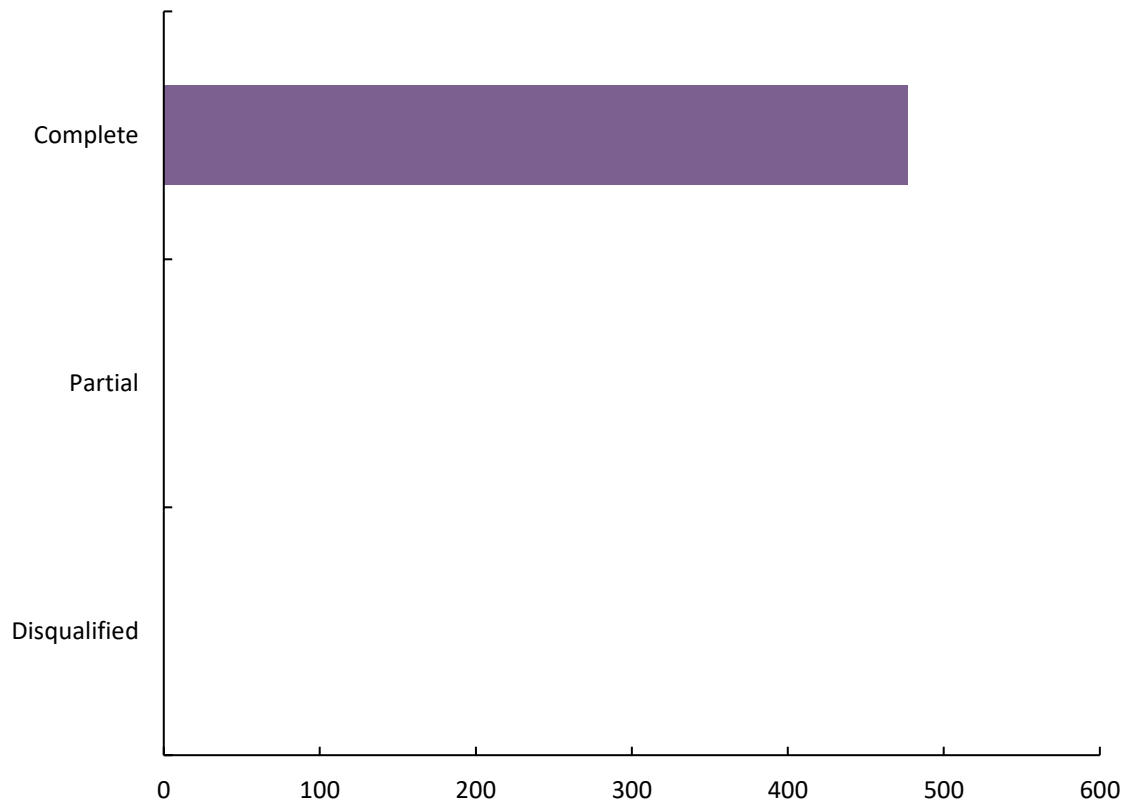
Jeffrey Wilson, DO, Hospital Medicine
Jeremiah Wright, ARNP, Hospital Medicine
John Siemers, MD, Hospital Medicine
Jonathan Jerkins, MD, Pediatrics
Jonathan King, MD, Orthopedics
Jonathan Linthicum, MD, Orthopedics
Jonathan Shupe, MD Family Medicine
Josh Leppert, CRNA, Anesthesia
Justin Overhoff, PA-C, Urology
Kami Bowcut, PA-C, General Surgery
Kate Reidy, FNP, Infectious Diseases
Keith McKlendon, MD, Radiology
Kyle Severinsen, MD, Internal Medicine
Laura Adams, PMHNP-BC, Psychiatry
Leah Weatherly, MD, Family Medicine
Leanne Elisha, DNP, Psychiatry
Magen Schmidt, PA-C, Neurosurgery
Marc Granrud, MD, Hospital Medicine
Maria Rodebaugh, MD, Endocrinology
Mark Mroczo, MD, Hospital Medicine
Matthew Lidstrom, MD, Radiology
Matthew Parker, MD, Pediatrics
Michael May, MD, General Surgery
Michael Meza, MD, Post Acute and Long-term Care
Michael Oswald, CRNA, Anesthesia
Michael Szymanski, ARNP, Family Medicine
Mitchell Elting, MD, Family Medicine
Natalie Cooper, MD, Wound Care
Nathan Meltzer, MD, Obstetrics and Gynecology
Nicole Pelly, MD, Outpatient Palliative Care
Patrick Mullen, MD, Hand Surgery
Paul White, MD, Oncology
Philip Dooley, MD, Internal Medicine
Rebecca Siemers, MD, Family Medicine Residency Faculty
Robert McFarland, MD, Family Medicine Residency
Ronald Fritz, DO, Cardiovascular Disease
Ronald Jenkins, MD, Interventional Cardiology
Russell Blakeley, MD, Cardiology
Ryan Gilles, MD, Family Medicine Residency Faculty
Sarah Hartzell, PA-C, Family Medicine
Sarah Parker, MD, Emergency Medicine
Sarah Pierce, CRNA, Anesthesia
Scott Bieber, DO, Nephrology

Scott Bode, MD, Anesthesiology
Scott Magnuson, MD, Pain Management
Sean Urquhart, MD, OB/GYN Hospital Medicine
Shana Fogarty, MD, Hospital Medicine
Shelby Apodaca, MD, OB/GYN Hospital Medicine
Spencer Cross, MD, Emergency Medicine
Summer Holcomb, CRNA, Anesthesia
Susan Melchiore, MD, Internal Medicine
Tad Buckland, MD, Ophthalmology
Tanya Heidenreich, ARNP, Psychiatry
Taylor Reichel, MD, Radiology
Terese Fandel, MD, Pathology
Timothy Burns, MD, Family Medicine
Tori Lennox, MD, Cardiothoracic Surgery
Travis Headley, PA-C, Orthopedics
Valerie Rounds, APRN, Internal Medicine
Walt Fairfax, MD, Sleep Medicine
William Miller, MD, Psychiatry, Family Medicine Residency Faculty

Report for Student Survey-Fall 2021

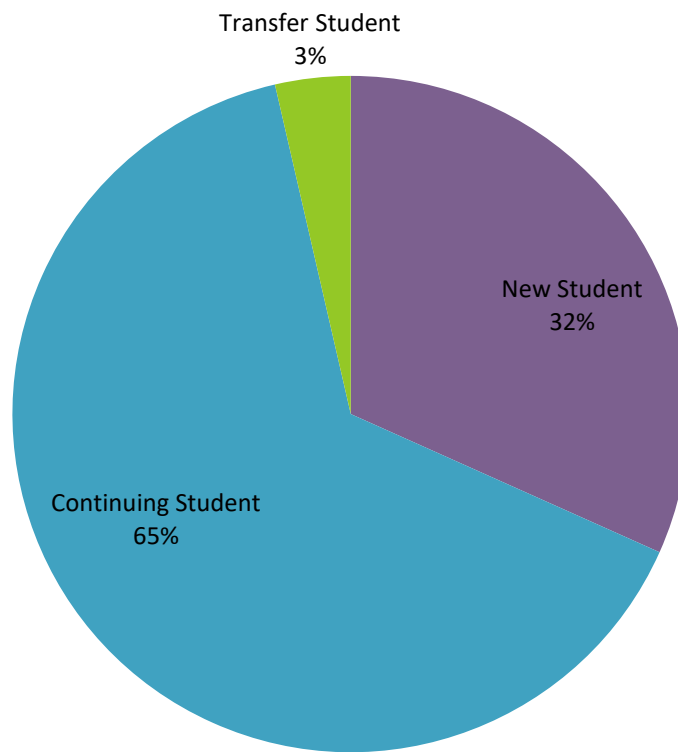
Student Survey-Fall 2021

Response Statistics



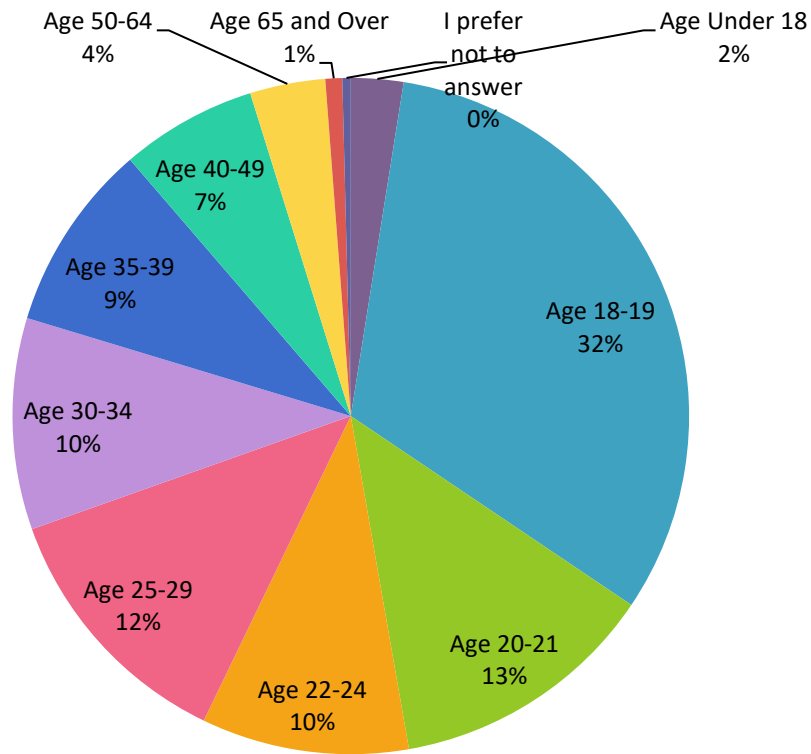
	Count	Percent
Complete	477	100
Partial	0	0
Disqualified	0	0
Totals	477	

1.Are you a new, continuing, or transfer student?



Value	Percent	Count
New Student	31.7%	151
Continuing Student	64.7%	308
Transfer Student	3.6%	17
	Totals	476

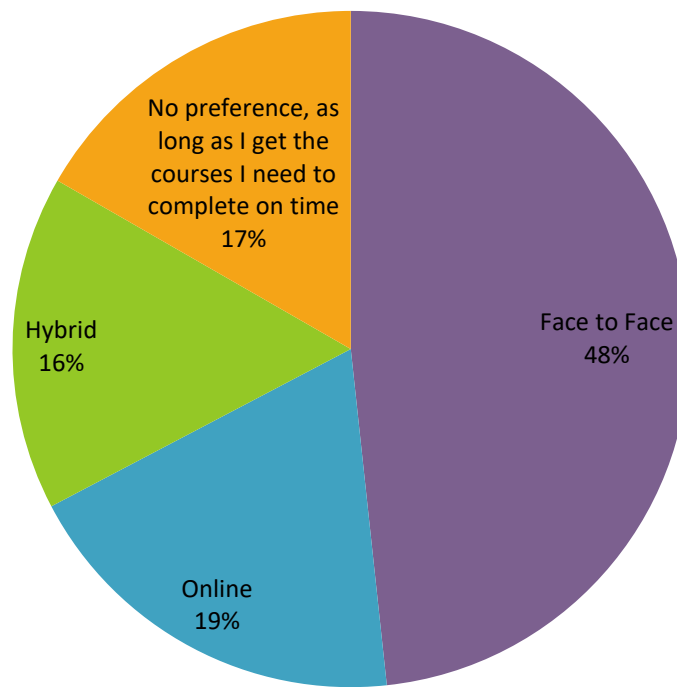
2. Please describe your age range.



Value	Percent	Count
Age Under 18	2.5%	12
Age 18-19	31.9%	152
Age 20-21	12.8%	61
Age 22-24	9.9%	47
Age 25-29	12.4%	59
Age 30-34	10.1%	48
Age 35-39	9.0%	43
Age 40-49	6.5%	31
Age 50-64	3.6%	17
Age 65 and Over	0.8%	4

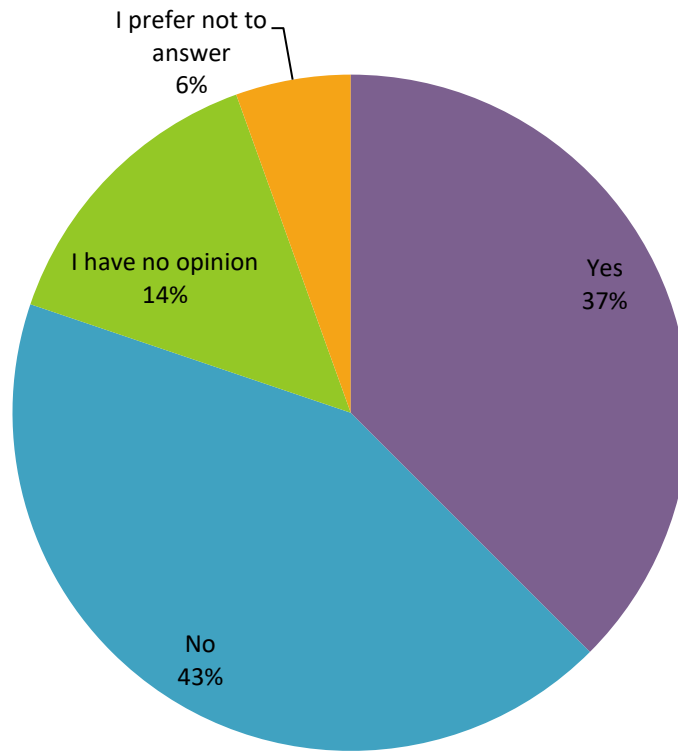
I prefer not to answer	0.4%	2
	Totals	476

3.I prefer taking my classes...



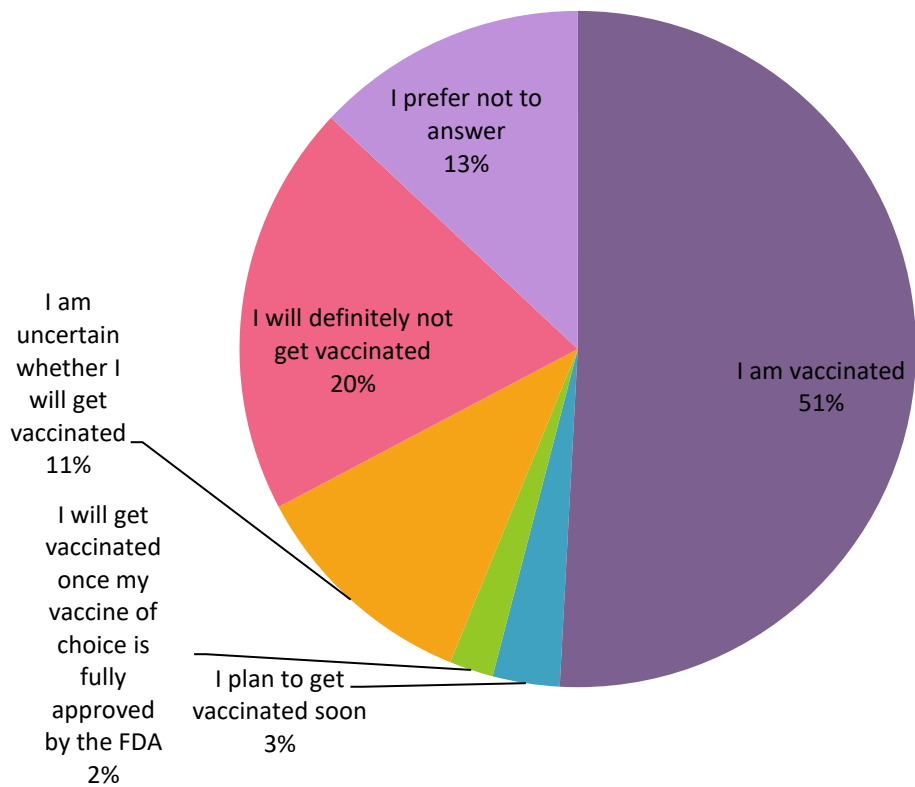
Value	Percent	Count
Face to Face	48.3%	229
Online	19.0%	90
Hybrid	16.0%	76
No preference, as long as I get the courses I need to complete on time	16.7%	79
	Totals	474

4.Do you intend on wearing a face covering inside NIC buildings or when around large gatherings?



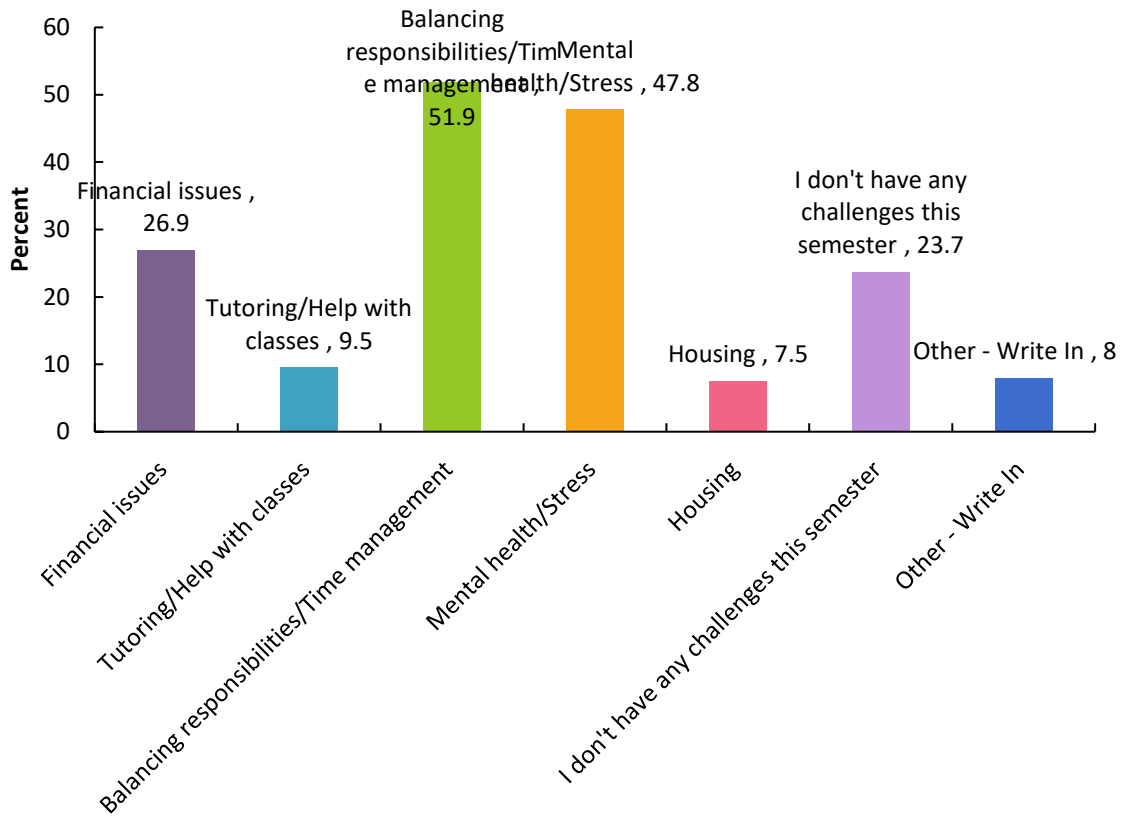
Value	Percent	Count
Yes	37.5%	178
No	42.7%	203
I have no opinion	14.3%	68
I prefer not to answer	5.5%	26
	Totals	475

5.What is your COVID-19 vaccination status?



Value	Percent	Count
I am vaccinated	50.8%	242
I plan to get vaccinated soon	3.2%	15
I will get vaccinated once my vaccine of choice is fully approved by the FDA	2.1%	10
I am uncertain whether I will get vaccinated	11.1%	53
I will definitely not get vaccinated	19.7%	94
I prefer not to answer	13.0%	62
Totals		476

6.Are there any challenges that you are experiencing or anticipate this semester? (Select all that apply)



Value	Percent	Count
Financial issues	26.9%	125
Tutoring/Help with classes	9.5%	44
Balancing responsibilities/Time management	51.9%	241
Mental health/Stress	47.8%	222
Housing	7.5%	35
I don't have any challenges this semester	23.7%	110
Other - Write In	8.0%	37

Other - Write In	Count
All lectures should be placed online, not only for people who wish to stay home for covid reasons but for later study review as well	1
All the online courses are significantly harder to learn from than courses that are taught live in class	1
Being quarantined and not being able to fulfill my requirements for clinical in the nursing program.	1
Bookstore not carrying books	1
COVID-19 outbreaks	1
Concerns about classes being changed to online because of Covid numbers and people not wanting to wear a mask.	1
Concerns over health safety due to COVID exposure	1
Covid and the lack of serious action NIC is taking for student and staff.	1
Daycare	1
Dealing with all the tech requirements	1
Death of relatives, so mental stress	1
Face-to-face class option availability as a working student	1
Faulty (career ending) PCR testing	1
Going through divorce/custody battle	1
I am a CNA and work at the hospital. I see many patients with Covid. I think it's important to wear your masks. I have a Little boy with Down Syndrome and I am a single parent. It's hard times right now for many of us. I think we should all try to help each other out. I love working with	1

people. I am coming back to school to become an RN. I am very happy to be part of this college.	
I am dealing with an ongoing severe abdominal injury from work back in April. I have to juggle a LOT of medical appts with schooling. I have severe pain, struggle to ambulated quickly and sit up for long periods of time due to my injury. I also came down with Covid right before classes began and am extremely disappointed in my Word/Excel professor dropping me for "non participation" when I had submitted my assignments on time, but it turns out to be a better fit for my first semester with a lighter load.	1
I feel challenged by the rescinding of the mask mandate. Students aren't wearing them now and I feel this is unsafe.	1
I have deep concerns that this institution will force a vaccine that I do not want on me.	1
I was pregnant and now im not and I dont know how to deal with this.	1
I withdrew from classes because the mask mandate was dropped.	1
Job loss possibility	1
New environment	1
Normal life circumstances	1
Professor	1
Severe fear of COVID-19 spread and utter lack of campus protections or adequate leadership	1
Trying to find a part time job with the option of paying into benefits.	1
Trying to get classes on zoom that are in person when in isolation.	1
Understanding Canvas and the other portals my online classes use. Using this stuff has been	1

much more challenging than learning the course material. It is most difficult to figure out what assignments I need to do by when since it is different for every class. Consistency would be a big step forward!	
Unvaccinated idiots not masking up.	1
Working full time and full time course load	1
challenges with having most of my classes online	1
child care due to potential quarantines	1
completing nursing clinicals with vaccine mandates	1
finding wifi to complete homework	1
getting to class successfully in bad weather as I live in Bonners Ferry	1
my creativeness	1
umm COVID?? Yall will ask us to mask but not mandate it? Yall scared asf of the uneducated anti maskers.	1
Totals	37

7. Do you have any additional feedback?

ResponseID	Response
6	No
15	Thank you for the freedom to choose to wear a mask, or not.
16	The indoor mask mandate should not have been rescinded.
24	Require masks or vaccines
25	I would always prefer to take face-to-face classes. Unfortunately, due to work and family life schedules, I usually have to take online. I'm thankful that there are so many online options to take.
27	I was very disappointed when NIC rescinded its mask mandate. It was the one thing that made me feel safe enough to go back to school face to face and now that safety net is gone. I'm worried I might catch COVID and bring it home to my children.
30	As a nursing student, I am quite disappointed by the decision made this past week rescinding the mask mandate. With hospitals drowning in COVID patients and the CDC and public health officials strongly recommending masking, social distancing, and vaccination - I believe this was a poor choice made. I am a huge believer in autonomy and making your own medical decisions, however, this will only get worse if we bypass the recommendations and keep doing what we are doing. It is hard as a student to justify sitting in lecture with 40 unmasked students, and then going to the hospital where masking is required and patients are being ventilated one by one.
31	no
32	Thank you for giving students the right to make health decisions for themselves.

34	Please no more mask mandates... It gives me extreme anxiety and panic attacks, which keeps me from being able to focus on my studies.
35	Thank you for taking away the mask mandate!! :)
36	Keep mask mandate for the big covid surges, eventually require vaccination like the others. If students don't want to vaccinate they can do online classes from home.
40	Thank you for lifting the mask mandate! May it always stay that way!!!
41	Proud of the board of trustees.
42	I just hope we don't all gets covid, if we have to go to face masks again. I think how we just had it was great, where we didn't have to where them outside, this way it gives students like myself a break to not feel stuck in a mask like I'm in jail or something. Walking threw the dorms I felt trapped till I got to my room.
43	i do plan to socially distance and practice good hand hygiene. I hope those that aren't vaccinated get vaccinated
49	Our policy at NIC should really include non-penalty days especially for students that go through a lot of stress or circumstances.
52	The mask mandate lift is rather stupid, but Freedom is important I guess.
54	An extensions for tuition paying needs to be extended. I know several students are from Washington state where a mandatory vaccination is effect soon, people who do not comply will lose their job. So, what this got to do with NIC. Well many, for one it might disrupt students ability to pay. NIC should support students in this matter by giving these student that extensions. I know NIC is on a business of making money but people lives are more important than the monetary at this time of uncertainty.

I am a returning student this year. I started my journey at NIC in the midst of the pandemic in August of 2020. I felt safe at NIC where we sat safely at least 6ft apart, wore masks, and cleaned desks. I am a student that is immunocompromised. I have an auto immune condition that I have no control over. The only thing that I can do to prevent exposure at NIC to Covid-19 or any other illness is to simply take my classes online, which I prefer to do. BUT I am also not able to take some of my classes online, I HAVE NO CHOICE BUT TO COME TO SCHOOL AND TAKE MY SCIENCE LAB CLASSES OR TAKE CERTAIN EXAMS. Last semester in my human biology lab we sat 6ft apart with gloves on, masks on, and we did not share anything. This was when covid-19 was not as active, our county was in the Yellow status, and the amount of people becoming ill was very low, but we still took this heavy precautions. In my lab class this semester with our hospitals over flowing with very sick or near dying covid-19 patients I am FORCED to sit in a 100% full lab class, where I am TOUCHING ELBOWS with the student next to me! The students do not have to wear a mask? or gloves? and we can share tools, and things that we place our faces on. I am forced to take these labs on campus or else I wouldnt do so. If i want to get my degree in a timely manner I HAVE TO TAKE THESE COURSES and I HAVE TO TAKE THEM NOW. NIC is putting there students at an amazingly high risk with allowing us to sit elbow to elbow in a classroom like this. No matter how many times the air is recirculated, myself and ONE other student were wearing masks in a 100% full classroom. Im very saddened to know that my safety and my professors safety was taken into very high consideration last semester with all of the proactive preventative measures but this semester it simply is not We need to go back to the way the classes were set up last semester when we were in YELLOW in our county. WE are in the RED, with hundreds of new cases every single day. We are overflowing in our hospitals, and we are not able to take these courses online. Its upsetting, and really concerning that I cannot avoid this type of classroom setting without putting my degree at a stand still and educational journey to a stop for now.

62	Nope. I'm also an employee at NIC. I'm all for "Protecting the Nest"!!
63	As a person who has worked in the emergency department in Kootenai Health for the past nine years, I strictly recommend Re-incorporating your mask mandate. The hospital and our community are seeing higher levels of positive Covid results than ever before. Brushfires cannot be contained by adding fuel.
67	No
69	The mask mandate should remain in place. It is a small price to pay for an hour, to ensure in person classes continue. Some people do not thrive learning online.
72	I am appalled at the schools decision to revoke mask mandates. First day of class the woman I sat next to tested positive for COVID, the teachers are now considering not telling the other students in class as they know the whole class was not wearing masks and they dont want to delay the course. Ignoring the problem does not serve anyones best interests.
75	I have decided to withdraw from 3 of my 4 classes now that face coverings are no longer required indoors at NIC. I think it is madness for full-capacity, in-person classes to continue without face coverings and without a vaccination mandate given the current situation with COVID in Kootenai County (i.e., the presence of the delta variant, the high test-positivity rate, the number of people being hospitalized, the number of deaths, the strain on our hospital, and pleas from hospital administrators to take basic steps to prevent the spread of the virus).
79	I am incredibly nervous about the removal of the mask mandate, considering that it feels like its catering to a minority that is not interested in maintaining other student's health. If there is no reversal of the mask mandate, and no further accommodations for those that are concerned for their health (such as having students social distance in class rooms, or providing zoom call alternatives), then I will likely not continue on this semester, as it has been shown that the board has no interest in protecting the health of the students. They have made a horrible

	<p>decision and I would appreciate the horrible decision to be overturned, and great consequences be imposed on the board for making such an inconsiderate and ignorant mistake.</p>
83	<p>Enforce a mask mandate</p>
85	<p>Please mandate masks again. Your reasoning behind rescinding the mandate is poor, as it clearly shows that the board priorities money over the health and welfare of their students</p>
90	<p>It surprises me that the Board of Trustees are making choices regarding COVID-19. I would feel more comfortable with a COVID-19 Response Team making educated decisions.</p>
92	<p>I really wish the Board would reinstate the mask policy and delegate operational decisions back to College Administration. Although I am vaccinated and intend to wear a mask, I have family that are at high risk for complications and would prefer to have the increased safety measures while our community is facing the current high positivity rates. I am extremely disappointed that the wishes of the college's administration is being undermined by three members of the board who seem more concerned with their own agenda than the safety of NIC students and employees. The actions of the board to go against current practices for updating policy just make it seem like they are trying to destroy NIC by systematically working to have the accreditation removed. The president has done amazing things for NIC and it seems like three members of the board are doing everything in their power to undermine his efforts at keeping the college community safe and in operation. I truly hope things turn around soon but have deep concerns about the future of the college based on the actions of the board.</p>
95	<p>I'll wear a mask if you want me too, I don't mind. If we aren't required, I probably won't, bc most other students won't be and silly and weak as it sounds, I don't want to be odd man out/made fun of. Thanks for caring about student feedback!</p>
97	<p>Vaccine should not be mandated</p>

98	Rescinding the mask mandate on campus was a poor decision.
101	Nope
102	The decision to lift the mask mandate shows that North Idaho College does not have the best interest of their community in mind. Under no circumstance should NIC give into the needs of individuals who aren't willing to facilitate an atmosphere of safety on their campus and surrounding community. With this decision I feel that both my health and academic success is directly put into jeopardy.
103	Do not have mask mandates. They are useless. If people want to wear masks, fine, but don't force it on people that don't want to or can't
105	no masks make classes much more friendly and engaging. Please keep us in the optional mask mandate I find it much easier to focus and understand what my classmates or professors are saying.
108	I'm embarrassed by the behavior of the board at NIC. With the current state of Kootenai Health, it is negligent of the school to make the decision to do nothing to help prevent the spread of Covid-19 on campus. I've been a student at NIC and employee for the last few years and the measures taken in previous semesters when case loads were lower in our community were proving to be effective. As a school with a well reputed nursing and science program, we need to be more responsible than this. I'm disappointed.
109	Mask policy should remain enforced, in my opinion
111	I would prefer no masks but if masks must be required I will stick it out but if vaccines are required I will be leaving NIC.
112	None at this time.
113	More on campus class time for Surgical Technology

115	REINSTATE THE MASK MANDATE AND STOP HIDING BEHIND EMAILS! It took y'all ONE WEEK to back down. Please reinstate it for the health and safety of all students. You are partially responsible for keeping students healthy, act like it.
116	No
123	I think we should require face masks, it makes me feel more safe as a person of extreme high risk.
125	██████████ is a cancer and ██████ needs to go. ██████ stunt earlier this year was a complete embarrassment and really reflects poorly on this school. Shame on ██████ for acting like a child.
127	I'm really bummed that there is such a tech aspect to my classes. I have one class that is a requirement to my graduate school and it is only offered online (abnormal psychology.) There are not even pre recorded lectures. It is basically a class you are learning from a book and an online platform , yet I am paying the same amount of money. I think fully online classes should be offered at a lower rate. Also think it is SUPER poor form that the masks mandate was rescinded. I am very disappointed in NIC for that. If I was on a tight time frame to get my classes done or had another option, I would have withdrawn from classes and not supported NIC.
131	Masks should be required the same as shirts, pants and shoes. Has there been a vaccination clinic held on campus? If not, this should happen ASAP.
133	I think the COVID mask mandate on campus being removed only four days into the semester was careless and lives will be lost due to the poor management of this. During a deadly pandemic, the campus and school as a whole should be concerned for the students and faculty's safety, but they appear to not care that students and faculty are both getting COVID and some are already dying.

137	With COVID cases increasing again it makes me nervous that masks won't be required and social distancing isn't being encouraged.
143	I appreciate all the hard work the campus is putting in to keep us on track, and in a safe environment while respecting our rights to choose. However I do find it difficult to find classes offered in the evenings. Many classes are offered once a week, usually at one specific time. Meaning it makes it difficult to get involved, or have the ideal learning environment, and it can add to the time in school.
148	For the health and safety of our students, WE SHOULD HAVE A MASK MANDATE!!! It is short sided and plain old stupid not to. Either that or to attend classes in person, proof of vaccination should be required. An academic institution should be a good role model for the rest of the community.
149	NONE
150	I was disappointed to learn that students and faculty will not be required to wear masks while indoors
151	I am very glad that students now have a choice about wearing masks. It seems that the college has chosen to treat the students like adults capable of making decisions rather than children that need to be forced.
156	I support a mask mandate.
157	Send help...please...
161	Mask mandate on campus would be beneficial.
162	I would love to be able to continue in-person. However, I also understand the dangers of COVID and want to support our hospitals. Is it possible to make masks required on campus, like last year?
163	I am very glad that NIC removed the mask mandate giving students this freedom to decide for themselves if they would like to wear one.

164	It is important that the school considers the hospitals in the area before making decisions about mask/vaccination mandates. Currently, patients are being moved/refused due to a lack of room.
171	no
175	Might have covid so that's not good
176	Should have a mask mandate.
178	I don't understand why the decision to go makes at the college was made by people with little/no medical training. It's my understanding that students got sick even with the mask mandates in place, to remove the mandate puts everyone at higher risk. It's not a political issue, it's a public health emergency and people can put up with a little disinformation to protect others.
180	No.
181	PLEASE DONT GO ONLINE IM BEGGING YOU
182	Please keep masks and vaccines optional. Everyone should have a CHOICE!
183	No
192	Very pleased to hear of the decision to rescind the mask mandate. It's not something that should be forced upon people. Personal decision making and responsibilities are everything.
193	My only request is that we don't go back to a mask mandate or increased lockdown measures.
194	it is frustrating to have the mask requirements change back and forth, i dont mind wearing or not wearing the mask, but having things change back and forth and then having exceptions to the rules is frustrating. for example, masks are not required according to the cdc if you are vaccinated, it is not mandated by the state, the campus does not require it for vaccinated

	<p>individuals, but yet i am still required to wear a mask at all times in my 12 hour per week labs, and eye covers in addition to the masks when im within 6 feet of another student or a faculty member even though i dont have to wear any of it when im in lecture? i know it is complex and will follow whatever the rules are, but some of the rules do not make total sense.</p>
196	<p>I would like there to be more classes made available in the evening or make them online. Oregon State University has proven that labs can be done online although I would say that labs would be better in person. With that being said, evening classes would allow more people that do not have time until after 4:00 pm to go to their classes. Not everyone has time in their schedule to go to class in the morning or even afternoons. I and many others may have our children to watch and everyone that we have to watch them has full-time jobs. To add many of us do not feel comfortable putting our children in daycare especially now during the pandemic.</p>
199	<p>I feel like I will learn better without the mask! I don't have to be adjusting it for my glasses and to find the most "Clean/fresh" air while wearing them. But now my concentration can be on the teacher and the material that they are covering,</p>
202	<p>I am disappointed that the board chose to rescind the mask mandate at a time that the hospital is getting closer to having to implement crisis care. This is not helping to protect our community and is based off feelings and politics more than public health.</p>
203	<p>I sincerely hope that NIC puts a mask mandate back in place and hope they would consider putting classes back at half capacity. Not all students are healthy enough, or have family members healthy enough, to feel safe receiving an education in an environment not following or enforcing guidelines set forth to help reduce COVID spread and threat. With the rise of the delta variant and going into colder months, I am re-evaluating whether NIC is the best place to continue education as the recent changes to COVID protocol does not seem to have the safety of students and faculty in mind. In addition, it is upsetting that the Board of Trustees is able to make decisions regarding students and faculty without consulting said</p>

	groups or letting them decide for themselves what they want their school environment to be.
206	Please stop changing the mask policy. It is stressful, and makes me concerned about vaccine mandating, which should never be allowed as one's choice about their health, is just that: their choice.
207	Please allow us to continue choosing how we wish to protect ourselves during Covid, it is not up to the college to dictate my decision.
209	Regarding masks, if you want to wear on wear one, but don't force them on people who do not.
210	Mask mandate should still be in effect
211	Thank you for offering online programs. As a student who is working full-time and going to school full-time, I really appreciate it.
213	I appreciate that NIC has lifted their mask mandate. It makes the atmosphere of class much more pleasant, interactive, and comfortable.
214	I wish NIC kept the mask mandate.
215	Absolutely stupid to roll back the mask mandate. With the increase of COVID cases in the county, who in their right mind would do that?
218	I was disappointed to hear about the mask mandate being rescinded. I was always appreciative of NIC taking so many safety precautions. As someone who is immunocompromised, it's scary to try and go places that don't require masks and social distancing.
222	I feel that by taking away the mask requirement, you are putting all students and teachers and by extension their families at risk.
223	I still think masks should be mandatory. I socially feel uncomfortable when I wear a mask because so few people are, and of those who don't wear one, many have political opinions on it.

	<p>However, I would like to still protect myself, so I don't know whether I will wear a mask just to avoid the political controversy.</p>
225	<p>The choice to rescind the mask mandate was honestly a joke. I went to exactly one day of school and now have to do two weeks of zoom classes because someone in my class got covid and due to no social distancing and no mask requirement, all in person classes are paused. Wearing a mask does not infringe upon our rights, it protects our health.</p>
226	<p>I am frustrated by the board of trustees overreach in walking back the covid safety measures on campus. I feel the measures should have been left intact.</p>
231	<p>Just wanted to say thank you for removing the mandate for mask wearing.</p>
234	<p>For the time being, I have no additional feedback. :)</p>
237	<p>No masks.</p>
241	<p>online classes blow, bring back in person teaching</p>
246	<p>I am taking the Tai Chi for Seniors class and plan to attend only as long as the weather permits meeting outdoors. Out of necessity, I interact with unvaccinated grandchildren almost daily. Unmasked indoors just isn't safe under current conditions. I can't risk being a conduit of infection between grandchildren and my classmates.</p>
247	<p>NA</p>
250	<p>We need to have safety protocols concerning the Covid pandemic. I am afraid if we do not school will be closed again. Students need to be aware that personal choice at this time, to not wear a mask, affects us all in a negative way.</p>
253	<p>Disappointed in the removal of the mask mandate.</p>

254	The seemingly constant changes on the rules regarding masks is a bit confusing. I personally feel more comfortable when everyone in class is masking, especially with the rapidly rising numbers.
260	Don't make Idaho look any dumber. Require masks like y'all require shoes and shirts...
262	Regarding masks! I am very happy masks are an option and not mandated. I've had COVID-19 and since I am very healthy it didn't hit me hard at all. Please keep classes open!! Thank you!
263	I wish that the mask mandate had not been rescinded, I am now uncomfortable attending in person classes even though it is how I personally learn best. I hope that the board of trustees will reconsider their decision as it will most likely result in the preventable loss of life as well as unwanted altercations within the classroom.
265	Given the strong positivity rate of COVID-19 testing, high hospitalization rate, and other indications that this disease is FAR from over, I am most angry that the mask mandate has been lifted. Today is my first in-person class since that lift, and I am only one of four out of sixteen still with a mask. I am seriously considering withdrawing.
268	I don't mind having to wear a mask in classrooms but it is not fun having to wear it in my dorm build with kids I hangout with anyways, or to the gym where it makes it hard to breath. If they decide to require masks again maybe they could make exceptions for certain buildings. Just a thought. Thanks!
273	I chose balancing responsibilities as I am building my house right now and have kids and a family. I sure hope using this survey, that you guys don't consider bringing back the mask mandate, using "student input" as the reason.
274	I do not feel comfortable with the recent changes in the mask mandate. I work at Kootenai in the Covid unit and it makes me concerned that it is no longer required to wear a mask.

275	Wearing a mask should be the choice of the individual.
276	I was very excited about the first week of class, but quickly found myself becoming overwhelmed and unsure of what was expected of me in each course. For example, the syllabus seemed to imply I was supposed to have read two chapters in my A&P textbook, while the Lab appeared to require the completion of various exercises BEFORE the first day of class. When I got to my respective courses, I discovered this was not the case, and I learned I wasn't the only student to be confused. I think a better job could be done informing students of what exactly is required of them when they come to class for the first time.
281	I think it is incredibly irresponsible for the board to reverse the mask mandate. I am paying a lot of money to attend the RN program and it will devastate my learning if I have to go online. We are at greater risk for failure without the mask mandate. We need to protect our students and staff so we can promote a healthy environment for learning. Not having a mask mandate in the state of Idaho who has the WORST covid cases is absurd and selfish. My learning is compromised because of it. I have invested my life (time, money,) and I deserve to get all I can out of it.
284	I am pleased that the mask mandate was rescinded. It seemed quite underhanded for it to appear three days before the semester began when it was too late to change plans.
285	I am very grateful NIC has rescinded the mask mandate. My health has got noticeably worse since being required to wear masks everyday for long hrs. My vision, my menstrual cycle has gone all funky, my respiratory is weaker, I have intense headaches, all since the mask mandates. We have to have freedom of choice. I have found no study that masks actually work, but I have found many that show that masks are making the problem worse and not preventing the spread. The CDC's own website says that over 85% of people who always wear masks still contract the disease. That right there should tell us that masks are not helping.

286	I think lifting the mandate isn't a wise decision. The new variants can still be carried and spread by vaccinated students as well. I have a family with compromised immune systems, now I have to figure out a different living situation so I don't spread it to them because of the lift on the mandate.
288	I am very happy to have the opportunity to attend college and try to learn new things to better myself. The schedule and time management is taking some getting used to.
289	make the survey so we can do it on our phones as mine doesnt work, makes it a little easier.
294	I'm disappointed that masks aren't mandated as delta variant increases but I understand the pressure the staff is under to appease those that prefer the freedom to choose masks that they ironically then, do not choose. I'll still be wearing mine in class, close quarters.
295	It breaks my heart to think that in a community doing so poorly with covid cases and more and more rising case numbers showing in our community, the board at NIC has decided to take away the mask mandate showing the students this school doesn't care about our safety. NIC is to afraid of conflict to do the right thing; a team of educators decided to not use their brain, not pay attention to the science, and to put a large number of people at risk. Offering a vaccination clinic for students does nothing if it's not properly reinforced and supported and clearly those in charge at NIC have this vaccination site set up so they can simply say they offered it and "they tried". NIC should be a place of safety and the lack of actions taken at this school put us all at risk. Again I am heart broken that a team of individuals who are supposed to be representing education decided to not use their brains or their hearts when deciding how this fall semester would look for both students and faculty. The decision to take masks away makes it clear NIC is a school that does not care for those who attend or work there.
296	Removing the mask mandate was a mistake, and endanger the student body. However, I am more worried for the staff personally, as the

	<p>pandemic has a higher rate of mortality for those older than the average student. Highly irresponsible to make it optional on the part of those in charge.</p>
297	<p>Please reinstate the mask mandate. I don't like the fact that I need to risk the health of my immunocompromised family members in order to receive a higher education.</p>
299	<p>I think it would be most beneficial to all students if we were guaranteed that our classes and how they are being conducted will not change throughout the semester. Stability is what is needed.</p>
303	<p>The lack of care for covid is pretty concerning</p>
306	<p>Thanks for getting rid of the mask mandate. The people that are worried can still wear masks and/or get vaccinated but everyone else doesn't need to suffer for the few that feel that way.</p>
308	<p>Some students on the wrestling team are making it hard to live in the dorms.</p>
314	<p>Personally, I think it was a stupid decision to rescind the mask mandate given the current state of covid in the area</p>
315	<p>My only feedback would be to make sure the teachers aren't trying to make the students feel bad for not wearing a face covering. I had a teacher try to lecture the students and make them feel bad about not wanting to wear face coverings and I think that is inappropriate.</p>
316	<p>the lift of the mask mandate makes school much nicer to attend.</p>
318	<p>It is unethical, and a hipa violation to ask students for their medical information, even in an anonymous survey. Please refrain from doing so in the future.</p>
320	<p>The fact that the board rescinded the mask mandate during a huge surge in COVID cases is stupid and embarrassing for the institution as a whole. Something needs to be done about the</p>

	absolute lunatics on the board before the college loses its accreditation.
321	I think making masks option is very good, some student can't concentrate in class when they have a mask on. It can be hard to breathe and concentrate, definitely if you have asthma like I do.
322	no
323	I really want a sense of community in my college experience; so I spent the first week being really outgoing
325	I was contemplating not going to NIC because of the mask mandate. I am tired of all this fear mongering over a virus. Viruses cannot be cured, this is why we do not have a cure for the common cold. The Covid virus has a high survival rate, and we need to let our own natural immunity take care of us. Our immune system is much safer than an experimental vaccine. People need to remember the Nuremburg Trials as well as the Nuremburg Code that the trials brought forth. Part of the reason for that code was the Nazi's experimented on non-consenting people (aka, victims). Thank you for not participating in the perpetuation of unnecessary fear and what could turn out to be the crime of the century.
326	I'd rather do face to face and risk getting covid than go online EVER again
329	Your math class is way too much overkill. I've been in the trades for 38 years. I don't know why they made me to a math class again but We're going over things that we'll never use in our work careers. It's these things, canvas and other things that make higher education unaffordable. Stick to what your students need.
332	I am generally an online student unless I have to attend labs. I am already LOVING that labs are back to their normal times. Having longer labs is so much more beneficial and efficient. I'm enjoying having the choice to wear face masks as it was a bit difficult to talk a lot throughout class without feeling out of breath. I think it's especially beneficial for the instructors who

	<p>desire not wearing one, I couldn't imagine talking or doing an entire class lecture with a mask on. Thank you, NIC, for standing out.</p>
333	No
335	<p>Just bring back the mask mandate. Delta is going to rip through the campus and we'll be online only by October.</p>
339	<p>The PCR test was never designed to be used as as it is currently being used. PCR is infamous for false positives. "Cycle threshold" numbers also matter. If a "positive" result is declared, of what tangible value is that determination? Is the student actively contagious? Can PCR prove that? Or does the student simply have residual antibodies from months ago? Is it a false positive all-together? Have we ever sent students home in history's past based on a potential cold or flu virus? If I get "sick" in the next 4 months of class, all I ask is that the college please not jeopardize my career (and our North Idaho economy) with a faulty PCR test for a disease that has a 99.97% survival rate. I am excited to serve my community via the knowledge attained by this college. Thank you.</p>
340	<p>I appreciate the option to either wear masks or not. Its a personal decision, and I appreciate NICs policy reflecting our ability for free choice.</p>
343	<p>I'm so grateful that NIC offers online classes so I can further my education safely</p>
345	<p>I think this is a great college. I'm happy to be here 😊</p>
351	<p>I like that its are choice to wear masks are not.</p>
353	<p>There are currently no COVID restrictions and I think the college is failing to promote a safe environment for students and to help protect the county from further spread of infection. The hospitals are completely full and in desperate need and the campus has absolutely no restrictions or prevention in place. We are not helping end this pandemic but only adding to it.</p>

354	I think the "vaccine" and status is medical and should not be a reason for students to be denied the opportunity to advance their education. This whole "pandemic" is getting out of hand. I do believe there is a disease that was made in a lab and used for the advancement of the "government". I will not partake in a shot that can kill me or my family and will not cover my face.
359	The trustees who voted to rescind the mask mandate should be voted out.
361	I have heard of the president of the school to be fired over masked mandates lifted. I hope that what I heard is not true because that is not right and will produce fear for students that chose to not live in a box.
364	I'm also an employee and appreciate our President standing up to the board about the face mandate. I'm a teacher and I'm scared more this year than last year.
365	n/a
370	no
373	Bring back the mask mandate. There is no good reason to repeal it when there are practically no ICU beds available in the entire state.
374	No.
376	I'm in favor the mask mandate in and around NIC.
377	I would hate to see a return to remote classes like we had a year ago. I would rather wear a mask than have the campus shut down completely.
378	Not at this time.
382	No
387	No

393	love it here so far
398	The chairs in the science lab are uncomfortable. You might want to check them out. The teachers in the "Math Tutoring Center" are AWESOME. Peggy and and Kelly Nolan in advising are super helpful. In general, I am impressed with how professional everybody is. Thank you for welcoming me to NIC.
401	Don't reinstate the mask mandate
403	nope
406	I will wear masks around those who request it. I think that would be a good option in the future.
408	nope
412	I truly, truly appreciate that the college lifted the mask mandate!! Thank you so much! Standing up for freedom and individual liberty is always worth it!!
413	I learn best in face-to-face learning and would like to continue that for the semester. I understand that the covid situation is difficult as it is very unknown, but I would much rather have a mask mandate to finish in person than go back to online learning. I am sure that many other students feel the same way.
415	N/A
420	It's absolutely reckless and a complete disregard for the lives of students, staff, and faculty to keep a mask mandate for a week just to rescind it. I'm utterly disgusted by the political motivations behind the decision to rescind the mandate. If you want to keep this campus healthy start by cleaning office on the board of trustees and bring in science based evidence not politicians who are gambling my life and my child's life.
422	no
428	Masks should be required.

435	Since I started NIC the staff and Professors along with the students in all my classes have been amazing.
437	I withdrew from classes because the mask mandate was dropped. This was my last semester for my degree, but I'm going to transfer to an institution that takes COVID seriously. I may be vaccinated, but have vulnerable family members who aren't. Vaccinated individuals can still transmit covid.
438	Y'all are doing great. I noticed there were help booths outside during the first week of class. I appreciate that! I needed them for sure! Everyone was friendly and I enjoyed all the info booths in the sub. Thank you for the food and drink. Everyone (student and faculty alike) Were super helpful and friendly. Thank you.
440	I am upset that I was told I needed to withdraw from the program that I have worked so hard to be in or get vaccinated. Leaving me to choose between my future as a nurse and my core beliefs. I think everyone should have the right to choose what goes into their body without retaliation. I understand that it's not truly the school, it's the clinical sites, but it still makes me uncomfortable and I think it's a violation of my freedoms as an American.
443	The Covid response team at NIC, my advisor, the financial aid office, the IT dept, and the testing center staff have been fabulous! Every single person I have spoken with at NIC has been extremely knowledgeable and kind. I am so thankful to be an NIC student, first generation 🙏 I'm excited for school and learning and I am grateful to all of the staff involved with helping make school a little easier than I expected!
444	Removing the mask mandate was in poor judgement.
448	Make masks mandatory again.
450	I hate the mask mandates and would prefer that we got over it.
452	I am deeply disturbed by the Board of Trustees' flagrant negligence of student and faculty health.

	<p>I am very concerned about their political posturing and how that bodes for the safety, integrity, and longevity of the school itself. I would prefer a school closure over needless suffering, but I am not convinced they agree. What plans, if any, they have for the absolutely inevitable devastation ahead of us are totally unclear, and this does not promote a sense of security in remaining enrolled. I feel ashamed to be attending a school run by a Board that cares more about appeasing ridiculous, dangerous political sensibilities than they do about student welfare, opportunity, and growth during this global crisis.</p>
453	<p>After the mess that was Spring 2021, I am honestly scared about coming back here to college as my classes were so much more confusing and difficult. Before school started up, just the thought of going back to college scared me and kept me up at night. Web Design 2 was a class I forgot basically everything about nor was I even able to really remember it no matter what I tried. One of my teachers is constantly confusing me from everything he says and when I try to ask for clarification, most of the time it just sounds like a bunch of riddles. I don't know what I'll do this semester and all the stress that has built up and how much I've been questioning about some of the classes I have to take part in.</p>
455	<p>I am super stressed about the mask mandate being rescinded. My large class is unable to socially distance in our classroom. Now my instructor has decided not to record and post her lectures online like she did last semester, so we have to attend in person to hear her lectures. I had a panic attack, yesterday in class, because I was so scared. I have a young child who cannot get vaccinated yet and my dad has an advanced stage of cancer.</p>
457	<p>I am very glad that NIC removed the mask mandate. I have no issue with someone wanting to wear a mask however I feel that choice should be left to the individual.</p>
464	<p>I appreciate allowing the students decide if they do or do not wish to wear a mask.</p>
468	<p>College is hard enough to balance with real life without a pandemic. This has been an incredibly</p>

	difficult season. I appreciate that you are taking our voices into account.
471	I had covid last Christmas. From what I understand, having had covid I have 6 times more immunity than the vaccine can provide. This is according to a Doctor at Bonner General Hospital in Sandpoint, ID.
473	I wish that the mask mandate had not been lifted. Our hospitals are still full and people are still dying everyday.
480	no

BOARD OF TRUSTEES MEETING
September 22, 2021

TAB 3

SUBJECT

Census Update to Trustee Zones

BACKGROUND

In accordance with Statute 33-2104A, a proposal to redefine the boundaries of trustee zones shall be initiated by its Board of Trustees at the first meeting following the report of the decennial census. The Board must submit a proposal to redefine the boundaries of trustee zones to the State Board of Education within 120 days following the decennial census. The U.S. Census Bureau delivered data for states to begin their redistricting efforts on 8/12/2021.

DISCUSSION

Statute 33-2104A dictates that the boundaries of trustee zones be drawn so that the five zones are as nearly equal in population as practical. The College requested proposals from five local engineering firms with expertise in GIS and developing redistricting plans, providing Statute 33-2104A as the scope of work for the proposals.

It is the intent of the College to award the project to the lowest responsive bidder who can complete the work and present the proposal to the Board no later than the November meeting.

The redistricting plan proposed by the College, provides the addresses of all trustees to the winning firm, requesting that all efforts be made for each trustee to remain in separate zones, if feasible, recognizing that zones boundaries should run along significant roads or recognizable landmarks.

COMMITTEE ACTION

None

FINANCIAL IMPACT

It is anticipated the total project cost will be between \$10,000-\$20,000.

REQUESTED BOARD ACTION

We request that the Board authorize the Administration to initiate the redefining of trustee zones in accordance with Statute 33-2104A and direct the administration to move forward with procuring trustee zoning to be presented to the Board in November.

Prepared by
Chris Martin
Vice President for Finance and Business Affairs



Idaho Statutes

TITLE 33

EDUCATION

CHAPTER 21

JUNIOR COLLEGES

33-2104A. COMMUNITY COLLEGE TRUSTEE ZONES. (1) Each existing community college district shall be divided into five (5) trustee zones. Each trustee position on the board shall be designated to a zone so that each trustee zone contains one (1) designated trustee position.

(2) The boundaries of the several trustee zones in each existing community college district shall be drawn so that the five (5) zones are as nearly equal in population as practicable. If a community college district is situated within two (2) or more counties, and any one (1) of the counties has sufficient population to warrant at least one (1) zone, then the boundaries of a trustee zone shall be located wholly within the boundaries of such county.

(3) A proposal to redefine the boundaries of trustee zones of a community college district shall be initiated by its board of trustees at the first meeting following the report of the decennial census or following the electors' approval of the addition of territory pursuant to section 33-2105, Idaho Code. The board of trustees shall submit the proposal to the state board of education within one hundred twenty (120) days following the decennial census or election. The proposal shall include a legal description of each proposed trustee zone, a map of the district showing how each proposed trustee zone would appear and the approximate population each zone would have should the proposal to change the boundaries of the trustee zones become effective.

(4) Within sixty (60) days after receipt of a proposal submitted pursuant to subsection (3) of this section, the state board of education may approve or disapprove the proposal to redefine the boundaries of the trustee zones and shall give written notice of its decision to the board of trustees of the district wherein the change is proposed. If the state board of education disapproves a proposal, then it shall provide the board of trustees with a written explanation setting forth its reasons for disapproval. Within forty-five (45) days of receipt of a disapproval, the board of trustees shall submit a revised proposal to the state board of education. If the state board of education approves the proposal, then it shall notify the board of trustees, the trustee zones shall be changed in accordance with the proposal and a copy of the legal description of each trustee zone and map of the district showing how each trustee zone will appear shall be filed by the board of trustees with the county clerk of the home county.

(5) At the next regular meeting of the board of trustees following the state board's approval of a proposal submitted pursuant to subsection (4) of this section, the community college board of trustees shall appoint from its membership a trustee for each new zone to serve as trustee until that incumbent trustee's term expires. If the current board membership includes two (2) or more incumbent trustees who reside in the same trustee zone, then the following applies:

(a) The position on the board held by the trustee with the greatest amount of time remaining in such trustee's term shall be the position on the board designated to the zone wherein such trustee resides.

(b) If there is no difference in the amount of time remaining in the incumbents' terms, then the position on the board held by the most senior trustee shall be designated to the zone wherein such trustee resides.

(c) If there is no difference in seniority among the incumbents, then a majority vote of the sitting board, excluding the incumbents subject to the vote, shall determine which incumbent trustee shall be designated to the zone wherein such trustees reside and the remaining trustee or trustees shall be designated to the position or positions on the board in the zone or zones wherein no incumbent trustee resides.

(6) Any incumbent trustee whose position on the board has been designated to a zone other than the zone in which such trustee resides may complete their term; however, when the position is next scheduled to be placed on the ballot, only persons residing in the zone to which the position has been designated shall be eligible to run for the position.

(7) Notwithstanding the time requirements set forth in this section, on or before July 1, 2016, the board of trustees of each community college district formed before the effective date of this act shall obtain a state board of education-approved proposal to divide the district into five (5) trustee zones. Trustee terms due for the 2016 election shall be subject to the zoning and board position requirements set forth in this section.

History:

[33-2104A, added 2016, ch. 193, sec. 1, p. 538.]

How current is this law?

Search the Idaho Statutes and Constitution

BOARD OF TRUSTEES MEETING
September 22, 2021

TAB 4

SUBJECT

Conveyance of BLM Corridor to North Idaho College

BACKGROUND

During the May 2021 meeting, the Board requested information on the BLM Corridor and any potential transfer or conveyance of the BLM Corridor to the College.

DISCUSSION

In February 2018, the College entered into an agreement with the city of Coeur d'Alene. The primary focus of the agreement is the adjoining property along Northwest Boulevard known as the BLM Corridor along the north portion of the main Coeur d'Alene campus from Hubbard Avenue to River Avenue.

The agreement provides the College with the use of the BLM Corridor, so long as the use is in accordance with the Recreation and Public Purposes Act. Additionally, the agreement waives any setback requirements along the BLM Corridor property for any future construction by the College.

Additionally, the agreement contains a clause that the City and the College agree to pursue joint efforts to either (1) have the Corridor deeded to the City in fee by the federal government, and have the portion adjoining NIC, deeded to the College in fee by the federal government or (2) have the property deeded to the City by the federal government and then the City will deed the adjoining property to the College in fee.

In order to accomplish a conveyance of the BLM Corridor to either the City, the College or both, requires an Act of Congress. The City and the College agreement lays out joint efforts to contact and work with Congressional representatives to pursue the conveyance.

To date, there has been no efforts by the College to pursue a conveyance through Congressional action and the College is unaware of any efforts by the City.

COMMITTEE ACTION

None

FINANCIAL IMPACT

None

REQUESTED BOARD ACTION

None. This is presented as an information item.

Prepared by,
Chris Martin
Vice President for Finance and Business Affairs

**AGREEMENT
BETWEEN
NORTH IDAHO COLLEGE
AND
CITY OF COEUR D'ALENE**

This AGREEMENT (the "Agreement"), entered into this 6th day of February, 2018, between North Idaho College, a duly formed and existing community college of the State of Idaho with its principal place of business at 1000 W. Garden Avenue, Coeur d'Alene, ID 83816 ("NIC" or the "College"), and the City of Coeur d'Alene, a municipal corporation with its principal place of business at 710 E. Mullan Avenue, Coeur d'Alene, Idaho, 83814 (the "City").

- A. WHEREAS, the City has executed a lease agreement with the Bureau of Land Management ("BLM") to lease (the "Lease") a 29-acre parcel of public land (the "Leased Property"), pursuant to the Recreation and Public Purposes Act ("R&PP");
- B. WHEREAS, the City has expressed its intent to eventually acquire fee ownership of the Leased Property;
- C. WHEREAS, this entire 29-acre parcel is located within the City limits and was previously encumbered by a railroad right-of-way, which right-of-way terminated in 2011;
- D. WHEREAS, a certain portion of the Leased Property includes that part of the former railroad right-of-way that adjoins NIC property and is along Northwest Boulevard, between River Street and Hubbard Street (the "Subject Parcel"), for which the legal description is attached hereto as Exhibit A and the survey is attached hereto as Exhibit B;
- E. WHEREAS, the College desires to exercise control over and eventually own the Subject Parcel;
- F. WHEREAS, the City desires to cooperate with the College to eventually convey title to the Subject Parcel to the College;
- G. WHEREAS, the City and the College are interested in pursuing joint efforts to either (1) have the Leased Property, except for the Subject Parcel, deeded to the City in fee by the federal government, and have the Subject Parcel deeded to the College in fee by the federal government; or (2) have the Leased Property in its entirety deeded to the City in fee by the federal government and then have the City deed the Subject Parcel to the College in fee;
- H. WHEREAS, the City and the College will cooperate in contacting and working with the Congressional representatives and their offices in an effort to have Congress transfer the Leased Property and, as applicable, the Subject Parcel;

- I. WHEREAS, for so long as the City is operating under the Lease and using the Leased Property in accordance therewith, the City will (1) allow the College to use the Subject Parcel, so long as said use is consistent with the Lease and the R&PP; and (2) waive setback requirements or allow NIC to use the Subject Parcel as its own when determining any setback requirements that the College would otherwise be subject to in regards to the College's property adjoining the Subject Parcel (the "Adjoining Property");
- J. WHEREAS, the City will be responsible for the blue building on the Subject Parcel and will take whatever steps needed to arrange for the removal of that building;
- K. WHEREAS, in consideration of the promises set forth herein, the College has agreed to contribute monies up to, but not exceeding, \$228,000 for costs to construct the public trail and other improvements called for on the Subject Parcel in the Four Corners-BLM Corridor Master Plan, including to contribute to the demolition of the old blue building currently on the Subject Parcel;
- L. WHEREAS, the NIC women's softball program has used Memorial Field, which is addressed in the Four Corners-BLM Corridor Master Plan, for many years and desires to continue such use;
- M. WHEREAS, NIC and the City have cooperated in maintaining Memorial Field over the years and both desire renovation and improvement of that facility; and
- N. WHEREAS, in consideration of the promises set forth herein and to facilitate the desired improvements, the College has agreed to contribute an additional \$150,000 to the City for its use to upgrade Memorial Field as part of the Four Corners-BLM Corridor Master Plan.
- O. WHEREAS, NIC agrees to make payment to the City for work done and money expended pursuant to paragraphs "K" and "N" of this agreement within thirty (30) days of receipt of a request for payment from the City.

NOW, THEREFORE, based on the mutual promises set forth herein, the parties hereby agree as follows:

- 1. The College agrees to support the City's development plans and intended uses for the Leased Property as set forth in that certain Four Corners-BLM Corridor Master Plan.
- 2. While the City is operating under the Lease and using the Leased Property in accordance therewith, the City agrees to allow the College to use the Subject Parcel and to support any lease amendments requested by the College, so long as said use and/or lease amendments comply with the R&PP and are approved by BLM if necessary.
- 3. If the College constructs any building, parking lot or other structure on NIC's property that adjoins the Subject Parcel, the City will waive setback requirements or allow the Subject

Parcel to be used by NIC when complying with any setback requirements that the College would otherwise be subject to in regards to said building, parking lot or other structure.

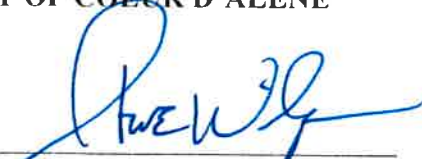
4. The City and the College agree to pursue joint efforts, including contacting and working with Congressional representatives and their offices, to either (1) have the Leased Property, except for the Subject Parcel, deeded to the City in fee by the federal government, and have the Subject Parcel deeded to the College in fee by the federal government; or (2) in the event that Congress insists on deeding to only one entity, have the Leased Property in its entirety deeded to the City in fee by the federal government and then the City will deed the Subject Parcel to the College in fee.

5. In consideration of the City's promises herein, and in exchange for use of and the ultimate transfer of the Subject Property to the College in fee as contemplated in Paragraphs 3 and 4 above or as can be otherwise arranged, the College hereby agrees to pay \$228,000 for construction of the public trail and other improvements called for on the Subject Parcel in the Four Corners-BLM Corridor Master Plan (This payment also includes an \$8,000 contribution to the City for part of the cost of demolition of the blue building). Additionally, NIC will pay the City an additional \$150,000 for the City to use for improvements to Memorial Field.

6. This Agreement may be amended in writing at any time by mutual agreement of the parties. This Agreement shall be effective upon date of the final signature below.


IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed on their behalf by duly authorized representatives on the date first written above.

CITY OF COEUR D'ALENE


By: 
Steve Widmyer, Mayor

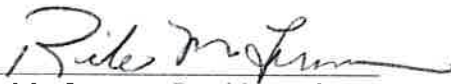
By: 
Troy Tymesen, City Administrator

ATTEST:


Renata McLeod, City Clerk

NORTH IDAHO COLLEGE

By: 
Christie Wood, Chair of NIC Board of Trustees

By: 
Rick MacLennan, President of NIC



Advanced Technology Surveying & Engineering

EXHIBIT A PRELIMINARY DESCRIPTION

A PARCEL OF LAND BEING A PORTION OF THE BURLINGTON NORTHERN SANTA FE RAILROAD RIGHT-OF-WAY SITUATED IN THE NORTHEAST QUARTER OF SECTION 14, TOWNSHIP 50 NORTH, RANGE 04 WEST OF THE BOISE MERIDIAN, CITY OF COEUR D'ALENE, KOOTENAI COUNTY, IDAHO;

SAID PARCEL BOUNDED ON THE NORTH BY THE PROPOSED SOUTH RIGHT-OF-WAY OF SOUTH HUBBARD AVENUE AND BOUNDED ON THE SOUTH BY BOTH THE PROPOSED NORTH RIGHT-OF-WAY OF WEST RIVER AVENUE AND THE NORTHERLY EXTENSION OF THE EAST LINE OF LOT 14, FORT SHERMAN ABANDONED MILITARY RESERVE, AS RECORDED WITH KOOTENAI COUNTY IN BOOK "B" OF PLATS AT PAGE 153A.

LESS:

NORTHWEST BOULEVARD RIGHT-OF-WAY;

TOGETHER WITH AND SUBJECT TO EASEMENTS, RIGHTS-OF-WAY, COVENANTS, RESERVATIONS AND RESTRICTIONS OF RECORD AND IN VIEW.

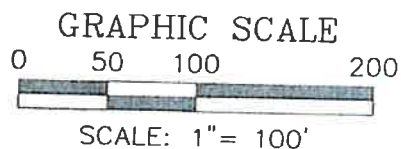
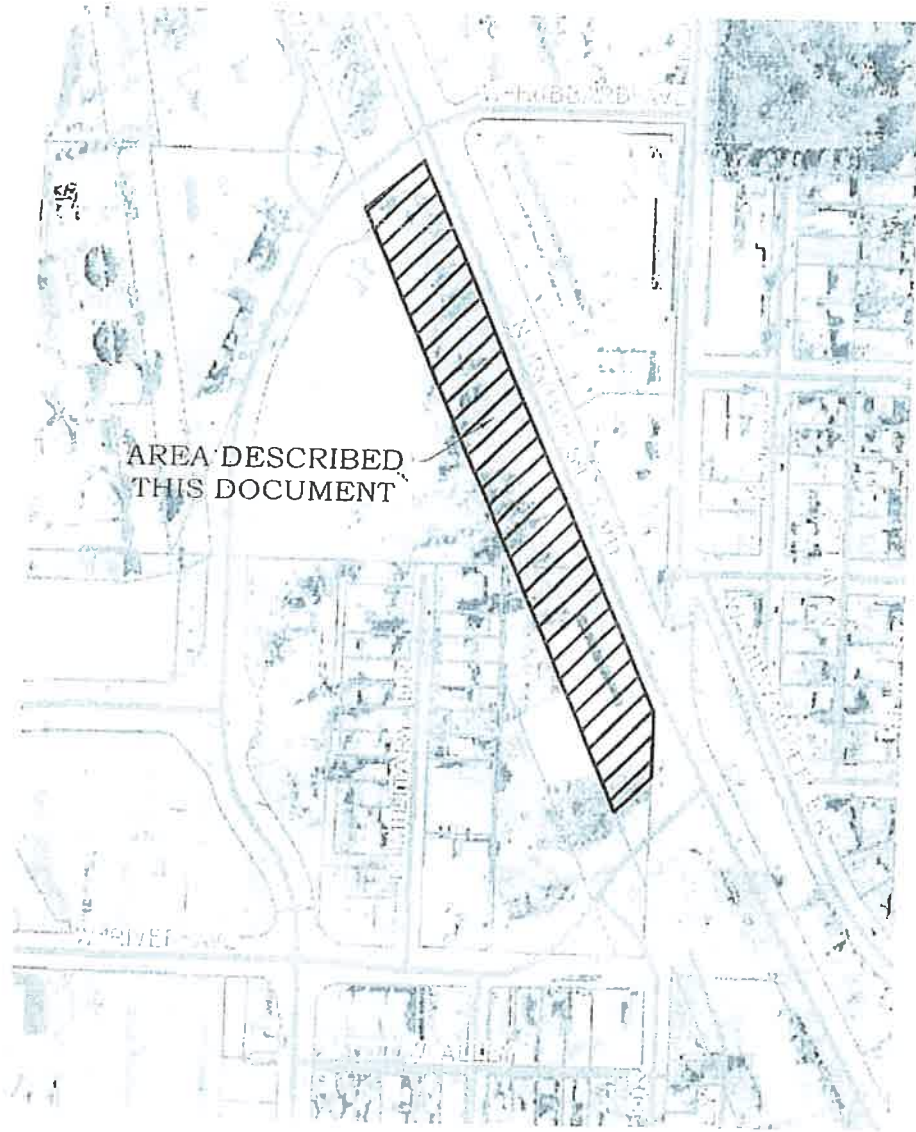


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P.O. Box 3457, Hayden, Idaho 83835
PH. (208) 772-2745 Fax (208) 762-7731

EXHIBIT B

PROPOSED DESCRIPTION OF BNSF RAILROAD PARCEL
NE 1/4 OF SECTION 14, TOWNSHIP 50 NORTH, RANGE 04 WEST, B.M.,
CITY OF COEUR D'ALENE, KOOTENAI COUNTY, IDAHO



ADVANCED
TECHNOLOGY
SURVEYING &
ENGINEERING
INC.

P.O. BOX 3457, HAYDEN IDAHO, 83835
• PH: (208) 772-2745 • FAX: (208) 762-7731 •

SCALE: 1" = 100'
CHECKED BY: MAM
DATE: 09-12-2017
DRAWN BY: MBM
DATE: 09-12-2017
DWG: 11AK0001
PROJ: 17-100

BOARD OF TRUSTEES MEETING
September 22, 2021

TAB 5

SUBJECT

Approval of Contract for College President

BACKGROUND

The North Idaho College President is hired by the Board of Trustees and, consistent with past practice, the President's contract is reviewed annually. A contract renewal may be executed by the President and the Board Chair, with the approval and authorization of the Board of Trustees.

DISCUSSION

The President's contract is a three-year contract but is reviewed annually for renewal. The proposed annual renewal is for fiscal years July 1, 2021 through June 30, 2024. The Board may consider changes.

COMMITTEE ACTION

No committee action is necessary.

FINANCIAL IMPACT

There is no current financial impact for this decision. Contract renewal/extensions potentially impact the employee compensation budget for future years.

REQUESTED BOARD ACTION

The Board is requested to consider a motion approving a renewed contract and authorizing the Board Chair to execute the contract on behalf of the Board of Trustees and North Idaho College.

Prepared by,
Marc Lyons
Attorney for North Idaho College