



BOARD OF TRUSTEES AGENDA

Regular

Regular Meeting

Tuesday, January 13, 2026

6:00 PM

Ambler Board Room

1801 N. Cottonwood

Iola, KS 66749

Current Board Members:

Gena Clouch; Vicki Curry; Rebecca Nilges; Corey Schinstock; Jenny Spillman; Jessica Thompson

1. **Call to order and establish quorum.**
2. **Swearing in of new board members.**
Jessica Thompson
Jenny Spillman
Rebecca Nilges
3. **Election of board officers and appointments**
Chair:
Vice Chair:
Secretary:
Treasurer:
KACC Representative:
Iola Industries Representative:
Endowment Board Representative:
Clerk of the Board:
Board Attorney:
Newspaper:
3.a. Signing of Affirmation of Service and Conflict of Interest Disclosure Form
4. **Approval of Agenda**
5. **New Employee Introductions**
Angela Clemmer, Health Professions Coordinator
Emilee Luedke, Market Coordinator
Dale Strickler, Ag Instructor
Linda Sterling, Psychology Instructor
Amelea Jones, Ag Instructor
Roni Smith, RN, Allied Health Instructor
6. **Patron's Concerns**

"Persons who wish to address the Board of Trustees regarding items on the agenda may do so as that agenda item is called. Persons who wish to address the Board of Trustees regarding items not on the agenda and that are under the jurisdiction of the Board of Trustees may do so at this time when called upon by the Chair. Comments on personnel matters and matters pending in court are not permitted. Speakers are limited to three minutes. Any presentation is for information purposes only. No action will be taken."

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9. Board Reports	
KACC - Jessica Thompson	
Iola Industries - Corey Schinstock	
ACC Endowment - Vicki Curry	
Board Finance Committee - Gena Clouch/Vicki Curry	
Other Board members	
10. New Business (Action, Report, or Discussion)	
10.a. EDA Grant Presentation	
Sonia Gugnani	
10.b. HLC Conference Attendance (March 21-24)	
Lyvier Leffler	
10.c. Downtown Office Opportunity	
Lyvier Leffler	
10.d. Update on Residence Hall Expansion	
Matthew Gleason	
10.e. Tuition/Fees assessment	
Matthew Gleason	
11. Old Business (Action, Report, or Discussion)	
11.a. Employee Perception Survey Results with Next Actions	98
Karen Gillespie	
Employee Perceptions Survey - Results - January Board Meeting	98
11.b. President's Evaluation	
12. Executive Session	
12.a. Executive session for the purpose of discussing personnel matters for non-elected personnel.	
13. Upcoming Meetings	
Special meeting: Thursday, January 22, 2026, at 4:00 PM	
Regular meeting: Tuesday, February 10, 2026, at 6:00 PM	
14. Pending Agenda Items	
15. Adjournment	

MINUTES OF THE REGULAR MEETING OF THE
BOARD OF TRUSTEES OF ALLEN COMMUNITY COLLEGE
IOLA, KANSAS, DECEMBER 9, 2025

Rebecca Nilges called the meeting to order at 6:00 PM; also present:

Trustees: Gena Clouch
Vicki Curry
Corey Schinstock
Jenny Spillman
Jessica Thompson

Other Attendees: Dr. Lyvier Leffler, Dr. Kara Wheeler, Cami Keitel, Matthew Gleason, Karen Gillespie, John Collins, Ryan Sigg, Brad Henderson, Christine Freelove, Melanie Wallace, Ryan Bilderback, Bobbie Haviland, Anne Marie Foley, Tricia Stogsdill, Amy Lemer, Nicci Denny, Josiah D'Albini, Jean Swillum, Neil Phillips, Iola Register, Richard Luken, Wendee Bennett, Chi Wiggins, and Five Thrive Allen County staff.

Agenda Approval Corey Schinstock moved to approve the agenda as amended, to add an executive session and rearrange presentations. Seconded by Jenny Spillman, motion carried 6-0.

New Employee Introductions Matthew Gleason, VP for Finance and Operations, introduced Wendee Bennett, Admin Asst. for Plant Operations.

Patron's Concerns Patron Chi Wiggins from Thrive commented on Thrive's annual event as being the best one due to Allen's staff and students. A big thanks and appreciation to all who took part: Cindy and her catering team, maintenance staff, WBB players, Buzz Godinez, Campus Security Officer, and Josiah D'Albini, Director of Student Life.

Presentations

Community Conversation Results Henry Lohman, Thrive Intern, presented the community conversation results involving Allen students and community members. Concerns included transportation issues, lack of food service after late practices, no kitchen area in dorms to prepare own meals, lack of space for private gatherings, and lack of community events for college-age groups. Some suggestions were shared, including having an Allen County Olympic event and an end-of-year yard sale.

2024-2025 Auditor Neil Phillips, Jarred, Gilmore & Phillips, PA, presented Allen's 2024-2025 audit report. Funds, cost comparisons, capital assets, liability comparisons, deferred costs, revenues with 2-year comparisons, accounts receivable, and expenditures are included in the report. Results of no weaknesses or significant deficiencies throughout the report.

Vicki Curry moved to approve the 2024-2025 audit report as presented. Seconded by Gena Clouch, motion carried 6-0.

2030 Work Group Update	Ryan Bilderback, Leadership Studies Instructor, presented Allen 2030 Task Force charge, highlighting discussions from the committee and summarized how to move forward. Suggestions included facility upgrades, improving internet access, focusing on student housing options that will address social, communal and wellbeing space for students. The next focus will be on technology needs and issues in the classrooms.
Gen Alpha	Dr. Wheeler introduced Michael Garvey, BHDP, for the recording of Generation Alpha Student Life Needs. Gen Alpha student trends, comparisons, methodology, research results, and implications for campus life were shared. Main takeaways of Gen Alpha is “together alone”, socially equitable, and holistic life.
Consent Agenda	Gena Clouch moved to approve the consent agenda as amended to include the November 11, 2025, regular board minutes, financials, pay bills, and approve the statement of claims, a total of \$839,461.05. Seconded by Vicki Curry, motion carried 6-0.
Administrative Reports	<p>Gena Clouch, Trustee, inquired about CourseDog, Dr. Wheeler responded that this is new to help project courses to offer and streamline curriculum.</p> <p>Becky Nilges, Trustee, inquired about the waiting period for the 2025-2026 catalog approval by the SAA (State Approving Agency). Bobbie Haviland, Registrar, responded that the report is part of VA reporting, this has been sent and is awaiting approval.</p> <p>Nilges inquired about Allen’s responsibility for the recent country restrictions for international students. Dr. Leffler responded that Allen has one student currently and is in good standing at this time. Nikki Peters, Director of Enrollment Management, receives updates and checks all documents.</p>
Board Reports	<p>KACC – Jessica Thompson, Trustee, reported on the December meeting in Garden City and reported what all the Garden City high school partnership coordinator is involved with and about having mobile labs for adult education classes. The KACC meeting dates changed to June 7 & 8; Donuts with Legislators event is January 15; Community College Showcase in Topeka is January 26. A \$2,000 scholarship to Fort Hayes for Kansas students who plan to live on campus can be offered through the president's office.</p> <p>Iola Industries – Corey Schinstock, Trustee, reported that the December meeting was canceled.</p> <p>ACC Endowment – Vicki Curry, Trustee, no meeting to report on.</p> <p>Board Finance Committee – Gena Clouch reported that the finance is in good standing.</p> <p>Becky Niles met with Marcia Davis, Thrive Allen County, about having a collaboration meeting. Davis will reach out to the City of Iola, Iola Council members, and Iola USD to schedule a community conversation meeting with Allen Trustees in the spring.</p>
Break	<p>At 8:02 PM, 5 minute meeting break.</p> <p>At 8:07 PM meeting resumed.</p>

New Business

Academic Calendars

Bobbie Haviland, Registrar, presented the 2026-2027 & 2027-2028 academic calendars. Discussion ensued about wintertime off schedule and fall intersession student support. Melanie Wallace, Dean for Academic Affairs, stated that online support continues during the breaks. Haviland stated that her office team continues to process documents. Dr. Leffler assured that academic advising would be available.

Jessica Thompson moved to approve the 2026-2027 & 2027-2028 Academic calendars. Seconded by Jenny Spillman. Vicky Curry questioned about being able to view the calendars before approving; both calendars are included in the board packet to be viewed before the meeting. Curry moved to table the motion on the action for the academic calendars until the next board meeting. Seconded by Spillman, motion failed 3-3; Schinstock, Clouch, and Thompson voted no.

Discussion ensued with concern that the fall break dates not aligning with the IV-A-3.8 Holidays policy, and the final schedule week not covering hybrid/evening classes. The Holidays policy is in progress for updates due to specific dates listed that vary each year. Wallace stated that the final schedule would be updated for the spring by adjusting the times.

Nilges called for a vote for the first motion, Thompson moved to approve the 2026-27 and 2027-28 academic calendars, Spillman seconded, the motion carried 4-2; Curry and Nilges voted no.

Work Session

Nilges asked for dates to schedule a work session with Allen Trustees and Heather Morgan, Executive Director of KCCA. Karen Gillespie, Director of HR, will reach out to Morgan with dates for January 21 or 22 after 4:00 PM and get back with the board after finalizing the date and time.

President's Evaluation

The president's evaluation questionnaire will be submitted to the HR department for formatting and sent out to community members for a two-week timeframe.

New Program

Dr. Wheeler presented the new short-term CDL program, which is modeled after Hutchinson CC CDL program. A grant proposal to expand and purchase equipment was sent earlier this month. Two instructors will be hired to handle the instruction and coordinate portions of the program. Budget information and letters of support were shared. Corey Schinstock moved to approve the new CDL program as presented. Seconded by Vicki Curry, motion carried 5-1; Jenny Spillman voted no.

New Position

Karen Gillespie, Director of HR, presented justification for the new Music Instructor position. The position will be in next year's budget. The approval will help move forward with spring recruitment and offering scholarships. Corey Schinstock moved to approve the new music instructor position for hire in 2026-27. Seconded by Jessica Thompson, motion carried 5-1; Jenny Spillman voted no.

Old Business

HR Policies

Gillespie presented human resource policies for approval. David Cunningham, KBAA attorney, reviewed the policies with suggested updates. Explanation of changes made are included with each policy. The 7.40 Conflict of Interest policy was tabled until the Dating

and Relationship policy is submitted. It was requested to add the adoption date when it goes into effect. Corey Schinstock moved to approve BP 7.23, 7.31, 7.32, 7.36, 7.41, 7.60, 7.61, and 7.70 effective January 1, 2026. Seconded by Jenny Spillman, motion carried 6-0.

Two-Pipe System

Gleason presented the recommendation to proceed with Architect One and Simpson Construction to begin the process of expediting the two-pipe system over three summers starting May 2027 for a cost of \$500,000 for the preconstruction for the design and bid. The total construction cost is eight million over a 3-year contract.

Jessica Thomson moved to approve moving forward with a contract with Architect One/Simpson Construction to begin the construction process for the two-pipe system, not exceeding \$500,000 from cash reserves. Seconded by Gena Clouch, motion carried 6-0.

Executive Session

At 9:37 PM, Jessica Thompson moved to enter executive session for the purpose of discussing employer-employee negotiations, whether or not in consultation with the representative or representatives for the public body or agency for 10 minutes to include the board, Dr. Leffler, President, Dr. Wheeler, VP for Academic Affairs, and Melanie Wallace, Dean for Academic Affairs. Seconded by Vicki Curry, motion carried 6-0.

Open Session

At 9:47 PM, Gena Clouch moved to approve the Remote Work Policy for Faculty and Staff. Seconded by Jessica Thompson, motion carried 6-0.

Jessica Thompson moved to approve the Low Enrollment Policy. Seconded by Corey Schinstock, motion carried 6-0.

Executive Session

At 9:50 PM, Gena Clouch moved to enter executive session for the purpose of discussing personnel matters for non-elected personnel for 10 minutes to include the board, Dr. Leffler, Dr. Wheeler, and Karen Gillespie, Director of HR. Seconded by Jenny Spillman, motion carried 6-0.

Open Session

At 10:00 PM Jessica Thompson moved to approve new hires: Dr. Linda Sterling, Psychology Instructor; Amelea Jones, Agriculture Instructor; Roni Smith, MSN, Allied Health Instructor; all with a start date of January 8, 2026. Seconded by Vicki Curry, motion carried 6-0.

Vicki Curry moved to approve the resignations of Philip Pfeifer, Assistant Baseball Coach (effective December 1, 2025); Michael Rasmussen, Custodial & Maintenance and Peyton Thompson, Custodial & Maintenance (both effective January 16, 2026). Seconded by Jenny Spellman, motion carried 6-0.

Jessica Thompson moved to approve the transfer of Vince DeGrado, Head Tack Coach to Director of Advancement with a start date of January 1, 2026. Seconded by Vicki Curry, motion carried 5-1, Corey Schinstock voted no.

Executive Session

At 10:05 PM, Jessica Thompson moved to enter executive session to discuss data relating to financial affairs or trade secrets of corporations, partnerships, trusts, and individual proprietorships for 15 minutes to include the board, Dr. Leffler, and Dr. Wheeler. Seconded by Vicki Curry, motion carried 6-0.

At 10:20 PM, returned to open session, no action taken.

Adjournment At 10:20 PM, Gena Clunch moved to adjourn the meeting. Seconded by Vicki Curry, motion carried 6-0.

Allen County Community College
Treasurer's Report
December 31, 2025

Fund Description	Balance	Revenue	Expenditures	Balance	- A/R	+ A/P	Prior Year	Balance
	11-30-2025			12-31-2025	12-31-2025	Adjustments	12-31-2025	
11 General	\$18,146,114.97	\$88,429.38	\$1,030,475.18	\$17,204,069.17	(\$154,280.34)	\$119,711.86	\$0.00	\$17,478,061.37
12 Postsecondary Technical Educa	\$1,886,876.14	\$0.00	\$81,285.14	\$1,805,591.00	\$0.00	\$0.00	\$0.00	\$1,805,591.00
14 Adult Supplementary Education	\$6,500.85	\$0.00	\$0.00	\$6,500.85	\$0.00	\$0.00	\$0.00	\$6,500.85
16 Auxiliary Enterprises	\$4,274,279.82	\$3,073.82	\$154,593.24	\$4,122,760.40	\$0.00	\$500.00	\$0.00	\$4,123,260.40
20 EDPMS	(\$38,451.50)	\$0.00	\$0.00	(\$38,451.50)	(\$18,828.50)	\$4,472.50	\$0.00	(\$15,150.50)
21 College Work Study	\$0.00	\$1,470.00	\$1,470.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
22 SEOG	\$0.00	(\$200.00)	(\$200.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
23 ABE Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
24 PELL	\$0.00	(\$1,184.00)	(\$1,184.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
27 State Grants	(\$4,646.27)	\$0.00	\$705.21	(\$5,351.48)	\$0.00	\$0.00	\$0.00	(\$5,351.48)
28 Federal Grants	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
40 Loan Funds/Restricted	\$0.00	(\$5,518.00)	(\$5,518.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
61 Capital Outlay	\$1,930,902.16	\$0.00	\$0.00	\$1,930,902.16	\$0.00	\$0.00	\$0.00	\$1,930,902.16
70 Agency	\$2,197,489.62	\$0.00	\$2,048.00	\$2,195,441.62	\$0.00	(\$932.18)	\$0.00	\$2,194,509.44
Holding for Distribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$28,399,065.79	\$86,071.20	\$1,263,674.77	\$27,221,462.22	(\$173,108.84)	\$123,752.18	\$0.00	\$27,518,323.24

Summary of Cash Transactions

	Balance	Receipts	Disbursements	Balance
	11-30-2025			12-31-2025
Landmark Nat'l Bank #385 (Gen. Fun	8,447,308.04	360,275.92	1,261,084.87	7,546,499.09
Landmark Nat'l Bank #377 (Fed Func	0.15	17,551.50	17,551.50	0.15
Petty Cash-Main Campus	300.00	0.00	1.86	298.14
Landmark Nat'l CD's	13,121,473.16	0.00	0.00	13,121,473.16
Community Nat'l Bank CD's	6,829,484.44	20,068.26	0.00	6,849,552.70
Emprise Bank CD's	0.00	0.00	0.00	0.00
Athletic Cash	300.00	0.00	0.00	300.00
Bookstore Cash-Iola Campus	200.00	0.00	0.00	200.00
Cashier's Drawer #1	0.00	69,010.26	69,010.26	0.00
Cashier's Drawer #2	0.00	5,843.11	5,843.11	0.00
Cashier's Drawer #3	0.00	0.00	0.00	0.00
Cashier's Drawer #4	0.00	0.00	0.00	0.00
Holding for Distribution	0.00	0.00	0.00	0.00
Total	28,399,065.79	472,749.05	1,353,491.60	27,518,323.24

Pledged Securities

	12-31-2025	FDIC Insurance	12-31-2025
Community National Bank & Trust	\$6,600,026.00	250,000.00	\$6,850,026.00
Landmark National Bank	\$24,221,778.95	250,000.00	\$24,471,778.95
	<u>\$30,821,804.95</u>		<u>\$31,321,804.95</u>

I hereby certify that the above fund reconciliation is correct to the best of my knowledge.

Vice President for Finance & Operations

Board Chair

Allen County Community College
 Schedule of Investments
 December 31, 2025

<u>Date Purchased</u>	<u>Invested With</u>	<u>Amount Invested</u>	<u>Interest Rate</u>	<u>Maturity Date</u>	
06/23/2025	Landmark - 8 month	9934	\$ 2,000,000.00	4.01%	02/23/2026
06/23/2025	Landmark - 9 month	9935	\$ 2,000,000.00	4.01%	03/23/2026
06/23/2025	Landmark -10 month	9936	\$ 2,000,000.00	4.01%	04/23/2026
10/07/2025	Landmark - 6 month	0187	\$ 2,039,990.14	3.91%	04/07/2026
06/26/2025	Landmark - 11 month	9941	\$ 3,000,000.00	4.01%	05/26/2026
10/30/2025	Landmark - 6 month	0199	\$ 2,081,483.02	3.91%	04/30/2026
08/29/2025	CNB&T - 365 Day	523625	\$ 2,039,345.14	3.80%	08/29/2026
09/18/2025	CNB&T - 6 month	515560	\$ 2,037,281.36	3.55%	03/18/2026
10/18/2025	CNB&T - 6 month	515897	\$ 2,038,791.77	3.89%	04/18/2026
09/16/2025	CNB&T - 365 Day	520897	\$ 469,896.62	4.35%	09/16/2026
06/25/2025	CNB&T - 365 Day	523473	\$ 264,237.81	3.36%	06/25/2026
			\$ 19,971,025.86	Total Investments	
			\$ 13,121,473.16	CDs @ Landmark	
			\$ 6,849,552.70	CDs @ CNB&T	
			\$ 19,971,025.86	Total Investments	

Signed: _____
 Vice President for Finance & Operations

Signed: _____
 Chairman, Board of Trustees

Fri Jan 9 2026
16:03

Allen County Community College
SUMMARY OF FUNDS
DEC 25/26

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fundsum

Funds	This Month		This Year				Last Year	
	Actual	Actual	Encumbrance	Budget	%	Unexpended	Budget	YTD
11 General/Unrestricted	1,030,475.18	6,165,987.05	943,075.04	23,507,061.00	26.2	16,397,998.91	16,801,909.00	5,557,854.2
12 PTE Fund	81,285.14	451,696.67	4,652.99	1,822,557.00	24.8	1,366,207.34	1,998,653.00	589,644.2
16 Auxiliary Enter/Unrest	154,593.24	987,620.97	72,004.20	3,689,026.00	26.8	2,629,400.83	3,613,755.00	819,405.7
21 College Work Study/Res	1,470.00	7,720.00	0.00	0.00	*****	-7,720.00	0.00	7,162.2
22 Suppl Educ Opp Grnt/Re	-200.00	22,200.00	0.00	0.00	*****	-22,200.00	0.00	38,889.1
24 Pell Grant/Restricted	-1,184.00	796,034.89	0.00	0.00	*****	-796,034.89	0.00	829,748.0
27 State Grants/Restrict	705.21	5,764.18	0.00	30,668.00	18.8	24,903.82	45,364.00	21,512.0
40 Loan Funds/Restricted	-5,518.00	444,727.00	0.00	0.00	*****	-444,727.00	0.00	422,603.0
61 Capital Outlay/Restric	0.00	0.00	0.00	1,500,000.00	*****	1,500,000.00	2,500,000.00	438,430.0
70 Agency/Restricted	2,048.00	485,411.00	0.00	0.00	*****	-485,411.00	0.00	485,906.0

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For: DEC 2526 11

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Fri Jan 9 2026
16:06

Allen County Community College
REVENUE/EXPENDITURE SUMMARY REPORT
DEC 2526

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Fund: 11 General/Unrestricted

REVENUE by obj	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		

Allen County Community College
REVENUE/EXPENDITURE SUMMARY REPORT
DEC 2526

Fund: 11 General/Unrestricted

REVENUE by obj	Month	Full Year	Year to Date		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Revenue						
Student Sources						
4011 In-dist On Campus Tuit	(225)	64,425	42,750	0	66	(21,675)
4012 Out of State Tuition	2,200	414,100	173,015	0	42	(241,085)
4014 In-dist Off-Campus Tuitn	225	220,000	77,350	0	35	(142,650)
4015 Out-Dist Tuition-ONC	(255)	252,450	116,110	0	46	(136,340)
4016 Out-Dist Tuition-Outrch	110	1,358,153	509,650	0	38	(848,503)
4018 Gen Fnd Acad Course Fee	0	5,800	2,668	0	46	(3,132)
4019 Technology Fee	837	618,530	250,479	0	40	(368,051)
4025 Fee Transfer	0	840,000	0	0	0	(840,000)
4070 International Tuition	690	390,000	207,230	0	53	(182,770)
4090 Graduation Fee	0	150	60	0	40	(90)
Student Sources	3,582	4,163,608	1,379,312	0	33	(2,784,296)
Federal Sources						
4120 Indirect Costs	0	4,000	1,855	0	46	(2,145)
Federal Sources	0	4,000	1,855	0	46	(2,145)
State Sources						
4200 State Operating Grnt	0	3,270,135	1,635,068	0	50	(1,635,068)
4280 State Grants & Contracts	0	232,339	232,339	0	100	0
State Sources	0	3,502,474	1,867,407	0	53	(1,635,068)
Local Sources						
4410 Ad Valorem Property Tax	0	3,000,000	132,048	0	4	(2,867,952)
4430 Motor Vehicle Prop Tax	0	275,000	102,237	0	37	(172,763)
4440 Delinquent Tax	0	75,000	0	0	0	(75,000)
4450 Payments in lieu of tax	0	3,375	3,096	0	92	(279)
Local Sources	0	3,353,375	237,381	0	7	(3,115,994)
Other Income Sources						
4810 Interest Income	26,041	500,000	143,077	0	29	(356,923)
4811 Interest of Investments	20,068	1,000,000	257,556	0	26	(742,444)
4825 Cash Over	0	0	(18)	0	*****	(18)
4835 Previous Year Adjustment	0	0	0	0	*****	0
4840 Miscellaneous Income	38,180	3,000,000	1,425,573	0	48	(1,574,427)
4843 Bad Debt Income/On-Camp	0	4,900	1,485	0	30	(3,415)
4844 Bad Debt Income/Outreach	170	10,000	2,920	0	29	(7,080)
4855 Service Charge Income	115	3,000	1,225	0	41	(1,775)
4910 Transcripts/ 11	273	6,500	3,158	0	49	(3,342)
Other Income Sources	84,847	4,524,400	1,834,976	0	41	(2,689,424)

Fri Jan 9 2026
16:06

Allen County Community College
REVENUE/EXPENDITURE SUMMARY REPORT
DEC 2526

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Fund: 11 General/Unrestricted

REVENUE by obj	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Revenue	88,429	15,547,857	5,320,930	0	34	(10,226,927)

Fund: 11 General/Unrestricted

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Education and General						
Instruction						
1110 Business	6,444	79,513	26,248	0	33	53,265
1130 Communication	11,950	152,165	48,027	0	32	104,138
1131 Art	5,995	79,680	26,762	19	34	52,898
1132 Tutoring Center	344	0	1,270	0	*****	(1,270)
1133 English	27,681	333,847	112,002	0	34	221,845
1135 Developmental Education	0	0	0	0	*****	0
1136 Education	0	1,100	0	0	0	1,100
1137 ESL	0	250	0	0	0	250
1140 Mathematics	13,123	167,791	60,306	0	36	107,485
1141 Biology	19,737	263,966	82,499	3,899	33	177,568
1142 Chemistry	0	88,254	687	535	1	87,033
1143 Physical Science	5,333	79,693	21,673	0	27	58,020
1150 History-Political Scienc	20,727	173,499	85,640	0	49	87,859
1151 Exercise Science	1,414	6,000	3,222	0	54	2,778
1152 Psychology	0	73,463	0	0	0	73,463
1154 Sociology	0	70,758	0	0	0	70,758
1155 Leadership	6,054	76,167	24,028	0	32	52,139
1160 Fitness Center	352	23,021	15,598	0	68	7,423
1170 Summer School	0	148,187	0	0	0	148,187
1174 Online Learning	47,131	414,882	223,376	0	54	191,506
1175 DNU Dist Learning	0	0	0	0	*****	0
1179 On Campus Adjunct/Overlo	17,379	147,755	67,818	0	46	79,937
1180 Concurrent Dual Credit	8,185	516,898	135,389	0	26	381,509
1185 Burlingame Campus	0	0	0	0	*****	0
1260 Allied Health	0	0	5	0	*****	(5)
Instruction	191,848	2,896,889	934,550	4,453	32	1,957,887
Academic Support						
4100 Library	13,897	234,883	141,308	0	60	93,575
4200 VP for Academic Affairs	13,159	151,761	79,481	0	52	72,280
4210 Dean-CTE & Industry Ptrn	0	0	(3,571)	0	*****	3,571
4250 Dean for Academic Affair	13,032	157,488	78,913	0	50	78,575
4300 Professional Development	3,470	26,215	21,687	0	83	4,528
4400 Campus Services	6,928	88,782	41,492	157	47	47,132
Academic Support	50,486	659,129	359,310	157	55	299,662
Student Serv--Administra						
5000 VP for Student Affairs	11,876	160,007	72,417	0	45	87,590
5100 Advising & Testing	16,554	191,553	114,478	0	60	77,075
5150 Student Success	62,850	304,290	236,880	0	78	67,410
5200 Financial Aid Office	31,003	514,160	213,837	0	42	300,323
5300 Registrar's Office	13,588	179,664	83,746	0	47	95,918
5350 Admissions	9,375	291,965	64,458	0	22	227,507
5360 Marketing	34,637	393,683	125,849	1,632	32	266,202

Fund: 11 General/Unrestricted

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Student Serv--Administra	179,883	2,035,322	911,664	1,632	45	1,122,026
Student Serv--Athletics						
5500 Director of Athletics	87,972	584,757	301,820	9,590	53	273,348
5501 Men's Basketball	9,844	148,859	76,053	0	51	72,806
5502 Women's Basketball	10,887	144,724	77,139	0	53	67,585
5503 Track	11,080	128,707	55,670	212	43	72,825
5506 Softball	6,704	148,453	51,971	0	35	96,482
5507 Baseball	18,277	217,223	95,217	700	44	121,306
5508 Volleyball	7,755	134,271	72,536	0	54	61,735
5510 Cross Country	6,958	89,752	36,877	0	41	52,875
5511 Livestock Judging	0	30,230	7,074	0	23	23,156
5512 Cheerleader/Dance	6,465	107,057	38,346	0	36	68,711
5513 Men's Soccer	7,332	146,240	88,774	880	61	56,586
5515 Women's Soccer	11,127	135,827	69,419	0	51	66,408
5517 Shooting Sports	4,146	61,775	24,753	0	40	37,022
5560 Athletic Fundraising	0	0	0	0	*****	0
5570 Athletic Trainer	11,521	156,502	65,297	904	42	90,301
5575 Post Season Competition	0	40,000	0	0	0	40,000
Student Serv--Athletics	200,066	2,274,377	1,060,945	12,286	47	1,201,146
Student Serv--Activities						
5610 Student Activities	6,756	112,737	27,658	0	25	85,079
5611 International Students	0	2,200	0	0	0	2,200
5620 Music	6,515	94,121	33,750	0	36	60,371
5630 Allen Flame Newspaper	0	0	0	0	*****	0
5640 Theater	12,567	209,302	90,091	0	43	119,211
5650 College Quiz Bowl	323	5,231	970	0	19	4,261
5660 Phi Theta Kappa	485	19,914	3,078	0	15	16,836
5663 HOSA	0	7,100	989	0	14	6,111
Student Serv--Activities	26,647	450,605	156,537	0	35	294,068
Institutional Support						
6100 President	26,306	400,215	167,716	3,600	43	228,899
6110 Board of Trustees	704	99,225	16,543	0	17	82,682
6120 Institutional Research	13,271	165,981	79,199	0	48	86,782
6130 Accreditation	0	28,000	7,061	0	25	20,939
6140 Student & Comm Engagemnt	0	5,800	50	0	1	5,750
6200 Business Office	33,035	449,528	202,793	0	45	246,735
6210 VP Finance & Operations	17,337	254,014	81,564	0	32	172,450
6250 Human Resources	19,905	265,199	124,193	0	47	141,006
6300 Public Relations	0	0	1	0	*****	(1)
6310 Alumni/Development Offic	3,863	157,023	33,336	0	21	123,687
6400 Information Tech (IT)	87,699	1,527,576	842,926	101,863	62	582,787
6500 General Inst Expenses	35,071	935,800	558,113	57,230	66	320,457
6510 Gen Inst Exp Tech Bldg	2,611	371,250	12,302	6,748	5	352,200

Fund: 11 General/Unrestricted

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Institutional Support	239,803	4,659,611	2,125,796	169,441	49	2,364,373
Physical Plant Operation						
7100 Maintenance of Buildings	88,781	1,766,628	491,505	147,201	36	1,127,921
7200 Maintenance of Equipment	2,874	292,500	24,248	31,029	19	237,224
7300 Maintenance of Grounds	1,659	264,000	30,585	927	12	232,487
7500 Major Projects	0	7,200,000	16,513	568,729	8	6,614,758
Physical Plant Operation	93,314	9,523,128	562,852	747,886	14	8,212,390
Education and General	982,047	22,499,061	6,111,654	935,855	31	15,451,552

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Allen County Community College
REVENUE/EXPENDITURE SUMMARY REPORT
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Fund: 11 General/Unrestricted

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Scholarships & Grants						
Scholarships						
8100 Board Scholarships	0	168,000	5,905	0	4	162,095
8200 Other Scholarships	0	840,000	0	0	0	840,000
Scholarships	0	1,008,000	5,905	0	1	1,002,095
Scholarships & Grants	0	1,008,000	5,905	0	1	1,002,095

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Fund: 11 General/Unrestricted

EXPENDITURES by func	Month	Full Year	Year to Date		Pct	Variance
	Actual	Budget	Actual	Encumbered		

Auxiliary Enterprises						
Miscellaneous Other						
9900 Miscellaneous Oth Fnd Ex	0	0	0	0	*****	0
9999 Contingency Center	0	(7,959,204)	0	0	0	(7,959,204)

Miscellaneous Other	0	(7,959,204)	0	0	0	(7,959,204)

Auxiliary Enterprises	0	(7,959,204)	0	0	0	(7,959,204)

EXPENDITURES	982,047	15,547,857	6,117,559	935,855	45	8,494,443
=====						

Fund: 11 General/Unrestricted

	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Total Revenues	88,429	15,547,857	5,320,930	0	34	(10,226,927)
Total Expenditures	982,047	15,547,857	6,117,559	935,855	45	8,494,443
Excess Revenue/Expenditures	(893,618)	0	(796,629)	(935,855)	*****	(1,732,484)
Fund Balance objs	0	0	17,173,129	0	*****	0
Fund Balance + Excess Rev/Exp	(893,618)	0	16,376,500	(935,855)	*****	(1,732,484)

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Fund: 12 PTE Fund

REVENUE by obj	Month	Full Year	Year to Date		Pct	Variance
	Actual	Budget	Actual	Encumbered		

Revenue						
Student Sources						
4020 Technical Edu Tuition	0	475,000	0	0	0	(475,000)
4025 Fee Transfer	0	185,000	0	0	0	(185,000)

Student Sources	0	660,000	0	0	0	(660,000)
State Sources						
4200 State Operating Grnt	0	473,848	236,924	0	50	(236,924)
4201 Other State Aid	0	1,250,000	1,194,171	0	96	(55,829)
4202 Kansas Promise	0	40,000	18,580	0	46	(21,421)

State Sources	0	1,763,848	1,449,675	0	82	(314,174)

Revenue	0	2,423,848	1,449,675	0	60	(974,174)

Fund: 12 PTE Fund

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		

Education and General						
Instruction						
1110 Business	0	0	0	0	*****	0
1210 Management Development	0	0	0	0	*****	0
1225 Computer Science	4,691	128,972	15,528	0	12	113,444
1227 Graphic Design	8,021	111,540	40,002	4,049	39	67,489
1230 Business & Industry	12,203	269,791	64,087	585	24	205,119
1233 Criminal Justice Studies	5,780	93,283	23,284	0	25	69,999
1240 Agriculture	5,236	198,740	28,619	0	14	170,121
1260 Allied Health	24,264	232,699	79,195	0	34	153,504
1261 Emergency Medical Servic	1,067	20,693	8,881	0	43	11,812
1264 Pharmacy Technician	1,456	10,854	5,823	0	54	5,031
1268 Early Childhood Educ	15,940	163,908	79,654	0	49	84,254
1275 Machining & Manufacturi	0	126,077	0	0	0	126,077

Instruction	78,658	1,356,557	345,073	4,634	26	1,006,850

Academic Support						
4210 Dean-CTE & Industry Ptrn	0	0	0	0	*****	0

Academic Support	0	0	0	0	*****	0

Education and General	78,658	1,356,557	345,073	4,634	26	1,006,850

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Fund: 12 PTE Fund

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Scholarships & Grants						
Scholarships						
8200 Other Scholarships	775	466,000	104,772	0	22	361,229
Scholarships	775	466,000	104,772	0	22	361,229
Scholarships & Grants	775	466,000	104,772	0	22	361,229

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REVENUE/EXPENDITURE SUMMARY REPORT
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Fund: 12 PTE Fund

EXPENDITURES by func	Month	Full Year	Year to Date		Pct	Variance
	Actual	Budget	Actual	Encumbered		

Auxiliary Enterprises						
Miscellaneous Other						
9900 Miscellaneous Oth Fnd Ex	0	0	0	0	*****	0
9999 Contingency Center	0	601,291	0	0	0	601,291

Miscellaneous Other	0	601,291	0	0	0	601,291

Auxiliary Enterprises	0	601,291	0	0	0	601,291

EXPENDITURES	79,433	2,423,848	449,844	4,634	19	1,969,370
=====						

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REVENUE/EXPENDITURE SUMMARY REPORT
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Fund: 12 PTE Fund

	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Total Revenues	0	2,423,848	1,449,675	0	60	(974,174)
Total Expenditures	79,433	2,423,848	449,844	4,634	19	1,969,370
Excess Revenue/Expenditures	(79,433)	0	999,830	(4,634)	*****	995,196
Fund Balance objs	0	0	804,060	0	*****	0
Fund Balance + Excess Rev/Exp	(79,433)	0	1,803,890	(4,634)	*****	995,196

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Fund: 14 ASE/Unrestricted

REVENUE by obj	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
EXPENDITURES		0	0	0	0 *****	0

Fund: 14 ASE/Unrestricted

	Month Actual	Full Year Budget	---- Year to Date ----		Pct	Variance
			Actual	Encumbered		
Total Revenues	0	0	0		0 *****	0
Total Expenditures	0	0	0		0 *****	0
Excess Revenue/Expenditures	0	0	0		0 *****	0
Fund Balance objs	0	0	6,501		0 *****	0
Fund Balance + Excess Rev/Exp	0	0	6,501		0 *****	0

Fund: 16 Auxiliary Enter/Unrestr

REVENUE by obj	Month Actual	Full Year Budget	---- Year to Date ----		Pct	Variance
			Actual	Encumbered		
Revenue						
Student Sources						
4050 Book Rental Charges	420	475,000	184,155	0	39	(290,845)
Student Sources	420	475,000	184,155	0	39	(290,845)
Student Housing						
4700 Red Devil Duplexes	0	256,000	130,171	0	51	(125,829)
4720 Horton Hall Revenues	750	539,000	287,691	0	53	(251,309)
4730 Winter Hall Revenues	0	297,000	159,432	0	54	(137,568)
4731 Masterson Hall Revenues	0	366,068	192,500	0	53	(173,568)
4732 Herynk Hall	0	134,000	80,500	0	60	(53,500)
4733 Parkford Apartments	(3,150)	151,150	91,350	0	60	(59,800)
4734 Ballard House	0	30,160	21,000	0	70	(9,160)
4739 Residence Hall Breakage	0	2,000	30,775	0	*****	28,775
Student Housing	(2,400)	1,775,378	993,419	0	56	(781,959)
Bookstore Sales						
4740 Sales of Books	0	2,500	74	0	3	(2,426)
4748 Shipping/Iola	0	350	7	0	2	(343)
4750 Sales of Supplies	34	885	396	0	45	(489)
4760 Sales of Soft Goods	2,544	20,350	15,009	0	74	(5,341)
4770 Sales of Gifts & Misc	338	2,800	1,924	0	69	(876)
4780 Tax Exempt Sales	269	11,500	11,550	0	100	50
Bookstore Sales	3,185	38,385	28,960	0	75	(9,425)
Other Income Sources						
4840 Miscellaneous Income	1,869	65,000	13,299	0	20	(51,701)
4843 Bad Debt Income/On-Camp	0	0	358	0	*****	358
4844 Bad Debt Income/Outreach	0	0	1,812	0	*****	1,812
4880 Catered Event Commissons	0	2,900	574	0	20	(2,326)
Other Income Sources	1,869	67,900	16,043	0	24	(51,857)
Revenue	3,074	2,356,663	1,222,578	0	52	(1,134,085)

Fund: 16 Auxiliary Enter/Unrestr

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		

Education and General						
Institutional Support						
6500 General Inst Expenses	0	6,500	5,600	0	86	900

Institutional Support	0	6,500	5,600	0	86	900
Physical Plant Operation						
7500 Major Projects	0	150,000	15,019	0	10	134,981

Physical Plant Operation	0	150,000	15,019	0	10	134,981

Education and General	0	156,500	20,619	0	13	135,881

Fund: 16 Auxiliary Enter/Unrestr

EXPENDITURES by func	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		

Auxiliary Enterprises						
Auxiliary Enterprises						
9810 Bookstore	9,941	489,723	276,508	18,817	60	194,398
9820 Student Union	0	19,500	1,202	1,752	15	16,546
9830 Student Housing/Program	16,959	358,303	93,184	0	26	265,119
9831 Parkford Apartments	7,360	93,000	49,916	29,794	86	13,290
9832 Ballard House	568	35,000	2,694	1,215	11	31,091
9833 Herynk Hall	1,193	170,700	9,127	2,333	7	159,240
9835 Horton Hall	4,674	229,500	28,583	6,529	15	194,388
9836 Winter Hall	4,687	94,300	34,501	3,466	40	56,332
9837 Red Devil Duplexes	3,612	123,500	20,484	3,236	19	99,780
9838 Masterson Hall	4,488	961,500	21,480	4,861	3	935,159
9840 Food Service	83,789	957,500	412,001	0	43	545,499

Auxiliary Enterprises	137,271	3,532,526	949,680	72,004	29	2,510,842

Miscellaneous Other						
9999 Contingency Center	0	(1,332,363)	0	0	0	(1,332,363)

Miscellaneous Other	0	(1,332,363)	0	0	0	(1,332,363)

Auxiliary Enterprises	137,271	2,200,163	949,680	72,004	46	1,178,479

EXPENDITURES	137,271	2,356,663	970,299	72,004	44	1,314,360
=====						

Fund: 16 Auxiliary Enter/Unrestr

	Month	Full Year	---- Year to Date ----		Pct	Variance
	Actual	Budget	Actual	Encumbered		
Total Revenues	3,074	2,356,663	1,222,578	0	52	(1,134,085)
Total Expenditures	137,271	2,356,663	970,299	72,004	44	1,314,360
Excess Revenue/Expenditures	(134,197)	0	252,279	(72,004)	*****	180,275
Fund Balance objs	0	0	5,153,821	0	*****	0
Fund Balance + Excess Rev/Exp	(134,197)	0	5,406,100	(72,004)	*****	180,275

Allen County Community College
 Direct Payment Bills Presented for Ratification
 From 12/01/2025 thru 12/31/2025

<u>Date Paid</u>	<u>Vendor Name</u>	<u>Fund</u>	<u>Center</u>	<u>Account</u>	<u>Amount</u>
12/5/25	Kansas Dept of Revenue	11	No Center	Kansas Sales Tax	332.86
12/5/25	KPERS	11	No Center	Retirement/KPERS Life Payable	2,905.64
12/5/25	KPERS	11	No Center	Retirement/KPERS Life Payable	388.32
12/5/25	Internal Revenue Service	11	No Center	FIT/FICA Taxes Payable	11,792.01
12/5/25	Kansas Dept of Revenue	11	No Center	Kansas State Tax	2,521.73
12/12/25	KPERS	11	No Center	Retirement/KPERS Life Payable	2,123.51
12/15/25	Internal Revenue Service	11	No Center	FIT/FICA Taxes Payable	46,072.39
12/15/25	KPERS	11	No Center	Retirement/KPERS Life Payable	7,624.30
12/15/25	Kansas Dept of Revenue	11	No Center	Kansas State Tax	8,631.06
12/18/25	UMB	11	No Center	Health Savings Account	802.24
12/15/25	Bay Bridge Administrators	11	No Center	403B-AFA/Security Benefit plus match	17,087.00
12/15/25	Bay Bridge Administrators	11	No Center	DISR,LIFR,ACCR,XDEP,XMED,Vision	4,897.04
12/15/25	KPERS	11	No Center	Retirement/KPERS Life Payable	688.50
12/17/25	Kansas Dept of Revenue	11	No Center	Consumers Use Tax	52.49
12/19/25	Kansas Dept of Revenue	11	No Center	Kansas State Tax	16,767.16
12/19/25	Internal Revenue Service	11	No Center	FIT/FICA Taxes Payable	81,282.55
12/19/25	KPERS	11	No Center	Retirement/KPERS Life Payable	16,698.31
12/19/25	KPERS	11	No Center	Retirement/KPERS Life Payable	281.64
12/19/25	KPERS	11	No Center	Retirement/KPERS Life Payable	367.36
12/19/25	KPERS	11	No Center	Retirement/KPERS Life Payable	2,998.15
					\$224,314.26

Signed and approved this _____ day of _____, 2026

ATTEST: _____
 Chairman, Board of Trustees

 Clerk, Board of Trustees

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227648	Aikins, Maria	11	Volleyball	Athletic Team Travel	3.23
227649	Capital One	11	Human Resources	Recognition Supplies	99.55
227649	Capital One	11	Human Resources	Recognition Supplies	45.89
227650	Cintas	11	Maintenance of Buildings	Mtc & Service Agreements	366.07
227651	City of Iola	16	Ballard House	Natural Gas/	53.44
227651	City of Iola	16	Ballard House	Electricity/	266.15
227651	City of Iola	16	Ballard House	Water/	170.72
227651	City of Iola	16	Ballard House	Sewer/	77.67
227652	City of Iola	11	General Inst Expenses	Natural Gas/	96.11
227652	City of Iola	11	General Inst Expenses	Electricity/	311.75
227652	City of Iola	11	General Inst Expenses	Water/	35.07
227652	City of Iola	11	General Inst Expenses	Sewer/	9.66
227653	City of Iola	11	General Inst Expenses	Natural Gas/	1,763.75
227653	City of Iola	11	General Inst Expenses	Electricity/	12,544.34
227653	City of Iola	11	General Inst Expenses	Water/	2,389.75
227653	City of Iola	11	General Inst Expenses	Sewer/	1,152.82
227653	City of Iola	11	Gen Inst Exp Tech Bldg	Natural Gas/	103.22
227653	City of Iola	11	Gen Inst Exp Tech Bldg	Electricity/	2,395.63
227653	City of Iola	11	Gen Inst Exp Tech Bldg	Water/	80.29
227653	City of Iola	11	Gen Inst Exp Tech Bldg	Sewer/	32.33
227653	City of Iola	16	Parkford Apartments	Electricity/	1,365.10
227653	City of Iola	16	Herynk Hall	Natural Gas/	67.67
227653	City of Iola	16	Herynk Hall	Electricity/	526.05
227653	City of Iola	16	Herynk Hall	Water/	227.24
227653	City of Iola	16	Herynk Hall	Sewer/	106.01
227653	City of Iola	16	Horton Hall	Natural Gas/	334.44
227653	City of Iola	16	Horton Hall	Electricity/	1,440.62
227653	City of Iola	16	Horton Hall	Water/	1,674.14
227653	City of Iola	16	Horton Hall	Sewer/	831.45
227653	City of Iola	16	Winter Hall	Electricity/	2,689.17
227653	City of Iola	16	Winter Hall	Water/	1,097.63
227653	City of Iola	16	Winter Hall	Sewer/	542.41
227653	City of Iola	16	Red Devil Duplexes	Natural Gas/	470.42
227653	City of Iola	16	Red Devil Duplexes	Electricity/	1,405.87
227653	City of Iola	16	Red Devil Duplexes	Water/	656.79
227653	City of Iola	16	Red Devil Duplexes	Sewer/	321.37
227653	City of Iola	16	Masterson Hall	Natural Gas/	174.33
227653	City of Iola	16	Masterson Hall	Electricity/	1,887.99
227653	City of Iola	16	Masterson Hall	Water/	741.57
227653	City of Iola	16	Masterson Hall	Sewer/	363.88
227654	College House	16	Bookstore	C of GS/Soft Goods	721.79
227654	College House	16	Bookstore	C of GS/Soft Goods	717.15
227654	College House	16	Bookstore	C of GS/Soft Goods	1,175.24
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,790.00

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43,325.77

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	6,831.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	4,744.74
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,405.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	2,957.90
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,380.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,738.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	3,190.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	2,570.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	5,172.70
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,648.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	5,950.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	2,444.60
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,496.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,872.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	2,708.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	2,849.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,496.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	4,225.00
227656	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	2,894.40
227657	Fahnestock, Terri M	11	Human Resources	Recognition Supplies	1.50
227658	FedEx	16	Bookstore	Postage	104.28
227659	First Class Color/Fax Cards	11	Marketing	Office Supplies	48.20
227659	First Class Color/Fax Cards	11	Marketing	Office Supplies	48.20
227660	Fuelman	11	Director of Athletics	Gasoline	881.48
227660	Fuelman	11	General Inst Expenses	Gasoline	334.27
227661	Gould, Kamyia Shovette	11	No Center	Accts Recv/Students	230.00
227662	Grainger	11	Maintenance of Buildings	Office Supplies	261.12
227662	Grainger	11	Maintenance of Buildings	Maintenance Supplies	259.97
227662	Grainger	16	Masterson Hall	Maintenance Supplies	95.76
227663	Great Western Dining	11	No Center	Fringe Benefit	493.52
227663	Great Western Dining	11	No Center	Fringe Benefit	167.16
227663	Great Western Dining	11	Admissions	Meetings & Hospitality	66.12
227663	Great Western Dining	11	Admissions	Meetings & Hospitality	319.58
227663	Great Western Dining	16	Food Service	Cost of Food Service Con	6,573.88
227663	Great Western Dining	16	Food Service	Cost of Food Service Con	23,008.58
227663	Great Western Dining	16	Food Service	Cost of Food Service Con	8,586.75
227664	Ingram Library Services	16	Bookstore	Mtc & Service Agreements	53.04
227665	Johnson Vaughn PA	11	Board of Trustees	Legal Services	60.00
227666	Leahy, John F	11	Theater	Drama Supplies	50.55
227666	Leahy, John F	11	Theater	Drama Supplies	56.48
227666	Leahy, John F	11	Theater	Drama Supplies	32.60
227667	Lineage	11	Campus Services	Repairs & Maintenance	2,154.24
227668	Mainline Printing Inc	11	Marketing	Printing	337.41
227668	Mainline Printing Inc	11	Marketing	Printing	294.00

PAGE TOTALS

102,091.03

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227669	Mittelmeier, Mark Carmen	11	No Center	Accts Recv/Students	426.00
227670	Moots, Lauren Elisabeth	11	Concurrent Dual Credit	Business Travel	129.36
227671	Peak Uptime	11	Information Tech (IT)	Major Equipment	1,523.67
227672	Pinder, Roy Tyre	11	Director of Athletics	Athletic Team Travel	49.04
227673	Plumlee, Brian	11	Professional Development	Recognition Supplies	75.00
227674	Royal Signs	11	Maintenance of Buildings	Major Equipment	4,985.00
227675	Tezera, Temesgn Kashun	11	Men's Soccer	Business Travel	47.95
227676	UPS	16	Bookstore	Postage	28.43
227676	UPS	16	Bookstore	Postage	42.73
PAGE TOTALS					7,307.18
AP GRAND TOTAL					152,723.98

Signed and approved this ____ day of _____, 2025

ATTEST:

Chairman, Board of Trustees

Clerk, Board of Trustees

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227677	AHEAD	11	Advising & Testing	Institutional Dues	525.00
227678	All in One Pest	11	Maintenance of Buildings	Mtc & Service Agreements	440.00
227679	Allen, Karl D	11	Director of Athletics	Athletic Team Travel	23.74
227680	AspirEDU Inc	11	Student Success	Mtc & Service Agreements	12,126.00
227681	CPI Financial	11	Campus Services	Repairs & Maintenance	1,882.61
227688	Cardmember Service	11	Art	Business Travel	60.19
227688	Cardmember Service	11	Fitness Center	Subscriptions	141.36
227688	Cardmember Service	11	Fitness Center	Athletic Supplies	49.06
227688	Cardmember Service	11	Online Learning	Business Travel	598.53
227688	Cardmember Service	11	Online Learning	Business Travel	31.20
227688	Cardmember Service	11	Online Learning	Business Travel	13.63
227688	Cardmember Service	11	Online Learning	Business Travel	598.53
227688	Cardmember Service	11	Online Learning	Business Travel	29.10
227688	Cardmember Service	11	Online Learning	Business Travel	148.01
227688	Cardmember Service	11	Online Learning	Business Travel	5.33
227688	Cardmember Service	11	Online Learning	Business Travel	5.33
227688	Cardmember Service	11	Online Learning	Business Travel	14.79
227688	Cardmember Service	11	Online Learning	Business Travel	95.53
227688	Cardmember Service	11	Online Learning	Business Travel	598.53
227688	Cardmember Service	11	Online Learning	Business Travel	4.79
227688	Cardmember Service	11	Online Learning	Business Travel	598.53
227688	Cardmember Service	11	Online Learning	Business Travel	54.39
227688	Cardmember Service	11	Online Learning	Business Travel	171.23
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	49.82
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	27.00
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	62.16
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	86.07
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	8.15
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	598.53
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	24.97
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	25.56
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	10.12
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	21.77
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	33.15
227688	Cardmember Service	11	Concurrent Dual Credit	Business Travel	64.52
227688	Cardmember Service	11	Dean for Academic Affair	Business Travel	36.00
227688	Cardmember Service	11	Professional Development	Recognition Supplies	19.03
227688	Cardmember Service	11	Professional Development	Recognition Supplies	100.88
227688	Cardmember Service	11	Marketing	Advertising	278.64
227688	Cardmember Service	11	Marketing	Advertising	500.00
227688	Cardmember Service	11	Marketing	Office Supplies	284.95
227688	Cardmember Service	11	Director of Athletics	Business Travel	47.77
227688	Cardmember Service	11	Men's Basketball	Athletic Team Travel	201.80
227688	Cardmember Service	11	Women's Basketball	Athletic Team Travel	123.17

PAGE TOTALS

20,819.47

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227688	Cardmember Service	11	Women's Basketball	Athletic Team Travel	113.68
227688	Cardmember Service	11	Women's Basketball	Athletic Team Travel	193.60
227688	Cardmember Service	11	Women's Basketball	Athletic Team Travel	2,001.60
227688	Cardmember Service	11	Women's Basketball	Athletic Team Travel	178.98
227688	Cardmember Service	11	Women's Basketball	Athletic Team Travel	235.67
227688	Cardmember Service	11	Track	Business Travel	116.19
227688	Cardmember Service	11	Track	Office Supplies	113.08
227688	Cardmember Service	11	Cross Country	Subscriptions	150.00
227688	Cardmember Service	11	Cross Country	Office Supplies	43.49
227688	Cardmember Service	11	Cross Country	Athletic Apparel	330.27
227688	Cardmember Service	11	Men's Soccer	Business Travel	22.10
227688	Cardmember Service	11	Men's Soccer	Business Travel	31.92
227688	Cardmember Service	11	Men's Soccer	Business Travel	16.65
227688	Cardmember Service	11	Men's Soccer	Business Travel	11.28
227688	Cardmember Service	11	Men's Soccer	Business Travel	38.89
227688	Cardmember Service	11	Women's Soccer	Business Travel	20.50
227688	Cardmember Service	11	Women's Soccer	Business Travel	9.58
227688	Cardmember Service	11	Women's Soccer	Athletic Team Travel	9.49
227688	Cardmember Service	11	Theater	Drama Supplies	133.18
227688	Cardmember Service	11	College Quiz Bowl	Entry Fees	400.00
227688	Cardmember Service	11	Business Office	Office Supplies	8.67
227688	Cardmember Service	11	Business Office	Office Supplies	148.64
227688	Cardmember Service	11	Information Tech (IT)	Data Processing Supplies	-4.72
227688	Cardmember Service	11	Information Tech (IT)	Data Processing Supplies	-2.27
227688	Cardmember Service	11	Information Tech (IT)	Data Processing Supplies	399.01
227688	Cardmember Service	11	Information Tech (IT)	Data Processing Supplies	136.61
227688	Cardmember Service	11	General Inst Expenses	Other Expense	12.99
227688	Cardmember Service	11	General Inst Expenses	Other Expense	-6.25
227688	Cardmember Service	12	Allied Health	Instructional Supplies	34.14
227688	Cardmember Service	16	Student Housing/Program	Miscellaneous Supplies	151.01
227688	Cardmember Service	27	Perkins Program Improv.	Business Travel	865.36
227688	Cardmember Service	27	Perkins Program Improv.	Business Travel	904.95
227688	Cardmember Service	27	Perkins Program Improv.	Instructional Supplies	3,127.99
227688	Cardmember Service	70	No Center	Athletics 70	2,353.78
227688	Cardmember Service	70	No Center	Athletics 70	899.20
227688	Cardmember Service	70	No Center	Food Pantry 70	569.49
227689	Cox Business	16	Parkford Apartments	Mtc & Service Agreements	153.04
227689	Cox Business	16	Herynk Hall	Mtc & Service Agreements	114.78
227689	Cox Business	16	Red Devil Duplexes	Mtc & Service Agreements	209.68
227690	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	2,255.00
227690	Crossroad Tours	11	Director of Athletics	Athletic Team Travel	1,369.00
227691	Datasource Inc	11	Human Resources	Misc Contractual Service	65.30
227692	DeGrado, Vincent Jerome	11	Music	Misc Contractual Service	100.00
227693	Dell Financial Serv LLC	11	Information Tech (IT)	Major Equipment	1,500.18

PAGE TOTALS

19,535.73

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227694	Ethereal Lens Media LLC	11	Theater	Misc Contractual Service	400.00
227695	Folk Septic Service	16	Food Service	Mtc & Service Agreements	500.00
227696	Great Western Dining	11	No Center	Fringe Benefit	302.48
227696	Great Western Dining	16	Food Service	Cost of Food Service Con	16,434.70
227697	Green Environmental Svcs	11	Maintenance of Buildings	Mtc & Service Agreements	1,351.05
227697	Green Environmental Svcs	16	Herynk Hall	Mtc & Service Agreements	150.00
227697	Green Environmental Svcs	16	Horton Hall	Mtc & Service Agreements	150.00
227697	Green Environmental Svcs	16	Winter Hall	Mtc & Service Agreements	150.00
227697	Green Environmental Svcs	16	Red Devil Duplexes	Mtc & Service Agreements	150.00
227697	Green Environmental Svcs	16	Masterson Hall	Mtc & Service Agreements	150.00
227698	Hess, Jeremy Joseph	11	Shooting Sports	Athletic Supplies	240.00
227699	Homeville Vending	70	No Center	Concessions 70	314.00
227700	Inceptia	11	Financial Aid Office	Mtc & Service Agreements	443.75
227701	Instructure Inc	11	Student Success	Mtc & Service Agreements	50,723.58
227702	J W Pepper & Son Inc	11	Music	Choir/Band Supplies	27.97
227702	J W Pepper & Son Inc	11	Music	Choir/Band Supplies	177.94
227703	John Deere Financial	11	Track	Office Supplies	30.43
227704	Jones, Nathaniel Bailey	11	No Center	Accts Recv/Students	345.00
227705	Lewis & Ellis Inc	11	Business Office	Mtc & Service Agreements	3,700.00
227705	Lewis & Ellis Inc	11	Business Office	Mtc & Service Agreements	2,700.00
227706	MP Vantage Solutions LLC	11	Music	Misc Contractual Service	155.00
227707	Martin, Connor Brice	11	No Center	Accts Recv/Students	400.00
227708	Michel, Judeline	11	No Center	Accts Recv/Students	390.00
227709	Nee, Patrick	11	Men's Basketball	Athletic Team Travel	165.72
227709	Nee, Patrick	11	Men's Basketball	Athletic Team Travel	205.84
227710	Park University	11	Men's Basketball	Game Guarantees	400.00
227711	Peters, Lauren Nicole	70	No Center	Softball 70	67.38
227711	Peters, Lauren Nicole	70	No Center	Softball 70	112.60
227712	Reinders	11	Baseball	Repairs & Maintenance	1,203.30
227713	Rookies Sports Bar & Grill	11	Director of Athletics	Recognition Supplies	33.45
227713	Rookies Sports Bar & Grill	11	Director of Athletics	Recognition Supplies	42.00
227713	Rookies Sports Bar & Grill	11	Director of Athletics	Recognition Supplies	35.85
227713	Rookies Sports Bar & Grill	70	No Center	Athletics 70	500.50
227714	Seven K Company	11	Human Resources	Recognition Supplies	83.04
227715	Simple Higher Ed	11	Student Success	Mtc & Service Agreements	7,725.00
227716	Sirius XM Radio LLC	11	Fitness Center	Subscriptions	315.25
227717	Sports Locker	11	Track	Athletic Apparel	4,977.00
227718	Thompson, Richard K	11	No Center	Accts Recv/Fac & Staff	423.26
227719	Turf Solutions Inc	11	Women's Soccer	Conferences & Workshops	2,871.00
227719	Turf Solutions Inc	11	Maintenance of Grounds	Maintenance Supplies	50.06
227720	UPS	16	Bookstore	Postage	71.26
227721	Vantage Apparel	16	Bookstore	C of GS/Soft Goods	452.32
227721	Vantage Apparel	16	Bookstore	C of GS/Soft Goods	239.90
227722	WEX BANK	11	Director of Athletics	Gasoline	135.14

PAGE TOTALS

99,495.77

Thu Dec 11 2025
14:23

Allen County Community College
Bills Presented for Ratification
From: 12/06/2025 To 12/11/2025

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billrat

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227723	Zupan, Halle K	70	No Center	Softball 70	27.61
PAGE TOTALS					27.61
AP GRAND TOTAL					139,878.58

Signed and approved this ____ day of _____, 2025

ATTEST:

Chairman, Board of Trustees

Clerk, Board of Trustees

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227724	ATIXA	11	VP for Student Affairs	Institutional Dues	5,500.00
227725	Abernathy, Kalyse Arianna	11	No Center	Accts Recv/Students	201.75
227726	Ace Refrigeration	11	Major Projects	Major Equipment	12,095.44
227726	Ace Refrigeration	16	Food Service	Major Equipment	13,427.14
227727	All Clean LLC	16	Food Service	Mtc & Service Agreements	1,892.30
227728	Allen County Public Works Dept	11	Maintenance of Buildings	Maintenance Supplies	3.80
227729	Ayers, Lonna Abigail	11	No Center	Accts Recv/Students	322.80
227730	Blackshine LLC	16	Parkford Apartments	Building/Room Rentals	2,115.00
227731	Blackshine LLC	16	Parkford Apartments	Building/Room Rentals	2,115.00
227732	Blackshine LLC	16	Parkford Apartments	Building/Room Rentals	1,410.00
227733	Bloomerang LLC	11	Alumni/Development Offic	Mtc & Service Agreements	112.26
227734	Bovay Foundation	70	Other Scholarships	Misc Outside Scholar	110.00
227735	Brooks Sports Inc	11	Cross Country	Athletic Apparel	1,010.76
227735	Brooks Sports Inc	11	Cross Country	Athletic Apparel	162.35
227735	Brooks Sports Inc	11	Cross Country	Athletic Apparel	247.70
227735	Brooks Sports Inc	11	Cross Country	Athletic Apparel	223.12
227736	Brumley, Micki Joann	11	No Center	Accts Recv/Students	121.50
227737	Burleson, Zury Alan	11	No Center	Accts Recv/Students	121.05
227738	Bycroft, Benjamin Luke	11	No Center	Accts Recv/Students	121.05
227739	CE Water Management Inc	11	Maintenance of Buildings	Mtc & Service Agreements	242.95
227740	Cintas	11	General Inst Expenses	Mtc & Service Agreements	917.00
227740	Cintas	11	Maintenance of Buildings	Mtc & Service Agreements	750.00
227740	Cintas	11	Maintenance of Buildings	Mtc & Service Agreements	166.94
227740	Cintas	11	Maintenance of Buildings	Mtc & Service Agreements	147.21
227741	Cintas Fire 636525	16	Food Service	Mtc & Service Agreements	1,502.71
227742	Cleaver Farm & Home	11	Maintenance of Grounds	Maintenance Supplies	227.88
227743	Cline, Rylan Jeffrey	11	No Center	Accts Recv/Students	121.05
227744	Coltrane, Sadye	11	No Center	Accts Recv/Students	121.05
227745	Conner, Maurice Dewayne	11	No Center	Accts Recv/Students	0.89
227746	Curl, Chloe Grace	11	No Center	Accts Recv/Students	201.75
227747	Datasource Inc	11	Human Resources	Misc Contractual Service	55.58
227748	Desmarteau, Harper Paige	11	No Center	Accts Recv/Students	121.05
227749	Deters, Julie Lynn	11	No Center	Accts Recv/Students	323.25
227750	EBSCO Information Services	11	Library	Subscriptions	2,277.61
227751	Ericson, Tayler Ann	11	No Center	Accts Recv/Students	121.05
227752	Escalante, Alejandro Jose	11	No Center	Accts Recv/Students	121.05
227753	Fast Lube Iola	11	Maintenance of Equipment	Repairs & Maintenance	47.95
227753	Fast Lube Iola	11	Maintenance of Equipment	Repairs & Maintenance	50.20
227753	Fast Lube Iola	11	Maintenance of Equipment	Repairs & Maintenance	47.95
227754	Four State Maintenance Supply	11	Maintenance of Buildings	Maintenance Supplies	172.30
227754	Four State Maintenance Supply	11	Maintenance of Buildings	Maintenance Supplies	21.00
227754	Four State Maintenance Supply	11	Maintenance of Buildings	Janitorial Supplies	297.52
227754	Four State Maintenance Supply	11	Maintenance of Buildings	Janitorial Supplies	82.80
227755	Gerken Rent-All-Paola	11	Women's Soccer	Mtc & Service Agreements	110.00

PAGE TOTALS

49,561.76

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227756	Goudeau, Jaden Cameron	11	No Center	Accts Recv/Students	121.05
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	340.44
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	210.50
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	27.68
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	226.12
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	1.25
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	23.75
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	-159.00
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	113.28
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	69.00
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	507.81
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	35.96
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	77.95
227758	Grainger	11	Maintenance of Buildings	Maintenance Supplies	560.98
227758	Grainger	11	Maintenance of Buildings	Janitorial Supplies	134.65
227758	Grainger	11	Maintenance of Buildings	Furnishings	15.98
227758	Grainger	11	Maintenance of Buildings	Furnishings	63.96
227758	Grainger	11	Maintenance of Equipment	Maintenance Supplies	-1.94
227758	Grainger	11	Maintenance of Grounds	Maintenance Supplies	61.88
227759	Great Western Dining	11	No Center	Fringe Benefit	91.54
227759	Great Western Dining	11	No Center	Fringe Benefit	485.56
227759	Great Western Dining	16	Food Service	Cost of Food Service Con	22,699.74
227759	Great Western Dining	16	Food Service	Cost of Food Service Con	6,485.64
227760	Haefele, Alyssa Renea	11	No Center	Accts Recv/Students	121.05
227761	Hammerson Corporation	11	Maintenance of Grounds	Equipment Rentals	950.00
227762	Harbor Freight	11	Maintenance of Equipment	Small Tools	944.56
227763	Hegwald, Sydney Renee	11	No Center	Accts Recv/Students	121.50
227764	Herff Jones LLC	11	Registrar's Office	Commencement Supplies	52.90
227765	Hershberger, Hannah Marie	11	No Center	Accts Recv/Students	121.05
227766	Holcomb, Abby Christine	11	No Center	Accts Recv/Students	201.75
227767	Howies Athletic Tape	11	Athletic Trainer	Athletic Supplies	178.95
227768	Hullaby, Kaiya Berlyn	11	No Center	Accts Recv/Students	121.50
227769	Hummell, Addisyn Riley	11	No Center	Accts Recv/Students	121.05
227770	Ingram Library Services	11	Library	Library Books & Media	136.71
227771	Instructure Inc	11	Student Success	Mtc & Service Agreements	50,723.58
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	99.98
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	27.60
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	31.99
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	9.99
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	161.63
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	-8.79
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	42.70
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	68.93
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	12.50

PAGE TOTALS

86,434.91

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	104.17
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	29.90
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	59.20
227773	Iola Auto Parts LLC	11	Maintenance of Buildings	Maintenance Supplies	407.53
227773	Iola Auto Parts LLC	11	Maintenance of Equipment	Maintenance Supplies	13.55
227773	Iola Auto Parts LLC	11	Maintenance of Grounds	Maintenance Supplies	6.00
227774	Iola Police Department	11	Director of Athletics	Mtc & Service Agreements	2,840.29
227775	Jarred,, Gilmore & Phillips PA	11	Business Office	Audit Services	800.00
227776	Jefferson, Ethan Thomas	11	No Center	Accts Recv/Students	121.50
227777	Jenzabar Lockbox	11	Information Tech (IT)	Major Equipment	480.00
227777	Jenzabar Lockbox	11	Information Tech (IT)	Major Equipment	40,000.00
227777	Jenzabar Lockbox	11	Information Tech (IT)	Major Equipment	2,040.00
227777	Jenzabar Lockbox	11	Information Tech (IT)	Major Equipment	14,317.50
227777	Jenzabar Lockbox	11	Information Tech (IT)	Major Equipment	230.00
227778	Jock's Nitch	11	Alumni/Development Offic	Promotional Products	1,200.00
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	42.95
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	3.16
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	11.52
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	19.99
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	6.78
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	42.15
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	35.97
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	49.92
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	6.98
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	177.96
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	20.48
227780	John Deere Financial	11	Maintenance of Buildings	Maintenance Supplies	30.34
227780	John Deere Financial	11	Maintenance of Equipment	Maintenance Supplies	7.49
227780	John Deere Financial	11	Maintenance of Equipment	Maintenance Supplies	35.99
227780	John Deere Financial	11	Maintenance of Equipment	Automotive Supplies	-7.60
227780	John Deere Financial	11	Maintenance of Equipment	Automotive Supplies	7.60
227780	John Deere Financial	11	Maintenance of Equipment	Automotive Supplies	6.99
227780	John Deere Financial	11	Maintenance of Equipment	Small Tools	1,359.99
227780	John Deere Financial	11	Maintenance of Grounds	Maintenance Supplies	46.45
227780	John Deere Financial	11	Maintenance of Grounds	Maintenance Supplies	9.24
227780	John Deere Financial	11	Maintenance of Grounds	Maintenance Supplies	39.11
227780	John Deere Financial	16	Horton Hall	Maintenance Supplies	7.98
227781	KACC	11	President	Professional Memberships	250.00
227782	KDADS	12	Allied Health	Testing Fees	40.00
227783	Kansas One-Call System Inc	11	Maintenance of Grounds	Mtc & Service Agreements	1.33
227784	Keys, Addison Paige	11	No Center	Accts Recv/Students	121.05
227785	Kraft Inc., Henry	11	Maintenance of Buildings	Janitorial Supplies	187.20
227785	Kraft Inc., Henry	11	Maintenance of Buildings	Janitorial Supplies	416.26
227785	Kraft Inc., Henry	11	Maintenance of Buildings	Janitorial Supplies	615.26

PAGE TOTALS

66,242.18

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227786	Lakey, Kaysee Waston	11	No Center	Accts Recv/Students	195.00
227787	LeBlanc, Darian Alyse	11	No Center	Accts Recv/Students	121.50
227788	Leffler, Lyvier L	11	President	Business Travel	500.00
227788	Leffler, Lyvier L	11	President	Telephone/	100.00
227789	Locke Supply Co	11	Maintenance of Buildings	Maintenance Supplies	1.96
227789	Locke Supply Co	11	Maintenance of Buildings	Maintenance Supplies	4.36
227789	Locke Supply Co	11	Maintenance of Buildings	Maintenance Supplies	311.56
227789	Locke Supply Co	11	Maintenance of Buildings	Maintenance Supplies	510.09
227789	Locke Supply Co	11	Maintenance of Buildings	Maintenance Supplies	17.93
227789	Locke Supply Co	11	Maintenance of Buildings	Maintenance Supplies	89.25
227789	Locke Supply Co	11	Maintenance of Buildings	Maintenance Supplies	114.86
227789	Locke Supply Co	16	Red Devil Duplexes	Maintenance Supplies	182.52
227789	Locke Supply Co	16	Masterson Hall	Maintenance Supplies	115.20
227790	Lone Tree Gun Club	11	Shooting Sports	Athletic Supplies	873.00
227791	MacEwan, Abigail Lynn	11	No Center	Accts Recv/Students	121.50
227792	Mastison, Matthew Bryant	11	No Center	Accts Recv/Students	121.05
227793	McLaughlin, Shaun Robert_Lee	11	No Center	Accts Recv/Students	1,170.00
227793	McLaughlin, Shaun Robert_Lee	11	No Center	Accts Recv/Students	121.05
227794	Medco Supply Company	11	Athletic Trainer	Athletic Supplies	39.92
227795	Mejia Herrera, Yazmin	11	No Center	Accts Recv/Students	201.75
227796	Meyer Music	11	Music	Instructional Supplies	239.98
227796	Meyer Music	11	Music	Instructional Supplies	149.85
227797	Mike's Carpet World	11	Maintenance of Buildings	Maintenance Supplies	433.31
227798	Mulnix, Kaitlin Elaine	11	No Center	Accts Recv/Students	121.05
227799	Nelnet Campus Commerce	11	Business Office	Mtc & Service Agreements	400.00
227799	Nelnet Campus Commerce	11	General Inst Expenses	Service Charges	0.70
227800	New Klein Lumber Co., The	11	Maintenance of Buildings	Maintenance Supplies	84.55
227800	New Klein Lumber Co., The	11	Maintenance of Buildings	Maintenance Supplies	53.07
227800	New Klein Lumber Co., The	16	Red Devil Duplexes	Maintenance Supplies	6.99
227801	Newman, Ava Lehryn	11	No Center	Accts Recv/Students	121.05
227802	Oczko, Zoe Catherine	11	No Center	Accts Recv/Students	121.05
227803	Parker, Erin DeeDee	11	No Center	Accts Recv/Students	116.15
227804	Parkey, Sullivan Diane	11	No Center	Accts Recv/Students	121.05
227805	Parkford Apartments	16	Parkford Apartments	Repairs & Maintenance	200.00
227806	Peak Uptime	11	Information Tech (IT)	Mtc & Service Agreements	7,834.84
227806	Peak Uptime	11	Information Tech (IT)	Major Equipment	1,612.22
227807	Peters, Lauren Nicole	11	Director of Athletics	Business Travel	15.42
227808	Phillips 66 Co/SYNCB	11	Director of Athletics	Gasoline	463.94
227808	Phillips 66 Co/SYNCB	11	Maintenance of Grounds	Gasoline	190.41
227809	Powell, Paige Aryn	11	No Center	Accts Recv/Students	121.05
227810	PrestoSports LLC	11	Director of Athletics	Mtc & Service Agreements	2,868.08
227811	Pur-O-Zone	11	Maintenance of Buildings	Janitorial Supplies	103.03
227811	Pur-O-Zone	11	Maintenance of Buildings	Janitorial Supplies	366.59
227811	Pur-O-Zone	11	Maintenance of Buildings	Janitorial Supplies	61.05

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20,717.93

Allen County Community College
Bills Presented for Ratification
From: 12/12/2025 To 12/19/2025

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227811	Pur-O-Zone	11	Maintenance of Buildings	Janitorial Supplies	218.04
227812	Randolph, Kimene Hermis	11	No Center	Accts Recv/Students	121.05
227813	Ray's Metal Depot Inc	11	Maintenance of Buildings	Maintenance Supplies	104.20
227813	Ray's Metal Depot Inc	11	Maintenance of Buildings	Maintenance Supplies	560.80
227813	Ray's Metal Depot Inc	11	Maintenance of Buildings	Maintenance Supplies	490.42
227813	Ray's Metal Depot Inc	11	Maintenance of Grounds	Maintenance Supplies	77.60
227814	Riedel, Kelsey Marie	11	No Center	Accts Recv/Students	121.05
227815	Rios, Kailey Alexandra	11	No Center	Accts Recv/Students	121.50
227816	Roberson, Grayson Ross	11	No Center	Accts Recv/Students	386.00
227817	Rookies Sports Bar & Grill	70	No Center	Choir & Band 70	96.00
227818	Sandifer Engineering & Controls	11	Maintenance of Buildings	Mtc & Service Agreements	418.00
227818	Sandifer Engineering & Controls	11	Maintenance of Buildings	Maintenance Supplies	710.78
227818	Sandifer Engineering & Controls	16	Horton Hall	Mtc & Service Agreements	208.00
227818	Sandifer Engineering & Controls	16	Winter Hall	Mtc & Service Agreements	208.00
227818	Sandifer Engineering & Controls	16	Red Devil Duplexes	Mtc & Service Agreements	208.00
227818	Sandifer Engineering & Controls	16	Masterson Hall	Mtc & Service Agreements	208.00
227819	Santos Estrella, Adalesa Milagro	11	No Center	Accts Recv/Students	339.00
227820	Shafer, Khloeigh Elayne	11	No Center	Accts Recv/Students	201.75
227821	Sherwin-Williams Co	11	Maintenance of Buildings	Maintenance Supplies	173.96
227822	Smoot, Kimber May	11	No Center	Accts Recv/Students	121.05
227823	Sports Locker	11	Men's Basketball	Athletic Uniforms	87.50
227823	Sports Locker	11	Baseball	Athletic Apparel	8,029.32
227824	Sterling 6 Theatres	16	Student Housing/Program	Student Activities	534.06
227825	Stone, Kaele Rhae	11	No Center	Accts Recv/Students	121.05
227826	Storror Implement	11	Maintenance of Equipment	Repairs & Maintenance	362.25
227826	Storror Implement	11	Maintenance of Grounds	Repairs & Maintenance	315.64
227827	Stout Electric & Mechanical Inc	11	Maintenance of Buildings	Repairs & Maintenance	175.00
227827	Stout Electric & Mechanical Inc	11	Maintenance of Buildings	Repairs & Maintenance	450.00
227827	Stout Electric & Mechanical Inc	11	Maintenance of Buildings	Repairs & Maintenance	150.00
227827	Stout Electric & Mechanical Inc	16	Masterson Hall	Repairs & Maintenance	729.14
227828	Thompson Brothers	11	Maintenance of Buildings	Maintenance Supplies	69.34
227829	Thompson, Jessica Marie	11	Board of Trustees	Conferences & Workshops	632.46
227830	Thompson, Richard K	11	No Center	Accts Recv/Fac & Staff	331.36
227831	Tri-Valley	11	General Inst Expenses	Mtc & Service Agreements	42.00
227832	Tummons, Kaden Scott	11	No Center	Accts Recv/Students	3,000.00
227833	Turf Solutions Inc	11	Maintenance of Grounds	Mtc & Service Agreements	1,373.00
227834	Twin Motors Ford Inc	11	Maintenance of Equipment	Maintenance Supplies	6.05
227834	Twin Motors Ford Inc	11	Maintenance of Equipment	Maintenance Supplies	-6.05
227834	Twin Motors Ford Inc	11	Maintenance of Equipment	Maintenance Supplies	6.05
227835	ULINE	11	Maintenance of Buildings	Maintenance Supplies	70.50
227836	UPS	16	Bookstore	Postage	143.96
227836	UPS	16	Bookstore	Postage	672.87
227837	Vogts, Donald Gavin_Wayne	11	No Center	Accts Recv/Students	390.00
227838	Weiss, Ainsley Eliana	11	No Center	Accts Recv/Students	121.05

PAGE TOTALS

22,899.75

Allen County Community College
Bills Presented for Ratification
From: 12/12/2025 To 12/19/2025

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227839	Whalen, Chloe Nicole	11	No Center	Accts Recv/Students	195.00
227840	Wiese USA Inc	11	Maintenance of Equipment	Major Equipment	26,173.00
227841	Williams Mullen	11	Human Resources	Mtc & Service Agreements	292.50
227841	Williams Mullen	11	Human Resources	Mtc & Service Agreements	280.00
227842	Wilson, Maya Ruth	11	No Center	Accts Recv/Students	195.00
				PAGE TOTALS	27,135.50
				AP GRAND TOTAL	272,992.03

Signed and approved this ____ day of _____, 2025

ATTEST:

Chairman, Board of Trustees

Clerk, Board of Trustees

Allen County Community College
Bills Presented for Ratification
From: 12/20/2025 To 12/23/2025

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227852	Cardmember Service	11	Exercise Science	Instructional Supplies	1,413.74
227852	Cardmember Service	11	Fitness Center	Athletic Supplies	119.61
227852	Cardmember Service	11	Fitness Center	Athletic Supplies	78.91
227852	Cardmember Service	11	Fitness Center	Athletic Supplies	104.49
227852	Cardmember Service	11	Online Learning	Office Supplies	78.32
227852	Cardmember Service	11	Library	Meetings & Hospitality	158.89
227852	Cardmember Service	11	VP for Academic Affairs	Business Travel	10.89
227852	Cardmember Service	11	VP for Academic Affairs	Business Travel	238.00
227852	Cardmember Service	11	Dean for Academic Affair	Business Travel	52.62
227852	Cardmember Service	11	Dean for Academic Affair	Meetings & Hospitality	62.22
227852	Cardmember Service	11	Professional Development	Recognition Supplies	2,770.24
227852	Cardmember Service	11	Professional Development	Recognition Supplies	505.05
227852	Cardmember Service	11	VP for Student Affairs	Business Travel	67.96
227852	Cardmember Service	11	VP for Student Affairs	Subscriptions	192.00
227852	Cardmember Service	11	Marketing	Advertising	307.00
227852	Cardmember Service	11	Director of Athletics	Business Travel	7.21
227852	Cardmember Service	11	Director of Athletics	Business Travel	57.55
227852	Cardmember Service	11	Director of Athletics	Recognition Supplies	170.52
227852	Cardmember Service	11	Director of Athletics	Recognition Supplies	87.91
227852	Cardmember Service	11	Women's Basketball	Athletic Team Travel	140.34
227852	Cardmember Service	11	Women's Basketball	Athletic Team Travel	78.05
227852	Cardmember Service	11	Women's Basketball	Athletic Team Travel	110.67
227852	Cardmember Service	11	Women's Basketball	Athletic Team Travel	97.41
227852	Cardmember Service	11	Track	Office Supplies	15.21
227852	Cardmember Service	11	Track	Office Supplies	157.04
227852	Cardmember Service	11	Cross Country	Recognition Supplies	53.95
227852	Cardmember Service	11	Men's Soccer	Business Travel	29.13
227852	Cardmember Service	11	Men's Soccer	Business Travel	32.82
227852	Cardmember Service	11	Women's Soccer	Conferences & Workshops	158.14
227852	Cardmember Service	11	Women's Soccer	Athletic Team Travel	19.45
227852	Cardmember Service	11	Women's Soccer	Athletic Team Travel	189.20
227852	Cardmember Service	11	Athletic Trainer	Professional Memberships	50.00
227852	Cardmember Service	11	Athletic Trainer	Professional Memberships	73.80
227852	Cardmember Service	11	Music	Instructional Supplies	29.21
227852	Cardmember Service	11	Music	Instructional Supplies	79.99
227852	Cardmember Service	11	Music	Instructional Supplies	90.48
227852	Cardmember Service	11	Theater	Meetings & Hospitality	38.87
227852	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	158.90
227852	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	154.22
227852	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	78.92
227852	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	33.41
227852	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	402.80
227852	Cardmember Service	11	Phi Theta Kappa	Recognition Supplies	140.49
227852	Cardmember Service	11	President	Business Travel	212.71

PAGE TOTALS

9,108.34

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227852	Cardmember Service	11	Business Office	Office Supplies	32.82
227852	Cardmember Service	11	Business Office	Data Processing Supplies	324.48
227852	Cardmember Service	11	Human Resources	Conferences & Workshops	311.04
227852	Cardmember Service	11	Human Resources	Conferences & Workshops	12.94
227852	Cardmember Service	11	Human Resources	Conferences & Workshops	13.39
227852	Cardmember Service	11	Human Resources	Recognition Supplies	21.35
227852	Cardmember Service	11	Human Resources	Recognition Supplies	25.00
227852	Cardmember Service	11	Human Resources	Recognition Supplies	19.41
227852	Cardmember Service	11	Information Tech (IT)	Telephone/	45.48
227852	Cardmember Service	11	Information Tech (IT)	Mtc & Service Agreements	322.00
227852	Cardmember Service	11	Information Tech (IT)	Repairs & Maintenance	103.77
227852	Cardmember Service	11	Maintenance of Buildings	Maintenance Supplies	850.70
227852	Cardmember Service	11	Maintenance of Buildings	Maintenance Supplies	328.00
227852	Cardmember Service	11	Maintenance of Buildings	Major Equipment	1,603.48
227852	Cardmember Service	12	Criminal Justice Studies	Professional Development	220.00
227852	Cardmember Service	12	Criminal Justice Studies	Instructional Supplies	62.00
227852	Cardmember Service	12	Allied Health	Business Travel	13.02
227852	Cardmember Service	12	Allied Health	Testing Fees	61.50
227852	Cardmember Service	12	Allied Health	Testing Fees	143.50
227852	Cardmember Service	12	Allied Health	Testing Fees	82.00
227852	Cardmember Service	12	Allied Health	Testing Fees	184.50
227852	Cardmember Service	12	Allied Health	Testing Fees	348.50
227852	Cardmember Service	12	Allied Health	Testing Fees	20.50
227852	Cardmember Service	12	Emergency Medical Servic	Testing Fees	96.75
227852	Cardmember Service	12	Early Childhood Educ	Instructional Supplies	16.99
227852	Cardmember Service	16	Bookstore	Furnishings	30.98
227852	Cardmember Service	16	Student Housing/Program	Business Travel	311.04
227852	Cardmember Service	16	Student Housing/Program	Miscellaneous Supplies	139.16
227852	Cardmember Service	16	Student Housing/Program	Miscellaneous Supplies	335.85
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	30.34
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	40.61
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	81.22
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	81.22
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	7.12
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	34.88
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	21.40
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	1,149.80
227852	Cardmember Service	27	Perkins Program Improv.	Business Travel	11.83
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	21.38
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	70.00
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	752.52
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	32.60
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	82.94
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	36.90

PAGE TOTALS

8,534.91

Allen County Community College
Bills Presented for Ratification
From: 12/20/2025 To 12/23/2025

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	153.69
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	136.21
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	76.39
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	12.07
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	29.27
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	28.82
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	17.90
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	28.11
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	21.95
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	43.51
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	15.92
227852	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	82.44
227852	Cardmember Service	27	Perkins Program Improv.	Professional Memberships	165.00
227852	Cardmember Service	27	Perkins Program Improv.	Instructional Supplies	813.83
227852	Cardmember Service	27	Perkins Program Improv.	Instructional Supplies	499.99
227852	Cardmember Service	27	Perkins Program Improv.	Instructional Supplies	769.99
227852	Cardmember Service	70	No Center	Cheer & Dance 70	45.35
227852	Cardmember Service	70	No Center	Choir & Band 70	57.21
PAGE TOTALS					2,997.65
AP GRAND TOTAL					20,640.90

Signed and approved this ____ day of _____, 2025

ATTEST:

Chairman, Board of Trustees

Clerk, Board of Trustees

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227862	Cardmember Service	11	Exercise Science	Instructional Supplies	1,413.74
227862	Cardmember Service	11	Fitness Center	Athletic Supplies	104.49
227862	Cardmember Service	11	Fitness Center	Athletic Supplies	119.61
227862	Cardmember Service	11	Fitness Center	Athletic Supplies	78.91
227862	Cardmember Service	11	Online Learning	Office Supplies	78.32
227862	Cardmember Service	11	Library	Meetings & Hospitality	158.89
227862	Cardmember Service	11	VP for Academic Affairs	Business Travel	238.00
227862	Cardmember Service	11	VP for Academic Affairs	Business Travel	10.89
227862	Cardmember Service	11	Dean for Academic Affair	Business Travel	52.62
227862	Cardmember Service	11	Dean for Academic Affair	Meetings & Hospitality	62.22
227862	Cardmember Service	11	Professional Development	Recognition Supplies	2,770.24
227862	Cardmember Service	11	Professional Development	Recognition Supplies	505.05
227862	Cardmember Service	11	VP for Student Affairs	Business Travel	67.96
227862	Cardmember Service	11	VP for Student Affairs	Subscriptions	192.00
227862	Cardmember Service	11	Marketing	Advertising	307.00
227862	Cardmember Service	11	Director of Athletics	Business Travel	7.21
227862	Cardmember Service	11	Director of Athletics	Business Travel	57.55
227862	Cardmember Service	11	Director of Athletics	Recognition Supplies	170.52
227862	Cardmember Service	11	Director of Athletics	Recognition Supplies	87.91
227862	Cardmember Service	11	Women's Basketball	Athletic Team Travel	78.05
227862	Cardmember Service	11	Women's Basketball	Athletic Team Travel	140.34
227862	Cardmember Service	11	Women's Basketball	Athletic Team Travel	97.41
227862	Cardmember Service	11	Women's Basketball	Athletic Team Travel	110.67
227862	Cardmember Service	11	Track	Office Supplies	15.21
227862	Cardmember Service	11	Track	Office Supplies	157.04
227862	Cardmember Service	11	Cross Country	Recognition Supplies	53.95
227862	Cardmember Service	11	Men's Soccer	Business Travel	32.82
227862	Cardmember Service	11	Men's Soccer	Business Travel	29.13
227862	Cardmember Service	11	Women's Soccer	Conferences & Workshops	158.14
227862	Cardmember Service	11	Women's Soccer	Athletic Team Travel	189.20
227862	Cardmember Service	11	Women's Soccer	Athletic Team Travel	19.45
227862	Cardmember Service	11	Athletic Trainer	Professional Memberships	50.00
227862	Cardmember Service	11	Athletic Trainer	Professional Memberships	73.80
227862	Cardmember Service	11	Music	Instructional Supplies	90.48
227862	Cardmember Service	11	Music	Instructional Supplies	29.21
227862	Cardmember Service	11	Music	Instructional Supplies	79.99
227862	Cardmember Service	11	Theater	Meetings & Hospitality	38.87
227862	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	78.92
227862	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	158.90
227862	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	33.41
227862	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	402.80
227862	Cardmember Service	11	College Quiz Bowl	Athletic Team Travel	154.22
227862	Cardmember Service	11	Phi Theta Kappa	Recognition Supplies	140.49
227862	Cardmember Service	11	President	Business Travel	212.71

PAGE TOTALS

9,108.34

Allen County Community College
Bills Presented for Ratification
From: 12/24/2025 To 01/09/2026

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227862	Cardmember Service	11	Business Office	Office Supplies	32.82
227862	Cardmember Service	11	Business Office	Data Processing Supplies	324.48
227862	Cardmember Service	11	Human Resources	Conferences & Workshops	311.04
227862	Cardmember Service	11	Human Resources	Conferences & Workshops	12.94
227862	Cardmember Service	11	Human Resources	Conferences & Workshops	13.39
227862	Cardmember Service	11	Human Resources	Recognition Supplies	19.41
227862	Cardmember Service	11	Human Resources	Recognition Supplies	25.00
227862	Cardmember Service	11	Human Resources	Recognition Supplies	21.35
227862	Cardmember Service	11	Information Tech (IT)	Telephone/	45.48
227862	Cardmember Service	11	Information Tech (IT)	Mtc & Service Agreements	322.00
227862	Cardmember Service	11	Information Tech (IT)	Repairs & Maintenance	103.77
227862	Cardmember Service	11	Information Tech (IT)	Major Equipment	89.95
227862	Cardmember Service	11	Maintenance of Buildings	Maintenance Supplies	328.00
227862	Cardmember Service	11	Maintenance of Buildings	Maintenance Supplies	850.70
227862	Cardmember Service	11	Maintenance of Buildings	Major Equipment	1,603.48
227862	Cardmember Service	12	Criminal Justice Studies	Professional Development	220.00
227862	Cardmember Service	12	Criminal Justice Studies	Instructional Supplies	62.00
227862	Cardmember Service	12	Allied Health	Business Travel	13.02
227862	Cardmember Service	12	Allied Health	Testing Fees	20.50
227862	Cardmember Service	12	Allied Health	Testing Fees	348.50
227862	Cardmember Service	12	Allied Health	Testing Fees	143.50
227862	Cardmember Service	12	Allied Health	Testing Fees	82.00
227862	Cardmember Service	12	Allied Health	Testing Fees	184.50
227862	Cardmember Service	12	Allied Health	Testing Fees	61.50
227862	Cardmember Service	12	Emergency Medical Servic	Testing Fees	96.75
227862	Cardmember Service	12	Early Childhood Educ	Instructional Supplies	16.99
227862	Cardmember Service	16	Bookstore	Furnishings	30.98
227862	Cardmember Service	16	Student Housing/Program	Business Travel	311.04
227862	Cardmember Service	16	Student Housing/Program	Miscellaneous Supplies	139.16
227862	Cardmember Service	16	Student Housing/Program	Miscellaneous Supplies	335.85
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	30.34
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	40.61
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	21.40
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	7.12
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	81.22
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	81.22
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	11.83
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	34.88
227862	Cardmember Service	27	Perkins Program Improv.	Business Travel	1,149.80
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	21.95
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	15.92
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	12.07
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	82.94
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	76.39

PAGE TOTALS

7,837.79

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	36.90
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	153.69
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	136.21
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	32.60
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	43.51
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	28.11
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	752.52
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	28.82
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	82.44
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	29.27
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	21.38
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	70.00
227862	Cardmember Service	27	Perkins Program Improv.	Conferences & Workshops	17.90
227862	Cardmember Service	27	Perkins Program Improv.	Professional Memberships	165.00
227862	Cardmember Service	27	Perkins Program Improv.	Instructional Supplies	499.99
227862	Cardmember Service	27	Perkins Program Improv.	Instructional Supplies	769.99
227862	Cardmember Service	27	Perkins Program Improv.	Instructional Supplies	813.83
227862	Cardmember Service	70	No Center	Cheer & Dance 70	45.35
227862	Cardmember Service	70	No Center	Choir & Band 70	57.21
227863	Ace Refrigeration	11	Major Projects	Major Equipment	12,095.44
227864	All in One Pest	11	Maintenance of Buildings	Mtc & Service Agreements	500.00
227865	Allen, Meaa Ashton	11	No Center	Accts Recv/Students	750.00
227866	American Fidelity	11	No Center	Life Insurance/Am Fideli	241.60
227867	Apple Inc	11	Information Tech (IT)	Major Equipment	20,980.00
227868	BMI	11	Music	Licenses	482.03
227869	Becker, Braelyn Rae	11	No Center	Accts Recv/Students	195.00
227870	Black, Nicholas Scott	70	No Center	Cheer & Dance 70	113.91
227871	Blue Cross Blue Shield of Kansas	11	No Center	Hospitalization Payable	105,415.37
227872	Brooks Sports Inc	11	Cross Country	Athletic Apparel	2,867.89
227875	Cardmember Service	11	VP for Academic Affairs	Meetings & Hospitality	103.45
227875	Cardmember Service	11	Marketing	Advertising	500.00
227875	Cardmember Service	11	Marketing	Advertising	500.00
227875	Cardmember Service	11	Director of Athletics	Business Travel	51.50
227875	Cardmember Service	11	Men's Basketball	Business Travel	153.43
227875	Cardmember Service	11	Men's Basketball	Business Travel	9.60
227875	Cardmember Service	11	Men's Basketball	Business Travel	10.88
227875	Cardmember Service	11	Men's Basketball	Athletic Team Travel	737.44
227875	Cardmember Service	11	Men's Basketball	Athletic Team Travel	941.85
227875	Cardmember Service	11	Women's Basketball	Athletic Team Travel	19.33
227875	Cardmember Service	11	Track	Office Supplies	14.51
227875	Cardmember Service	11	Track	Recognition Supplies	233.66
227875	Cardmember Service	11	Baseball	Athletic Supplies	841.57
227875	Cardmember Service	11	Volleyball	Business Travel	119.03
227875	Cardmember Service	11	Women's Soccer	Athletic Team Travel	556.83

PAGE TOTALS

152,219.04

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227875	Cardmember Service	11	Music	Instructional Supplies	138.98
227875	Cardmember Service	11	Theater	Small Tools	5.73
227875	Cardmember Service	11	Theater	Small Tools	10.10
227875	Cardmember Service	11	Theater	Small Tools	526.50
227875	Cardmember Service	11	Accreditation	Conferences & Workshops	2,500.00
227875	Cardmember Service	11	Business Office	Audit Services	200.00
227875	Cardmember Service	11	Alumni/Development Offic	Business Travel	198.88
227875	Cardmember Service	11	Maintenance of Buildings	Janitorial Supplies	349.07
227875	Cardmember Service	11	Maintenance of Equipment	Small Tools	944.56
227875	Cardmember Service	12	Business & Industry	Office Supplies	189.89
227875	Cardmember Service	12	Agriculture	Entry Fees	700.00
227875	Cardmember Service	12	Allied Health	Testing Fees	28.09
227875	Cardmember Service	12	Emergency Medical Servic	Meetings & Hospitality	155.26
227875	Cardmember Service	12	Emergency Medical Servic	Testing Fees	208.00
227875	Cardmember Service	16	Student Housing/Program	Student Activities	233.85
227875	Cardmember Service	16	Student Housing/Program	Miscellaneous Supplies	199.00
227875	Cardmember Service	16	Student Housing/Program	Miscellaneous Supplies	243.95
227875	Cardmember Service	16	Ballard House	Mtc & Service Agreements	170.00
227876	Cengage Learning Inc	11	Biology	Instruc. Supp.-Biology	3,299.40
227877	Cintas	11	General Inst Expenses	Mtc & Service Agreements	917.00
227878	City of Branson	11	Softball	Entry Fees	550.00
227879	City of Iola	11	General Inst Expenses	Natural Gas/	469.49
227879	City of Iola	11	General Inst Expenses	Natural Gas/	4,518.26
227879	City of Iola	11	General Inst Expenses	Electricity/	9,376.01
227879	City of Iola	11	General Inst Expenses	Electricity/	287.19
227879	City of Iola	11	General Inst Expenses	Water/	40.73
227879	City of Iola	11	General Inst Expenses	Water/	2,078.90
227879	City of Iola	11	General Inst Expenses	Sewer/	12.50
227879	City of Iola	11	General Inst Expenses	Sewer/	996.97
227879	City of Iola	11	Gen Inst Exp Tech Bldg	Natural Gas/	461.69
227879	City of Iola	11	Gen Inst Exp Tech Bldg	Electricity/	907.50
227879	City of Iola	11	Gen Inst Exp Tech Bldg	Water/	63.33
227879	City of Iola	11	Gen Inst Exp Tech Bldg	Sewer/	23.83
227879	City of Iola	16	Parkford Apartments	Electricity/	1,258.24
227879	City of Iola	16	Ballard House	Natural Gas/	102.98
227879	City of Iola	16	Ballard House	Electricity/	170.17
227879	City of Iola	16	Ballard House	Water/	80.29
227879	City of Iola	16	Ballard House	Sewer/	32.33
227879	City of Iola	16	Herynk Hall	Natural Gas/	118.58
227879	City of Iola	16	Herynk Hall	Electricity/	297.91
227879	City of Iola	16	Herynk Hall	Water/	136.80
227879	City of Iola	16	Herynk Hall	Sewer/	60.67
227879	City of Iola	16	Horton Hall	Natural Gas/	322.93
227879	City of Iola	16	Horton Hall	Electricity/	1,110.43

PAGE TOTALS

34,695.99

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227879	City of Iola	16	Horton Hall	Water/	1,176.76
227879	City of Iola	16	Horton Hall	Sewer/	582.08
227879	City of Iola	16	Winter Hall	Electricity/	2,539.70
227879	City of Iola	16	Winter Hall	Water/	928.08
227879	City of Iola	16	Winter Hall	Sewer/	457.39
227879	City of Iola	16	Red Devil Duplexes	Natural Gas/	616.49
227879	City of Iola	16	Red Devil Duplexes	Electricity/	872.32
227879	City of Iola	16	Red Devil Duplexes	Water/	391.14
227879	City of Iola	16	Red Devil Duplexes	Sewer/	188.19
227879	City of Iola	16	Masterson Hall	Natural Gas/	188.76
227879	City of Iola	16	Masterson Hall	Electricity/	1,451.72
227879	City of Iola	16	Masterson Hall	Water/	549.40
227879	City of Iola	16	Masterson Hall	Sewer/	267.53
227880	Concept3D Inc	11	Marketing	Mtc & Service Agreements	800.00
227881	Cox Business	16	Student Union	Mtc & Service Agreements	240.37
227882	Dell Financial Serv LLC	11	Information Tech (IT)	Major Equipment	1,500.18
227883	Ere, Camryn Amari	11	No Center	Accts Recv/Students	339.00
227884	FedEx	16	Bookstore	Postage	10.98
227885	Fort Scott Broadcasting	11	Marketing	Mtc & Service Agreements	65.00
227885	Fort Scott Broadcasting	11	Marketing	Mtc & Service Agreements	65.00
227886	Fuelman	11	Director of Athletics	Gasoline	546.37
227886	Fuelman	11	General Inst Expenses	Gasoline	245.14
227887	Green Environmental Svcs	11	Maintenance of Buildings	Mtc & Service Agreements	1,351.05
227887	Green Environmental Svcs	16	Herynk Hall	Mtc & Service Agreements	150.00
227887	Green Environmental Svcs	16	Horton Hall	Mtc & Service Agreements	150.00
227887	Green Environmental Svcs	16	Winter Hall	Mtc & Service Agreements	150.00
227887	Green Environmental Svcs	16	Red Devil Duplexes	Mtc & Service Agreements	150.00
227887	Green Environmental Svcs	16	Masterson Hall	Mtc & Service Agreements	150.00
227888	Grey House Publishing	11	Library	Library Books & Media	123.75
227888	Grey House Publishing	11	Library	Library Books & Media	163.00
227888	Grey House Publishing	11	Library	Library Books & Media	441.50
227889	Inceptia	11	Financial Aid Office	Mtc & Service Agreements	453.75
227890	KDADS	12	Allied Health	Testing Fees	20.00
227890	KDADS	12	Allied Health	Testing Fees	20.00
227891	Leffler, Lyvier L	11	President	Business Travel	431.48
227891	Leffler, Lyvier L	11	President	Business Travel	32.16
227891	Leffler, Lyvier L	11	President	Business Travel	103.18
227891	Leffler, Lyvier L	11	President	Business Travel	32.16
227892	Meik, Mia Arianna	11	No Center	Accts Recv/Students	195.00
227893	NCHERM Group, The	11	VP for Student Affairs	Mtc & Service Agreements	187.50
227894	Simon Livestock	12	Agriculture	Misc Contractual Service	150.00
227895	Simpson Construction	11	Major Projects	Buildings	23,223.45
227896	Sports Locker	11	Baseball	Athletic Apparel	3,456.00
227897	Super 8 Iola	11	Women's Basketball	Athletic Team Travel	83.74

PAGE TOTALS

45,239.32

Check No	Vendor Name	Fund	Center	Line	Invoice Amt
227897	Super 8 Iola	11	Women's Basketball	Athletic Team Travel	83.74
227897	Super 8 Iola	11	Women's Basketball	Athletic Team Travel	83.74
227897	Super 8 Iola	11	Women's Basketball	Athletic Team Travel	83.74
227897	Super 8 Iola	11	Women's Basketball	Athletic Team Travel	83.74
227897	Super 8 Iola	11	Volleyball	Entry Fees	83.74
227897	Super 8 Iola	11	Volleyball	Entry Fees	83.74
227898	Texas Life Insurance Company	11	No Center	Texas Life Insurance	44.55
227899	Thayne, Rachel	11	No Center	Accts Recv/Students	323.25
227900	Thompson, Richard K	11	No Center	Accts Recv/Fac & Staff	330.52
227901	Toland, Elizabeth Ann	12	Early Childhood Educ	Business Travel	225.12
227902	Top Gun LLC	11	Softball	Entry Fees	600.00
227903	UPS	16	Bookstore	Postage	402.91
227903	UPS	16	Bookstore	Postage	75.91
227904	Williams Mullen	11	Human Resources	Mtc & Service Agreements	402.00
227905	Williamson Music, Ernie	11	Music	Choir/Band Supplies	-0.44
227905	Williamson Music, Ernie	11	Music	Choir/Band Supplies	15.78
PAGE TOTALS					2,922.04
AP GRAND TOTAL					252,022.52

Signed and approved this ____ day of _____, 2026

ATTEST:

Chairman, Board of Trustees

Clerk, Board of Trustees



BOARD REPORT

JANUARY 2026

PREPARED BY CHRIS FREELOVE

PRESIDENT LYVIER L. LEFFLER, PHD, LMHC

01

PRESIDENT'S REPORT

President – Dr. Lyvier Leffler

Meeting/Engagement Dates:

- December 1st – Fred Gardner, Representative 9th District
- December 1st – Management Council Meeting
- December 3rd – Legislative Luncheon – Neosho CC
- December 4th-5th – KACC Meeting Garden City CC
- December 12th – Allen CC Christmas Party – Employees, Retirees, and BOT Members
- December 12th – Partnership Meeting with Stacey Fager USD 257
- **Apprenticeship Grant Award** – Allen Community College has been awarded \$58,351.30 through the Kansas Department of Commerce's Registered Apprenticeship Grant Project to support workforce training and the expansion of apprenticeship opportunities. A Memorandum of Understanding was executed on December 1, 2025, and the College will have one year from the date of execution to complete all grant activities. Thank you Sonia Gugnani for your work on making this grant come to fruition.

Director of Institutional Effectiveness and Research – Jacob Reichard

- The Follow-Up Report for KBOR is now open. This report is utilized to track the status of students in CTE programs. For each student, we will report on their current educational or workforce status if we are able along with their wage information. I am working with Kelly Baker and the CTE instructors to gather the data. The report will be due February 20th.
- We continued to have multiple Jenzabar One training sessions throughout the month. Currently we are working through our process validations before our go-live date.
- Student Course Evaluations have been completed and will be distributed to interested instructors as requested.

Upcoming Conferences, Events, and Reports

- IPEDS winter collection is open and will close at the beginning of February.
- IPEDS spring collection is open and will close at the beginning of April.

Director of Advancement – Vince DeGrado

- No new updates at this time.

Director of Human Resources – Karen Gillespie

HR Projects:

- Allen Community College has been named a 2025 Best in Class Employer by Gallagher, a global insurance brokerage, risk management, and consulting firm. The recognition is based on ACC's responses to Gallagher's annual Benefits, Strategy, and Benchmarking Survey which elevates organizations on strategic benefits planning, employee engagement, and overall workplace excellence. The designation places ACC among top performing employers nationwide for its commitment to employee wellbeing and innovative benefits strategy. We received a plaque on December 16th from Gallagher representative Andrea Taylor. Attached is the Best-in-Class Benchmarking Analysis report for your reference.
- HR will provide a detailed update on the Employee Perception Survey results at the Board Meeting. Presentation will be available for board review, which will include action steps. We held our Snack Party on December 9th (for achieving 80% participation) and played bingo during that time. It was a full house and fun event for all participating. We also sent something fun for our five remote employees so they could enjoy a snack party as well.
- Working on setting up 30 Minute Leadership / Employee Educations to start in 2026. Looking at the following topics to list a few: Emotional Intelligence, Crucial Conversations Principles, Generations in the Workplace, Workplace Appreciation Languages, Cybersecurity, Employee Coaching Best Practice, and How to Report.
- The eight Personnel / Human Resources policies approved at the last board meeting were updated on the Board Book to be effective January 1, 2026.
- We will hold New Employee Orientation on January 12, 2026. We have 13 new hires on the schedule to attend.
- I worked with designated board members and Jacob Reichard on the President's evaluation process which will be rolled out in January 2026.
- Human Resources has been working on Soft Docs transition.
- Since the last board meeting ACC has filled the Sports Information Director position. We are still in process for the Student Success Advisor and Dean for Academic Affairs. We are collecting applications for Evening Custodian, Assistant Baseball Coach and Head Volleyball Coach positions. We will recruit in 2026 for the following positions: Psychology Instructor, Computer Science Instructor, Livestock Judging Coach, and Assistant Volleyball Coach positions.

Director of Public Relations & Marketing – Brad Henderson

- No new updates at this time.

02

ACADEMIC AFFAIRS REPORT

Vice President for Academic Affairs – Dr. Kara Wheeler

Academic Affairs

- J1: Attended Advanced Registration and Advising Trainings.
- Our core team had our first 2 calls with Coursedog on implementation of the modules curriculum management and academic scheduling. Starting in January, we will meet weekly for this project.
- Met with faculty in the Theatre Building to review their technology needs and have put together a plan to address those needs hopefully in the spring semester. Working with Matthew and IT to plan for a large audit of all instructional technology on campus to address both student and faculty concerns.
- Working with Cabinet on the in-service agenda for January that will focus on spring semester goals, our Qualitative Initiative, and our Strategic Plan. Patrick Matarazzo is planning to have the jazz band perform as the welcome.
- Continuing to work with Sonia on an EDA grant for potential CTE expansion.

KBOR:

- All CAO's have agreed on test scores for high school students to be able to get into Excel in CTE courses (examples, ACT, Accuplacer, H.S. GPA, ect.). These scores were shared with Heather Morgan and KBOR to look at implementation for Fall 2026. This is one of multiple measures being recommended to limit the Excel in CTE over-expenditure of funds.
- Jenn Bonds-Racke will be the new VPAA at KBOR when Rusty retires in January. She is already working there, so it should be an easy transition.

Faculty Senate (Anne Marie Foley):

- No new updates at this time.

Faculty and Classes (Melanie Wallace):

- Faculty return on January 8th for the spring semester.
- Orientation for new faculty will take place on January 12th. We have 4 new faculty beginning this spring. All new faculty are assigned to mentor committees for their first 3 years with the college.

- Classes begin on January 20th for the spring semester.
- I plan to travel to Topeka once a month during the spring semester to meet with our faculty in the northern tier.
- I will hold Dean Office Hours at least twice during the spring semester to allow faculty to come together to talk with me about any ideas or concerns they have. I did this twice in the fall semester and had several faculty attend each one to have discussions about various topics.
- I will continue to monitor the class schedule until the start of classes and add sections of classes where needed.

Early Childhood Education (Beth Toland)

- Enrolling, wrapping up the semester, and onboarding new students associated with the apprenticeship have consumed my work that last month.
- We have our largest enrollment to date in ECE classes despite having several graduates and certificate completers at semester. We are streamlining the reporting of certificate completers with the online application that the students complete so hopefully this is assisting us in identifying all completers quicker!
- The Child Care Zone work is providing Allen the opportunity to develop a series of trainings focused on workplace communication and interpersonal communication. This is also being supported in an Early Childhood Block Grant application written by The Center in Pittsburg serving 6 counties of Allen, Bourbon, Cherokee, Crawford, Labette, and Neosho. Christa Zeigler will develop and implement the 45 hours of training that are aligned with the learning outcomes for COM211 Interpersonal Communications.
- We are running an ad campaign right now (I think it has started) to promote the Foundations in ECE Certificate.
- Allen is now approved to receive scholarship dollars from a program in New York where child care teachers are required to obtain a certificate or the CDA. We hope that this will be one of several factors to boost enrollment in the Spanish classes in ECE.
- I met with Sheldon Head Start in Topeka to discuss Allen's Foundations in ECE Certificate as an alternative to the CDA for assistant teachers as well as how we can assist their teachers and assistants to complete an associate degree.

Online Learning (Jerald Johnson):

- Online Learning created course sections for incomplete grades and are finishing up course copies for the SP26 semester. The goal is to be 100% completed with copies before Christmas break. We have a couple of classes left to wrap up FA25 designs. The team has also been learning the Softdocs program and how to create forms.

Concurrent/Dual Credit (Lauren Moots):

- No new updates at this time.

CTE & Apprenticeships (Kelly Baker):

- **Perkins:**
 - Working to finalize the Perkins Comprehensive Local Needs Assessment. Co-Chairs will meet again in January to put the finishing touches on the report and get it submitted by February 2nd.
- **Apprenticeships:**
 - Allen CC has been awarded \$58,351 via the Kansas Department of Commerce's Registered Apprenticeship Grant project. This grant will support expansion of the apprenticeship program and workforce training opportunities.
 - Additional employer partners and apprentices have signed on to complete the Child Care Development Specialist apprenticeship.
 - Pittsburg Community Child Care Learning Center – 1 apprentice
 - The Family Resource Center, Pittsburg – 8 apprentices
- **Other Items:**
 - 12/2: Randy Misenhelter and I met with USD 257 (Stacey Fager, Aaron Cole, Dana Daugherty, Tony Leavitt, John Wilson, Dan Willis) at the Rural Regional Technical Center in LaHarpe. We toured an available space as an option for relocating the Machining & Manufacturing program. We are seeking a neutral location as other manufacturing entities have expressed displeasure with our program being housed inside their competitor's facility. These entities have indicated that they would send their employees to our program if it were housed elsewhere. No decisions or agreements were made. This was purely an exploratory visit.
 - 12/4: Attended a meeting hosted by Thrive Allen County and KU: Community discussion focused on the Allen County workforce and businesses, held at PrairieLand Partners. Thoughtful discussion was had regarding ways to improve & strengthen our local workforce and attract new people.
 - 12/8-12/12: Leslie Weir, Angie Clemmer, and I attended the ACTE Vision 2025 Conference in Nashville, TN. We toured the Tennessee College of Applied Technology, attended many educational sessions, and have some ideas for new events and opportunities to explore.
 - 12/18: Attended meeting facilitated by Economic Developer, Camille Lavon. Flagship meeting of the Allen County Workforce Coalition. Others in attendance included representatives from Kansas WorkforceOne (formerly KansasWorks), USD 257, Southwind Extension District, and Lola Public Library/SEK Library Systems. We will be looking at options for strengthening the workforce and local economy in creative ways.

Academic Support (Virginia):

- No new updates at this time

Upcoming Events:

- All Faculty/Staff In-service: January 13th
- First day of classes: January 20th

03

STUDENT SERVICES REPORT

Vice President for Student Affairs – Cami Keitel

Spring Registration data as of Jan 5, 2026:

Daily Enrollment Report

Spring 2026	Headcount	Hours	Spring 2025	Headcount	Hours
Community	3	24	Community	3	27
Concurrent	288	1371	Concurrent	396	1825
Iola	366	3861	Iola	318	2926
Online	634	4420	Online	833	5959
Online - HS	639	3019	Online - HS	831	3681
Totals (Undup Headcount)	1552	12695	Totals (Undup Headcount)	1923	14325

Update:

- Alarms installed on Fire Escape doors on Horton and Masterson as added security and elimination of door propping.
- Committee working with Hormigas to establish plan for Summer 2026.

Admissions and Advising:

- Prior to break, we worked with Bobbie on the 41 students being placed on academic probation. Alex worked to contact students and adjust their schedules to the limited 13 credit hours. There are a handful of students in 5 credit hours courses (Math, English, or Science) that Bobbie and I will review to determine if they may actually be okay to take 14 credit hours.
- We have continued to work to contact students that have applied for housing to ensure that they get enrollment completed. As 1/5 there are 19 who are not yet enrolled. 2 of these have confirmed they are not coming; 8 have holds either for an unpaid balance or residence hall fine; 2 new international students likely

won't make it due to visa appointment date or unpaid deposit; communications have been sent to the remaining students inquiring about returning to Allen and getting enrolled.

- Dropout Detective was monitored over the break by Nikki. 1 alert was issued during that time to a few students. Nikki did correspond with those students and included coaches for those that are athletes.
- We will continue enrollment efforts including working with Financial Aid to obtain a report of students who have been awarded aid for the spring, but are not yet enrolled.
- We will be interviewing candidates for the Student Success Advisor position this week. We do have a good group of candidates that could potentially fill the open roles in Admissions/Advising.
- J-1 process validations were completed before break and training will continue. We will be working with the Registrar to establish a plan for adding or dropping students during the blackout period.
- Of the 47 international applicants for spring, 17 are enrolled.

Financial Aid

- HEA Title IV programs Recertification is still in review status.
- For 25/26, as of 1/5/26 - 2,116 ISIR's have been received, 1,522 are unduplicated.
- For 26/27, as of 1/5/26 - 582 ISIR's have been received, 516 are unduplicated.
- J1's dark period begins February 19. Due to the timing, Spring aid disbursement was required to be moved from February 27th to February 18th.
- Completed J1 Validation, continuing to review J1 to be prepared for Go-Live.
- Continuing to award federal aid and scholarships for Spring semester as well as adjusting aid to reflect their current enrollment.
- Supplied advising a list of students that have aid & or institutional scholarships but not enrolled to allow them to reach out to identified students.
- SAP process for aid and scholarships was run before the winter break, students that were placed on suspension were promptly notified and aid removed, allowing them to submit SAP appeals for federal aid by deadline or to prepare for alternate payment methods.

Student Life

- We have 18 new applications for Spring 2026. A total of 46 students left at semester, and current Housing numbers are at 269.
- 21 students remained in the Residence Halls over Winter Break.
- Meal service ended December 12 and resumed January 5 for early athletes and students who were staying on campus during break.
- Process validations are done for the Student Life module in J1.
- Housing Applications will not go live until we are live in J1.
- Student Life is currently working on this semester's schedule.

- Homecoming is slated for the half time of the Men's Basketball game on February 14. We had a total of 14 King candidates nominated and 16 Queen candidates nominated. Faculty will be voting until January 23 to narrow down to the Homecoming Court.
- ***Inferno Week***
 - In working with Student Senate, we are rebranding Homecoming into Inferno Week
 - Events will populate, as we get closer. We are currently planning for the second annual Blaze Challenge with 20 students and 5 employees competing in a hot wing challenge on Wednesday, February 11.
- **Student Senate**
 - Once all of Student Senate is enrolled for the Spring semester, we will schedule our bi-monthly meetings to continue their work.
 - Student Senate will be hosting a campus safety walk during the Spring Semester, a date is TBD.
 - Student Senate leadership has finished a draft for Student Rights & Responsibilities.

Registrar

- Completing the 2025-2026 catalog approved by the SAA (State Approving Agency). This has been sent, just waiting for approval. Still waiting for approval.
- Moving files from the "P" drive to Soft Docs. This will be an ongoing process.
- Fall 2025 was the first semester for the revised Academic Probation and Suspension policy. 41 students were identified and informed of their status. Advisors are working with students to adjust schedules.
- Completed Process Validation for J1. Continuing to look at the processes and how they will change in J1.
- No students were removed from the Intersession classes due to non-attendance.
- Military Friendly Survey is due December 1.

Athletics

- Both Basketball teams, Cheer, and Track are back. Softball and Baseball comes back on the 10th to start practicing for the spring season.
- Hall of Fame weekend will be the weekend of Valentines day, induction will be between games on Feb. 14th.
- Athletics has adopted 44 kids in town and shopped for them on Dec. 1st, we spent around 3300 dollars out of the 70 accounts.
- The Annual Athletic Banquet will be on April 26th at 1pm in the Gym.
- The Endowment board approved the use of the Bernie Blevins money for both the lights and scoreboard on the softball field.

- Athletes of the month for December were Clyde Davis Jr. Men's basketball and Emma Varennes Women's Basketball. The next booster club luncheon is on Jan. 26th at noon at Rookies.
- **Cheer/Dance**
 - Working on routines for national competition.
 - Are at all High Five Fridays and cheer at all home basketball games.
- **Men's Basketball**
 - Currently 9-6 and will start conference play.
 - Next home game Saturday Jan. 17th at 4pm against Labette.
- **Women's Basketball**
 - Currently are 8-4 and ranked number 16 in the nation.
 - Next home game is Jan. 17th at 2pm against Labette.
- **Indoor Track**
 - No update, coach transition
- **Men's Soccer, Women's Soccer, and Volleyball** are busy recruiting for next year and will be doing offseason training and workouts when athletes get back.

January

- 6 Women's Basketball Crowder 6pm
- 15 Residence Halls Reopen
- 17 Women's Basketball Labette 2pm
- 17 Men's Basketball Labette 4pm
- 20 First Day of Classes
- 24 Women's Basketball Neosho 2pm
- 24 Men's Basketball Neosho 4pm
- 21 Canvas Bag Craft Night

February

- 4 Women's Basketball Highland 6pm
- 4 Men's Basketball Highland 6pm
- 5-7 Cheer at NJCAA nationals
- 7 Softball NEO 1pm double header
- 7 Baseball Iowa Central 2pm
- 7 Women's Basketball 2pm KCK
- 9-14 Inferno Week
- 11 2nd Annual Blaze Challenge
- 14 Homecoming

04

FINANCE AND OPERATIONS REPORT

Vice President for Finance and Operations – Matthew Gleason

Business Office – Alicia Sterling

- Initiatives and projects currently in progress:
The department is continuing with testing and validation processes with J1. Students are currently enrolling for the Spring term and setting up their payment arrangements.
- Recent or upcoming events:
There were no events to report for this period.
- Accolades or recognitions for team members or departments:
We are all continuing to work together on J1.

Grant Administrator and Government Relations Officer – Sonia Gugnani

- **Grants:**
 - Submitted Fund for the Improvement of Postsecondary Education – Special Projects (FIPSE-SP) Program Grant for implementing the CDL training program on December 2.
 - Submitted Frontier Farm Credit grant for the Red Devils Pantry.
 - Received the Kansas Department of Commerce Apprenticeship grant.
 - Identified several other grants and sent them to the respective individuals.
 - Met with Mark Werthmann, EDA Representative to discuss the possibility of applying for the EDA grant.
 - Sent the preliminary proposal to Mark.
 - Gathering information on programs, business partners, and construction costs to send to Mark.
- **Meetings:**
 - Attend weekly president's meeting.
 - Attended the legislative lunch with Dr. Leffler at Neosho County Community College.
 - Attended the Local Comprehensive Needs Assessment meeting.
 - Attended monthly BAASC meeting.

Director of IT – Doug Dunlap

- Projects currently in progress:
 - Jenzabar 1 migration Data Validation work
 - Jenzabar 1 Data Conversion cleanup
 - Working with Tandem Cybersecurity to assess our security standpoint for GLBA
 - Upgrading employee computers from Windows 10 to Windows 11
 - J1 Trainings
 - JICS (portal) setup and work
 - Learning the locations of J1 data so that we can effectively write reports
- Recent or Upcoming events:
 - Coursedog implementation
 - GLBA evaluation
 - SoftDocs expansion - building forms, workflows, and onboarding other departments
 - New VPN Configuration – SSO and more secure
 - Removal of unapproved or unsupported Software from devices

Bookstore Manager – Austin Hendrix

- No new updates at this time.

Director Physical Plant and Operations – Ryan Sigg

- Custodial Maintenance:
 - Our Custodial Maintenance Department has two staff members that will be resigning this month. We are in the process of replacing those positions.
 - The custodians are currently working on cleaning portions of the campus that need in depth attention with limited students present during the Holiday break.
- Grounds Maintenance:
 - Our Grounds crew is prepared for the possibility of winter weather with snow removal and treatment.
 - They are also assisting the Maintenance department in painting and preparing classrooms and offices.
 - The Grounds crew has been organizing the new Facilities Building with pallet racking, shelving, etc.
 - We are in the process of preparing the parking areas around the Facilities Building for the parking of fleet vehicles and minibuses.
- Automotive/Equipment Maintenance:
 - Our Automotive/Equipment Tech is maintaining the vehicle fleet and equipment with regular maintenance.

- We have continued to build the MicroMain software for preventative maintenance schedules.
- He has also been involved in the discussion and implementation of the Maintenance Department transitioning into the vehicle fleet check in/out processes.
- Maintenance Techs I & II:
 - Both of our Maintenance Techs continue with the service requests filed through MicroMain on a daily schedule.
 - Maintenance Tech II is diligently working with maintaining multiple HVAC systems that we have on campus. He is assisting with the guidance of any HVAC contractors that may be working on campus also.
 - Maintenance Tech I is dealing very well with our student housing service requests and overseeing many other duties that arrive during the day.
- Maintenance Projects:
 - Design Mechanical is finalizing the #3 boiler installation. They are also in process of updating the cooling towers to keep our chillers in operating order during the summer months. The updates to the towers began on December 29th and will be finished with a little warmer weather for the sandblasting and sealing treatment of the basins.
 - Coryell Roofing has been on site to do a preconstruction walk through and follow up discussions for the roofing project on the main building. Roofing materials should be arriving on site in the next few weeks.
 - Allen's maintenance team has been making great progress with all the changes, and I want to express how much I appreciate their efforts and hard work to make this department move forward and continue to make Allen better.
 - Thank you to all of Allen Board of Trustees for your support and dedication!

2025
**WORKFORCE
TRENDS**
REPORT SERIES

Best-in-Class Benchmarking Analysis

Research on the people strategies of top employers

MIDSIZE EMPLOYER | US EDITION



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2025				2026
<p>1</p> <p>BENEFITS</p> <p>Benchmarks for medical, pharmacy and voluntary benefits, as well as wellbeing initiatives and absence management strategies</p>	<p>2</p> <p>TALENT</p> <p>Benchmarks for employee engagement as well as inclusion and diversity objectives</p>	<p>3</p> <p>FINANCIAL</p> <p>Benchmarks for retirement plan benefits and other supporting coverages</p>	<p>4</p> <p>BEST-IN-CLASS</p> <p>Benchmarks for the people strategies of top employers</p>	<p>5</p> <p>EMPLOYEE COMMUNICATIONS</p> <p>Benchmarks for internal communication and employee experience strategies</p>

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About Gallagher

The intent of this document is to provide general information regarding your potential interests and concerns related to employee compensation and benefits. It does not necessarily fully address all of your specific issues. It should not be construed as, and is not intended to provide, legal advice. Questions about specific issues should be addressed by your general counsel or an attorney who specializes in this practice area.

Introduction

Organizations today are navigating a complex array of priorities to address the diverse needs of employees across generations, life stages and geographies. The pressure to adapt has never been greater, as rapid shifts in workforce expectations, regulatory requirements and market dynamics challenge traditional approaches. This report highlights the strategies and operational practices that set Best-in-Class employers apart — those who excel in attracting, retaining and engaging top talent by embracing innovation, data-driven decision-making and a culture of continuous improvement.



The Best-in-Class Benchmarking Analysis profiles statistically significant attributes of top-performing midsize employers with 100–999 full-time equivalents (FTEs). Data from Gallagher’s 2025 US Benefits Strategy & Benchmarking Survey was interpreted to identify participants that excel in optimizing employee and organizational wellbeing. A separate report on large employers with 1,000 or more FTEs is also available.

Differentiating attributes were evaluated in three categories:

1 Benefits

- Evolving and investing to meet employee expectations
- Designing medical and pharmacy plans that attract and endure
- Empowering employees with holistic physical and emotional wellbeing solutions
- Enhancing work-life balance through comprehensive leave strategies
- Leveraging voluntary benefits to support diverse workforce needs

2 Talent

- Integrating inclusion and diversity (I&D) across the organization
- Advancing workplace culture with a focus on career mobility and engagement

3 Financial

- Strengthening workforce resilience through financial planning
- Prioritizing retirement offerings that help safeguard employees’ futures

Findings were assessed using Gallagher’s framework for a proactive people strategy, which helps organizations strategically invest in benefits, compensation, retirement and communication to enhance employee health, career development and financial confidence. Recognizing that each employer has unique needs, challenges and opportunities, the findings are not meant to be prescriptive. Instead, they offer a relevant framework for organizations aiming to elevate their people strategies and thrive in the ever-evolving world of work.

IDENTIFYING MIDSIZE BEST-IN-CLASS EMPLOYERS



Methodology

Gallagher followed a five-step process to identify and characterize midsize Best-in-Class employers:

- 1 Analyze data**
Analyze data from Gallagher's 2025 US Benefits Strategy & Benchmarking Survey.
- 2 Identify the profile group**
Establish evaluation criteria for the best in class.
- 3 Select survey questions and score responses**
Choose questions that are relevant to this group. Score the responses and then total those scores.
1,426 midsize employers responded to the entire set of questions.
- 4 Run a quartile analysis**
Divide the total scores for the Best-in-Class group into quarters — or quartiles — according to their values and assign each employer to a quartile. The top quartile includes the highest-scoring, Best-in-Class employers (30%).
- 5 Determine attributes**
Identify the attributes that separate the Best-in-Class employers from all other midsize survey participants by analyzing response data for questions on strategy, programs and outcomes.

Best-in-Class Profile Criteria

The following measures were used in calculating quartile placement:

- Planning horizons for benefits and compensation strategies
- Extent of the wellbeing strategy
- Turnover rate for FTEs
- Completion of a workforce engagement survey
- Degree of retirement planning support provided
- Difference in healthcare costs over the prior year

The highest possible total score was 22 points. Scoring at least 13 points, **421 employers** qualified for the top quartile as Best in Class.

Top Trends

AMONG MIDSIZE BEST-IN-CLASS EMPLOYERS

1

Investing more in employer-paid benefits

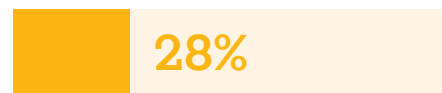
A larger portion of total compensation is allocated to employer-paid benefits by the Best in Class compared to their same-sized peers. This increased investment highlights their dedication to employee wellbeing and reinforces their overall value proposition.

Allocate 30% or More of Total Compensation to Benefits

Best in Class



Other Midsize Employers



2

Maximizing flexibility and control by self-insuring

Best-in-Class employers self-insure their medical plans to gain flexibility, control costs and tailor benefits to their workforce's unique needs. Managing claims directly enables them to invest in programs that improve employee health outcomes and quickly adapt to evolving trends.



Have a self-insured medical plan

Other Midsize Employers: 38%

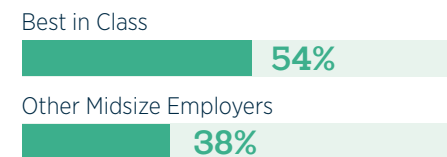
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Embedding I&D throughout the organization

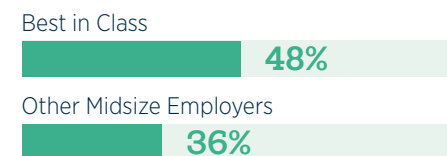
Aligning I&D strategies with core values and embedding those standards throughout the organization sets top performers apart. They integrate I&D into areas like talent analytics and engagement and leadership accountability — demonstrating their commitment to inclusion.

Areas with Integrated I&D Standards

Talent analytics and engagement



Leadership accountability



4

Fostering engagement with career mobility and development

The Best in Class foster engagement with formal strategies that emphasize career mobility and development. By focusing on leadership training, performance feedback and peer-to-peer recognition, they advance employee growth and strengthen organizational attachment.



Have a strategy for improving employee engagement

Other Midsize Employers: 56%

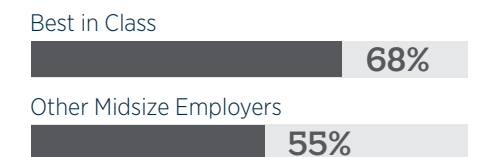
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Providing robust retirement benefits to support financial wellbeing

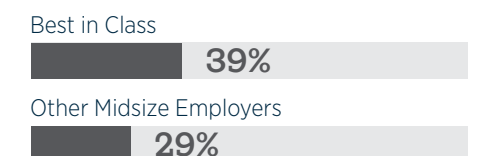
Leading employers offer retirement benefits with a variety of plan options and flexible eligibility to support financial wellbeing at every career stage. They enhance participation through auto-enrollment and auto-escalation, making it easy to start saving and grow contributions over time.

Methods Used to Enhance Retirement Plan Participation

Auto-enrollment



Auto-escalation





Benefits

Best-in-Class employers are reshaping workforce investment by placing innovation and employee wellbeing at the center of their operational and HR strategies. Rather than focusing solely on profit margins or safety, these organizations are emphasizing initiatives that enhance health, connectivity and holistic support for employees — particularly those working remotely. This shift highlights a broader understanding that employee experience is a strategic lever for both recruitment and retention, and that prioritizing wellbeing is essential for long-term success.

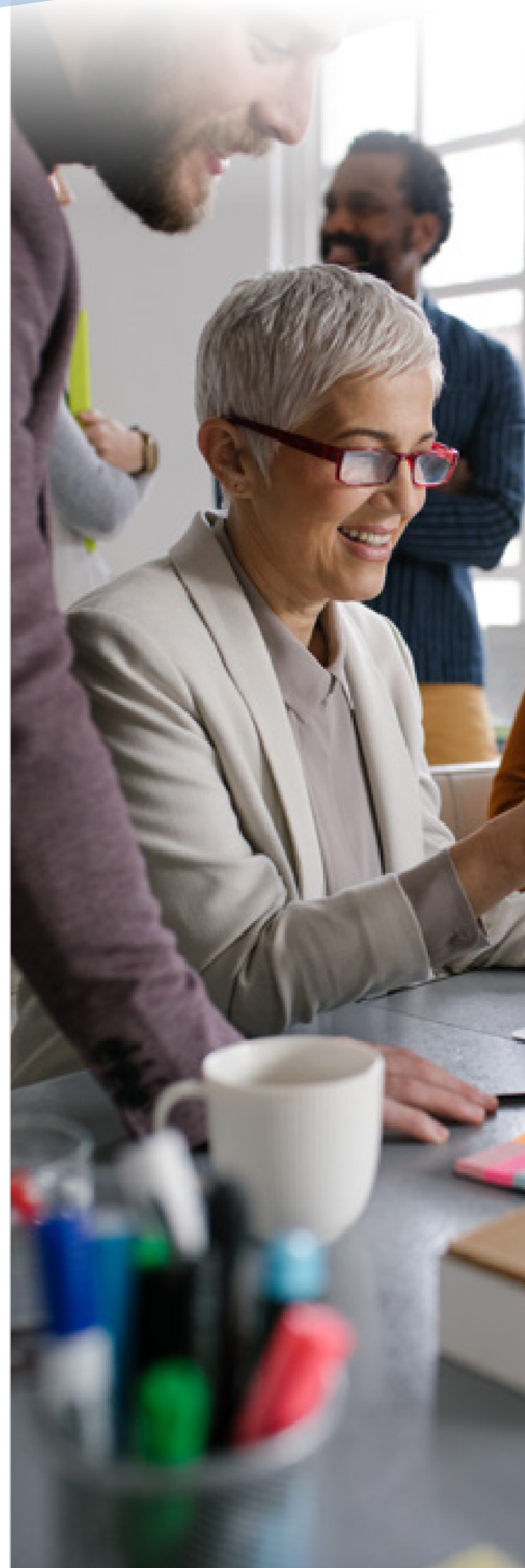
A key trait of the Best in Class is their choice to allocate a larger share of total compensation to benefits, reflecting their focus on employee wellbeing. Over the past two years, many organizations have either maintained or increased their investment in benefits. This ongoing emphasis is evident in the expansion of wellbeing initiatives and their eligibility becoming more inclusive — extending to employees not enrolled in health plans as well as to spouses.

Healthcare benefits and cost management are integral to the strategies of these leading employers. They're more likely to offer comprehensive medical, dental and pharmacy benefits; adopt self-insurance for greater flexibility; and contribute to health savings accounts (HSAs) to help employees manage out-of-pocket expenses. Their inclusive policies extend to coverage for part-time employees and retirees, shorter waiting periods for new hires, and a broader range of plan options. Proactive cost-control measures, such as telemedicine, wellbeing incentives and mental health programs, reflect a holistic and innovative approach to managing healthcare expenses while supporting employee health.

Understanding the importance of work-life balance and financial wellbeing, Best-in-Class employers offer comprehensive leave policies, flexible paid time off (PTO) and a wide range of voluntary benefits to meet the diverse needs of their workforce. From physical and emotional wellbeing programs to caregiver support and inclusive holiday policies, these organizations strive to create an environment where employees feel valued, supported and empowered to thrive both personally and professionally.

Evolving and investing to meet employee expectations

Top-performing organizations are increasingly prioritizing innovation and employee wellbeing, embedding these elements into their operational and HR strategies. Compared to their peers, Best-in-Class employers are more focused on initiatives that promote health, wellbeing and connectivity among remote employees. In contrast, other midsize employers often concentrate on maintaining profit margins and ensuring workplace safety.



Top Organizational Priorities		
	Best in Class	Other Midsize Employers
Operations		
Increasing innovation	22%	13%
Improving employee health and wellbeing	15%	10%
Maintaining profit margins	14% ▼	24%
Ensuring employee safety	9% ▼	14%
HR		
Improving employee health and wellbeing	26%	18%
Ensuring employee safety	7% ▼	12%
Keeping remote employees connected	5%	2%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

When it comes to employer-paid benefits, the Best in Class allocate a larger share of total compensation to benefits than their peers. This higher allocation reflects a deliberate commitment to employee wellbeing and reinforces their value proposition.

Over the past two years, most organizations in both groups have experienced stable or rising benefit costs, with only a small fraction reporting decreases. This trend underscores the sustained importance of investing in employee benefits, even amid shifting economic conditions.

Cost of Employer-Paid Benefits		
As a percentage of total compensation and benefits	Best in Class	Other Midsize Employers
Less than 10%	8% ▼	17%
10%–19.9%	28%	28%
20%–29.9%	31%	26%
30%–39.9%	22%	14%
40%–49.9%	5%	5%
50% or more	6% ▼	9%
Change over the last two years (since 2023)	Best in Class	Other Midsize Employers
Increased	41% ▼	42%
Stayed about the same	41%	38%
Decreased	5%	2%
Don't know	13% ▼	18%

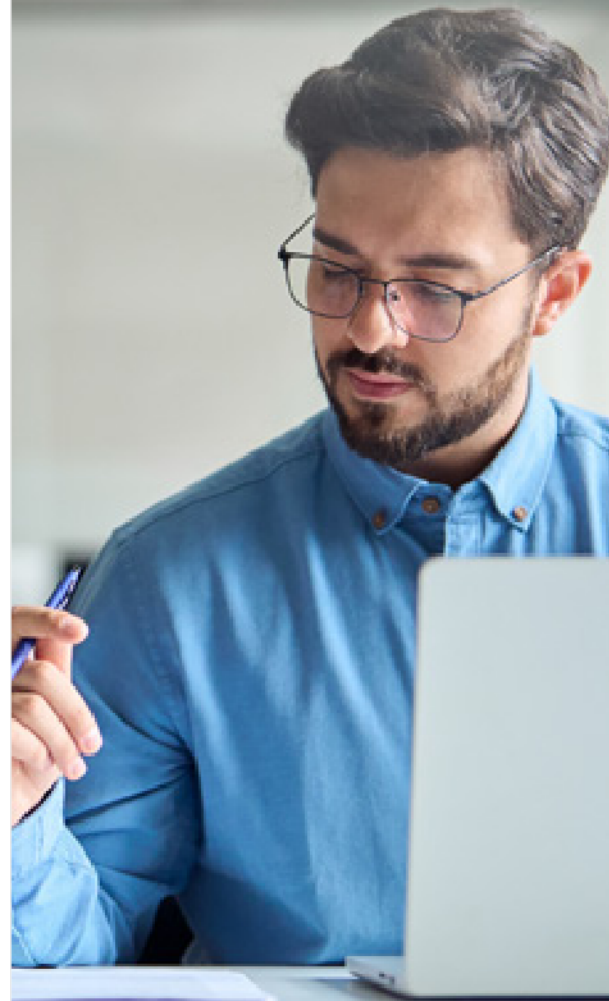
▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

In 2025, leading employers are leveraging enhanced wellbeing initiatives as a strategic tool to attract and retain talent in an increasingly competitive labor market. Their dedication to providing meaningful resources — rather than minimal or symbolic offerings — is evident in their higher spending on these programs.

Common incentives include cash rewards, employee recognition and contributions to health accounts, all aimed at boosting participation in wellbeing initiatives. Notably, Best-in-Class employers adopt a more inclusive approach, extending eligibility for wellbeing programs to employees not enrolled in the health plan and to spouses.

Investment in Employee Wellbeing		
Total rewards enhanced to support recruitment and retention	Best in Class	Other Midsize Employers
Wellbeing initiatives	44%	29%
Cost of wellbeing initiatives per employee per year (excluding incentives and carrier funds)	Best in Class	Other Midsize Employers
Less than \$100	28% ▼	38%
\$100-\$249	24%	21%
\$250-\$399	10%	9%
\$400-\$549	5%	4%
\$550 or more	16%	9%
Don't know	17% ▼	19%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



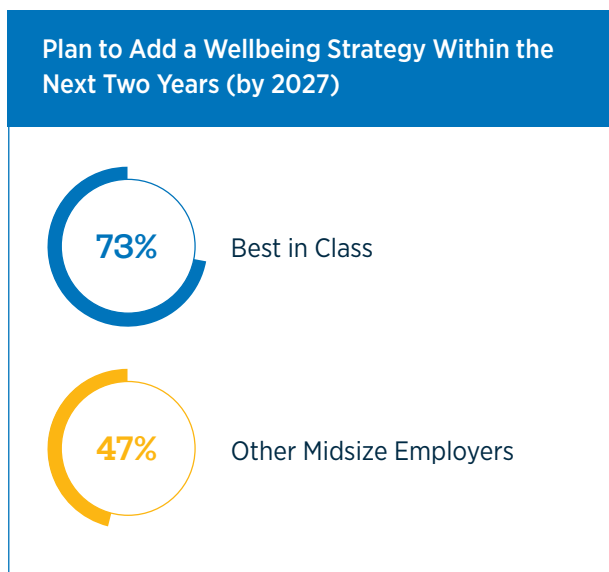
Investment in Employee Wellbeing (Cont.)		
Cost of wellbeing initiatives per employee per year (all forms)	Best in Class	Other Midsize Employers
Less than \$100	15% ▼	29%
\$100-\$249	22%	20%
\$250-\$399	12%	8%
\$400-\$549	7%	5%
\$550 or more	27%	18%
Don't know	16% ▼	20%
Incentives used to increase wellbeing program participation	Best in Class	Other Midsize Employers
Cash or gift rewards	60%	45%
Employee recognition	48%	37%
Contribution to an HRA, HSA or FSA	31%	21%
Charitable contributions	12%	8%
Don't use incentives	15% ▼	26%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Eligible Participants in Wellbeing Initiatives		
	Best in Class	Other Midsize Employers
Employees not on the health plan	84%	78%
Spouses	53%	43%

Looking ahead, a significant portion of Best-in-Class organizations plan to introduce new wellbeing strategies within the next two years, far outpacing their peers. These top performers have achieved higher participation rates in their wellbeing programs, with fewer employees in the lowest usage brackets. However, challenges remain, including opportunities to further increase participation, address geographic diversity and effectively communicate the value of these initiatives.

Best-in-Class employers also demonstrate a stronger commitment to evaluating the impact of their wellbeing initiatives. They regularly assess effectiveness using diverse methods such as employee engagement surveys, claims data analysis and tracking preventive care activities. By leveraging multiple metrics, they can identify trends, address gaps and refine their programs to better support employee health and satisfaction. This data-driven approach not only informs strategic decisions but also helps ensure that wellbeing investments deliver meaningful results for both employees and the organization.



Participation and Challenges of Wellbeing Initiatives		
Percentage of eligible employees who participate in one or more wellbeing initiatives	Best in Class	Other Midsize Employers
Less than 20%	17% ▼	30%
20%–39%	20% ▼	25%
40%–59%	23%	23%
60%–79%	21%	13%
80% or more	19%	8%

Top challenges related to wellbeing initiatives	Best in Class	Other Midsize Employers
Participation	67% ▼	76%
Geography and/or multiple locations	35%	26%
Communication	23%	18%
ROI or productivity measurement	20%	14%
Remote workforce	20%	12%
Turnover	7% ▼	11%
Buy-in at the executive level	6% ▼	11%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Measures Used to Evaluate the Effectiveness of Wellbeing Initiatives		
	Best in Class	Other Midsize Employers
Program participation	77%	57%
Employee engagement survey	57%	37%
Financial (claims data)	42%	25%
Preventive care	36%	21%
Healthcare utilization	35%	20%
Health risk assessment	28%	16%
Biometrics	27%	17%
Chronic condition management	15%	8%
Lost productivity	6%	3%
Don't evaluate effectiveness	12% ▼	26%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

In addition to their focus on wellbeing, Best-in-Class employers lead in HR technology strategy and investment. They're more likely to have a comprehensive HR technology strategy aligned with organizational goals. Their investments in HR technology are driven by the need to comply with regulations, support people strategies, and meet the expectations of both employees and leadership. This alignment between technology and talent priorities highlights their broader use of digital tools not just for operational efficiency, but also as a lever for enhancing the employee experience and organizational performance.

To maximize the value of these investments, leading employers adopt a disciplined approach to managing and optimizing HR technology. They regularly evaluate their current solutions, stay informed about market trends and maintain formal processes for monitoring software updates. Additionally, they're more likely to establish internal governance structures, such as committees and vendor management protocols. These practices reflect a proactive and strategic mindset, treating HR technology as a dynamic asset that requires continuous oversight and alignment with evolving business and workforce needs.

The Best in Class use digital tools not just for operational efficiency, but also as a lever for enhancing the employee experience and organizational performance.

HR Technology		
	Best in Class	Other Midsize Employers
Strategic approach to HR technology		
Have a comprehensive strategy aligned with organizational strategies	25%	15%
Have a strategy that supports the people strategy	36%	28%
Have some strategies	29% ▼	40%
Don't have a strategy	10% ▼	18%
Top reasons for investing in HR technology		
Comply with regulations	62%	56%
Support the organization's people strategy	61%	46%
Meet employee expectations	59%	47%
Manage and invest in employees more strategically	50%	38%
Meet leadership expectations	48%	41%
Increase employee productivity	42%	35%
Integrate all benefit offerings	42%	32%
Improve organizational wellbeing	39%	29%
Gain a competitive advantage in attracting and retaining talent	38%	29%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Actions Taken to Optimize HR Technology Investments

	Best in Class	Other Midsize Employers
Regularly evaluate the ability of HR technology solutions to meet current needs	71%	62%
Stay current on HR technology market trends	63%	45%
Formally govern HR technology vendor relationships	25%	15%
Conduct periodic reviews of HR technology by the internal governance committee	14%	8%
Apply a formal process to successfully complete and monitor software releases	14%	7%
Don't currently have a process for optimization	13% ▼	22%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Designing medical and pharmacy plans that attract and endure

Healthcare benefits are a cornerstone of a robust total rewards package, emphasizing the importance of designing offerings that are both attractive and sustainable.

Best-in-Class organizations are more likely to enhance their medical, dental and pharmacy benefits as part of their total rewards strategy. This approach goes beyond simply offering more options. It focuses on making these options competitive and responsive to employee needs, helping to ensure that benefits align with the expectations and wellbeing of the workforce.

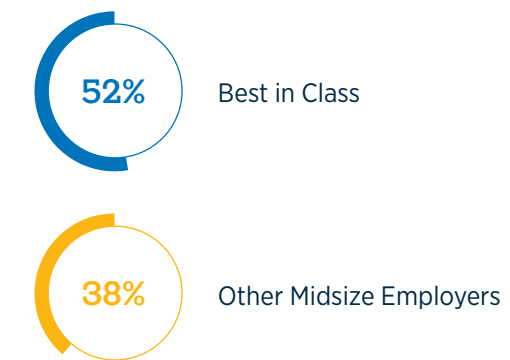
Total Rewards Enhanced to Support Recruitment and Retention

	Best in Class	Other Midsize Employers
Medical benefits	37%	30%
Dental benefits	19%	13%
Pharmacy benefits	18%	10%

Leading employers are significantly more inclined to adopt self-insurance for their primary medical plans. This funding model offers greater flexibility and control over plan design and costs, enabling organizations to tailor benefits to their workforce. While many employers have faced increases in health plan premiums during recent renewals, the impact has been less pronounced among the Best in Class. Furthermore, these top performers are more likely to contribute to HSAs, empowering employees to manage out-of-pocket expenses effectively.

Broader eligibility and coverage are defining characteristics of Best-in-Class employers. These organizations often extend employer-paid benefits to part-time employees and retirees and are more likely to provide flexible spending accounts (FSAs) and limited-purpose FSAs. This fosters inclusivity and supports a diverse workforce, including individuals who may not qualify for traditional full-time benefits.

Have a Self-Insured Medical Plan



Medical Plan Offerings and Cost Sharing

Employee cost-sharing increases implemented at the most recent renewal	Best in Class	Other Midsize Employers
Health plan premiums	52% ▼	58%
Employer contributes to the HSA	Best in Class	Other Midsize Employers
Yes	78%	67%
Factors that determine employee medical plan contributions	Best in Class	Other Midsize Employers
Wellbeing program participation	16%	9%
Job grade	2% ▼	5%
Employer-paid coverages offered	Best in Class	Other Midsize Employers
Part-time employee coverage	31%	21%
Retiree coverage	17%	10%
Types of FSAs offered	Best in Class	Other Midsize Employers
Healthcare FSA	86%	76%
Limited-purpose FSA	53%	45%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



Medical plan enrollment tends to be higher among Best-in-Class employers, with a larger proportion of eligible employees participating. Popular plan types that set these organizations apart include preferred provider organization (PPO) or point of service (POS) plans, as well as consumer-directed health plans (CDHPs) paired with HSAs. These options strike a balance between offering choice and managing costs.

Additionally, leading employers often have shorter waiting periods for new hires to become eligible for medical coverage. This enhances their appeal to prospective employees and signals that they value their workforce.

Percentage of Eligible Employees Enrolled in Medical Plans

	Best in Class	Other Midsize Employers
Less than 40%	1% ▼	6%
40%–49%	3% ▼	5%
50%–59%	6% ▼	9%
60%–69%	9% ▼	15%
70%–79%	25%	21%
80%–89%	28%	25%
90%–99%	26%	17%
100%	1%	1%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Medical Plan Enrollment and Eligibility		
Medical plan with the highest enrollment	Best in Class	Other Midsize Employers
PPO/POS	52%▼	57%
CDHP with an HSA	33%	25%
Health maintenance organization	9%▼	11%
Exclusive provider organization	5%	5%
CDHP with a health reimbursement arrangement	2%	2%

New hire waiting period for medical plan eligibility	Best in Class	Other Midsize Employers
No waiting period (eligible from date of hire)	21%	18%
30 days	10%	8%
First month following 30 days	32%	29%
60 days	1%▼	3%
First month following 60 days	10%▼	15%
90 days	2%▼	4%
Other	24%	21%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Managing healthcare costs remains a critical challenge due to rising medical expenses, specialty drug inflation and limited transparency. However, achieving financial sustainability, supporting employee wellbeing and making strategic workforce investments are essential. Employers must balance affordability with access, leveraging data-driven tools to optimize benefits and maintain competitiveness. Best-in-Class employers are notably more successful in managing healthcare costs compared to their peers.

These leading organizations adopt a proactive and diversified approach to healthcare cost control. They're significantly more likely to implement a range of tactics, including wellbeing incentives, prescription drug plan redesigns, mental health programming and care coordination models. This holistic approach underscores their commitment to both preventive and structural measures that contain costs while supporting employee health.

Agree their organization effectively manages healthcare costs

Other Midsize Employers: 45%

Healthcare Cost Management		
Expected change in 2025 healthcare costs compared to 2024	Best in Class	Other Midsize Employers
Significantly higher	5%▼	10%
Somewhat higher	65%	59%
No difference	16%	16%
Somewhat lower	8%	8%
Significantly lower	1%	0%
Don't know	4%▼	7%

Top challenges of healthcare cost management	Best in Class	Other Midsize Employers
High cost of specialty drugs	58%	45%
Lack of data-driven insights to help identify needed benefit changes	14%▼	19%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Healthcare Cost-Control Tactics Used in 2025		
	Best in Class	Other Midsize Employers
Offer telemedicine	83%	70%
Provide wellbeing incentives	67%	41%
Provide employees with cost transparency tools	46%	26%
Provide employees with healthcare decision support	39%	24%
Increase employee contribution to the cost of premiums	38% ▼	48%
Implement prescription drug plan design changes, including formulary exclusions, mandatory generics, etc.	33%	23%
Deploy enhanced mental and behavioral health programming	30%	15%
Perform claims audits	19%	12%
Perform eligibility audits	17%	13%
Apply a surcharge or exclusion for spouses with access to other coverage	17%	13%
Integrate health and disability management programs	14%	7%
Actively deploy a care coordination or care navigation model	12%	8%
Offer second opinion services	10%	6%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

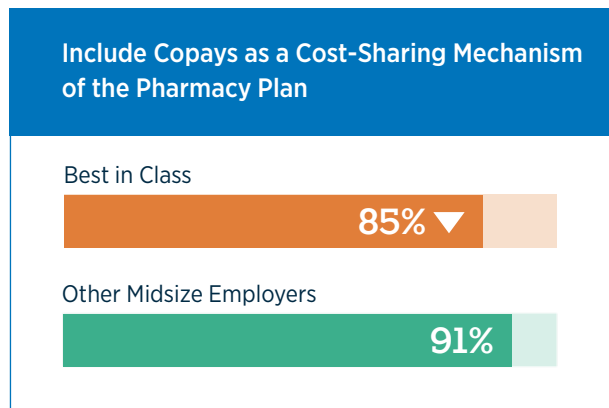
Best-in-Class organizations are also pioneers in adopting value-based health management tactics, recognizing the long-term advantages of guiding employees toward high-quality care. These tactics include reducing employee costs for prescription drugs treating chronic conditions, offering second-opinion programs and incentivizing the use of centers of excellence for specific procedures. While many employers have yet to fully embrace value-based strategies, the Best in Class are leading the way in improving outcomes and managing costs.

While many employers have yet to fully embrace value-based strategies, the Best in Class are leading the way in improving outcomes and managing costs.

Application of Value-Based Health Management Tactics		
	Best in Class	Other Midsize Employers
Reduce employee costs for prescription drugs to treat high-cost chronic conditions (e.g., diabetes)	24%	15%
Reduce employee costs for using designated centers of excellence for certain medical procedures	16%	11%
Offer second-opinion programs for employees diagnosed with certain conditions	13%	7%
Don't implement value-based benefit tactics	64% ▼	77%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Top-performing employers are also more assertive and strategic in managing pharmacy benefits, particularly in controlling specialty drug costs. They're more likely to carve out pharmacy benefits to specialized managers and implement measures such as pre-authorization, step-care therapy and contract reviews. Additionally, patient assistance programs are frequently utilized by this group to help ensure access to essential medications.



Approach to Pharmacy Benefits Coverage

	Best in Class	Other Midsize Employers
Part of the health plan	66% ▼	72%
Carved out to a pharmacy benefit manager	34%	27%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



Tactics Employed to Manage the Use and Costs of Specialty Drug Benefits

	Best in Class	Other Midsize Employers
Require pre-authorization	46%	32%
Use step-care therapy	33%	20%
Conduct pharmacy contract reviews and negotiations	31%	16%
Mandate the use of a specialty pharmacy for some or all specialty drugs	24%	18%
Leverage patient assistance programs	24%	13%
Exclude certain specialty drug classes, such as gene therapy	12%	8%
Move drug coverage from the medical to the pharmacy benefit	9%	4%
Use a specialty copay accumulator or copay adjustment program	7%	4%
Use a copay maximizer	4%	2%
Don't know	21% ▼	32%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Robust women’s health coverage further highlights how Best-in-Class employers address the diverse health needs of their workforce. They’re more likely to cover evaluations by reproductive endocrinologists or infertility specialists and provide travel or lodging support for voluntary pregnancy termination. This demonstrates their commitment to offering employees access to comprehensive care options.

Robust women’s health coverage further highlights how Best-in-Class employers address the diverse health needs of their workforce.

Women’s Health Coverages		
Types of infertility services or fertility treatments covered	Best in Class	Other Midsize Employers
Evaluation by a reproductive endocrinologist or infertility specialist	75%	63%
Plan covers travel and/or lodging for voluntary pregnancy termination	Best in Class	Other Midsize Employers
Yes	10%	5%

Empowering employees with holistic physical and emotional wellbeing solutions

Best-in-Class employers prioritize empowering employees through comprehensive physical and emotional wellbeing solutions. They take a proactive approach by offering a variety of physical wellbeing programs, such as promoting preventive care, providing gym subsidies and supporting tobacco cessation.

Investments in virtual fitness platforms, weight management programs and health risk assessments help ensure employees have access to resources that encourage healthy lifestyles. Additionally, the availability of healthy food options and onsite fitness centers highlights their focus on making wellness accessible in the workplace. This well-rounded approach emphasizes both prevention and accessibility, fostering a culture of health.



Components of Physical Wellbeing Initiatives

	Best in Class	Other Midsize Employers
Promotion of preventive care and age-appropriate screenings	68%	52%
Gym subsidies or discounts	63%	51%
Tobacco cessation tools	62%	53%
Physical activity programs or virtual fitness platforms	55%	42%
Weight management programs	55%	41%
Health risk assessments	51%	37%
Healthy vending and/or healthy food options	47%	29%
Onsite fitness center	40%	30%
Onsite or virtual health professional or coach	34%	23%
Disease management programs	29%	20%
Musculoskeletal programs	13%	8%

Agree Leaders Are Concerned About the Impact of Stress and Burnout on the Organization



Agree Managers Are Well-Equipped to Refer Employees to Mental Health Support Services



Emotional wellbeing has become a critical focus, with top employers placing significant emphasis on mental health support. Leadership in these organizations demonstrates heightened awareness of the impact of stress and burnout, equipping managers to guide employees toward mental health services. This sensitivity is reflected in a broader range of emotional wellbeing initiatives, including employee assistance programs, virtual counseling and efforts to promote I&D. Programs for stress management, meditation and mental health days are also increasingly prevalent, helping employees navigate challenges both at work and in their personal lives.



Say emotional wellbeing has become more important to the organization in 2025

Other Midsize Employers: 49%

Components of Emotional Wellbeing Initiatives

	Best in Class	Other Midsize Employers
Employee assistance programs	96%	93%
Virtual or telephonic mental health counseling	80%	61%
I&D initiatives	52%	33%
Stress management, resiliency or meditation programs	42%	23%
Time off for mental health or burnout	39%	24%
Mental health training for managers, leaders or HR	30%	17%
Onsite meditation rooms	23%	15%
None of these	1% ▼	4%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Beyond physical and emotional health, the Best in Class provide additional support initiatives to enhance the employee experience. Company-sponsored gatherings, such as picnics and holiday parties, build a sense of community and belonging. Accommodations for nursing mothers, volunteer opportunities and regular wellbeing communications further enrich workplace culture. Wellness committees and champions play a vital role in sustaining health initiatives, while programs like matching charitable donations and offering donation opportunities encourage social responsibility and engagement.

Support for employees with caregiving responsibilities is also a hallmark of leading organizations. Resources for eldercare and childcare, including emergency childcare, are more commonly available, addressing the diverse needs of the workforce. These offerings help employees balance work and personal responsibilities, reducing stress and boosting overall satisfaction.

Enhancing work-life balance through comprehensive leave strategies

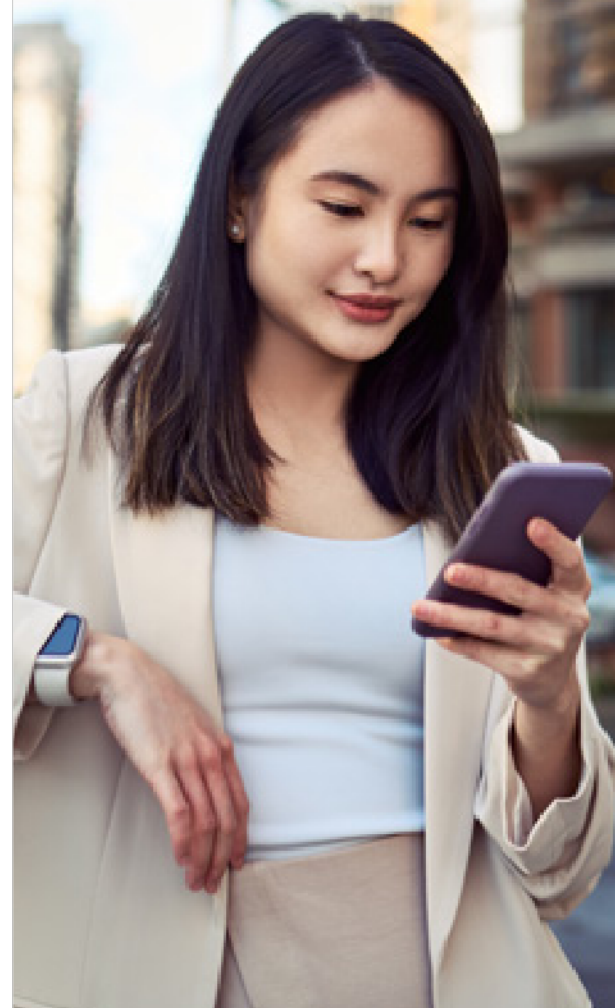
Top-performing organizations enhance work-life balance through comprehensive leave strategies. They're more likely to offer short-term disability (STD) insurance or salary continuation benefits, providing financial support to employees during periods of illness or injury. Beyond meeting federal, state and local requirements, the Best in Class expand paid leave to include personal leave, parental bonding, bereavement for pregnancy loss, volunteer leave, wellbeing or culture days, caregiver leave, and even sabbaticals. These options highlight their dedication to supporting employees through diverse life events and needs.

Offer paid STD insurance or salary continuation benefits

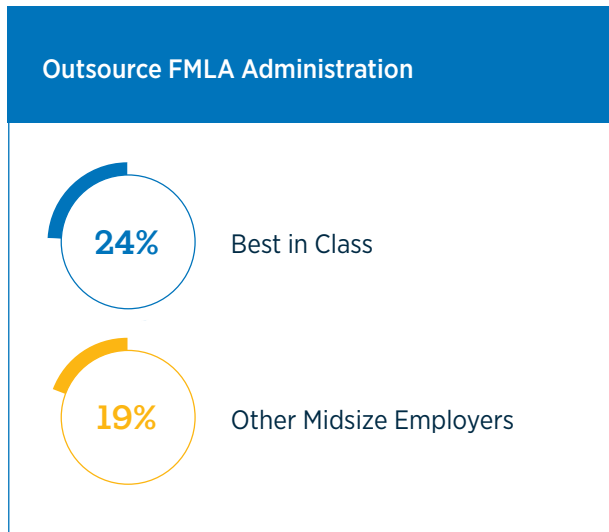
Other Midsize Employers: 66%

Other Wellbeing or Employee Support Initiatives		
	Best in Class	Other Midsize Employers
Company-sponsored gatherings (picnics, holiday parties, etc.)	89%	80%
Lactation or nursing mothers' rooms or accommodations	82%	73%
Volunteer opportunities	69%	53%
Employee wellbeing newsletter or communications	61%	51%
Wellness committee or wellness champions	57%	41%
Matching charity gift or donation program	32%	25%
Eldercare resources	20%	9%
Childcare resources (including emergency childcare)	15%	8%

Types of Paid Leave Programs Offered Over and Above Federal, State and Local Mandates		
	Best in Class	Other Midsize Employers
Personal	55%	46%
New child or parent bonding	45%	33%
Bereavement for pregnancy loss	36%	24%
Volunteer	33%	20%
Wellbeing or culture day	17%	9%
Caregiver	12%	8%
Sabbatical	9%	6%



The administration of leave programs is especially robust among these leading employers, with many opting to outsource Family and Medical Leave Act (FMLA) administration for greater efficiency. When it comes to sick leave, these organizations tend to allow employees to carry over unused days, either with limitations or without restrictions. This flexibility empowers employees to manage their time off effectively while providing added security for unexpected circumstances.



Allow Carryover of Unused Sick Leave

	Best in Class	Other Midsize Employers
No	26% ▼	38%
Yes, limited	49%	44%
Yes, unlimited	21%	16%
Yes, extended illness bank only	3%	3%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



PTO policies among Best-in-Class employers are notably inclusive, often extending PTO benefits to part-time employees. Many also permit employees to carry over unused vacation or PTO days from year to year, and some even allow employees to donate unused PTO to colleagues who have exhausted their sick leave. These practices foster a culture of support and solidarity, helping to ensure employees can rely on one another during challenging times.

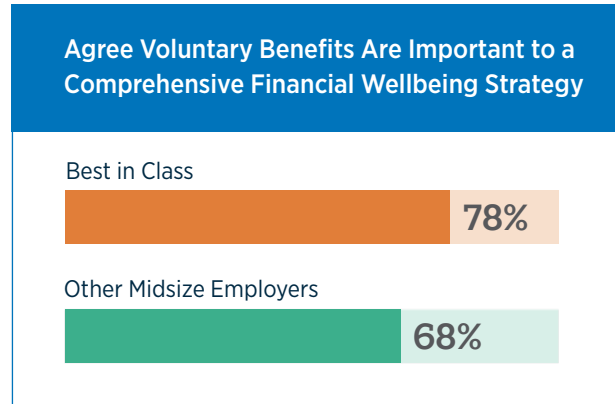
Additionally, the Best in Class offer more expansive paid holidays. They're more likely to recognize holidays such as Martin Luther King Jr. Day and Juneteenth, reflecting a strong commitment to I&D. Overall, these comprehensive leave strategies show that top-performing employers prioritize employee wellbeing, flexibility and support throughout the employment journey.

PTO

	Best in Class	Other Midsize Employers
Offer PTO to part-time employees		
Yes	64%	55%
Allow carryover of vacation or PTO days		
Yes	87%	82%
Allow employees to donate vacation or PTO to others whose sick leave is exhausted		
Yes	37%	22%
Paid holidays offered		
Martin Luther King Jr. Day	57%	45%
Juneteenth	42%	34%
Other	27%	17%

Leveraging voluntary benefits to support diverse workforce needs

Best-in-Class employers are leveraging voluntary benefits to meet the diverse and evolving needs of their workforce. Viewed as a strategic tool, these benefits enhance engagement and financial wellbeing by offering employees greater choice and flexibility. The motivations behind offering voluntary benefits are multifaceted: employers aim to provide comprehensive benefit packages, fill gaps left by core offerings, retain current employees, attract new talent, and cater to a workforce with varied backgrounds and requirements. Additionally, voluntary benefits serve as a means of providing financial protection and supporting employees who may lack access to traditional benefits.



Top Reasons for Offering Voluntary Benefits		
	Best in Class	Other Midsize Employers
Provide comprehensive benefit packages	85%	71%
Fill gaps in coverage from the core benefits	75%	62%
Retain existing employees	62%	53%
Offer financial protection to employees	57%	46%
Attract new employees to the organization	57%	45%
Appeal to a diverse workforce	55%	47%
Increase participation in more cost-favorable plans	15%	9%
Offer benefits to a nontraditional workforce that typically doesn't have access	12%	7%
Not applicable	1% ▼	5%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Leading organizations are expected to expand their voluntary benefit offerings in the coming years, showcasing a forward-thinking approach to employee support. While some will maintain their current offerings, many plan to broaden their scope to remain competitive and responsive to shifting workforce expectations.

However, the complexities of existing benefits can pose challenges to integration. Best-in-Class employers, supported by strong leadership, are better equipped to overcome these challenges and successfully adopt and expand voluntary benefit programs.

Approach to Voluntary Benefits		
Barriers to making voluntary benefits a bigger part of the financial wellbeing strategy	Best in Class	Other Midsize Employers
Too many existing offerings for employees	24%	18%
Leadership doesn't support	2% ▼	8%
Expected approach to voluntary (employee-paid) benefits by 2027	Best in Class	Other Midsize Employers
Offer and plan to expand	42%	29%
Offer and don't plan to expand	53% ▼	62%
Don't offer but plan to add	1% ▼	3%
Don't offer and don't plan to add	3% ▼	6%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



Voluntary Benefits Offered

Employee perks program (discounts)	Best in Class	Other Midsize Employers
Employer subsidized	42%	32%
100% employee paid	26%	20%
None	31% ▼	48%
Employee purchase program (merchandise)	Best in Class	Other Midsize Employers
Employer subsidized	22%	13%
100% employee paid	21%	17%
None	57% ▼	70%
Pretax dependent care reimbursement account	Best in Class	Other Midsize Employers
Employer subsidized	8%	5%
100% employee paid	69%	59%
None	23% ▼	36%
Accidental death and dismemberment	Best in Class	Other Midsize Employers
Employer subsidized	70%	61%
100% employee paid	26% ▼	31%
None	5% ▼	7%
Legal plan	Best in Class	Other Midsize Employers
Employer subsidized	16%	9%
100% employee paid	31%	26%
None	54% ▼	64%
Identity theft protection	Best in Class	Other Midsize Employers
Employer subsidized	19%	10%
100% employee paid	33%	28%
None	48% ▼	62%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

A wide range of voluntary benefits is available, including employee perks and purchase programs, pretax dependent care accounts, accidental death and dismemberment coverage, legal plans and identity theft protection. Best-in-Class employers are more likely to subsidize these benefits, making them more accessible to employees. In some cases, benefits are entirely employee-paid, while in others, employer contributions help reduce costs. This diversity of offerings helps ensure that employees can choose benefits that align with their unique circumstances and financial goals.

This diversity of offerings helps ensure that employees can choose benefits that align with their unique circumstances and financial goals.

Talent

Organizations are increasingly recognizing that people strategies are central to business success. Best-in-Class employers set themselves apart by aligning talent management practices with broader organizational objectives. They understand that supporting employees holistically — through meaningful engagement initiatives, inclusive policies and strategic career development — drives both individual and organizational performance.

Inclusion and diversity are no longer just values; they're essential drivers of resilience and innovation. Leading organizations integrate I&D principles across recruitment, leadership and workplace culture, demonstrating a commitment to environments where every employee is valued and diversity is leveraged as a strategic advantage.

At the same time, the Best in Class are prioritizing employee engagement and career wellbeing, recognizing that purpose and belonging are vital for attracting and retaining top talent. By connecting individual contributions to organizational goals and investing in development programs, these organizations create environments where employees are empowered to grow and succeed.

Flexibility in the workplace is another defining characteristic of top-performing employers. They help ensure employees can work effectively from any location by embracing hybrid and flexible work models that promote both productivity and work-life balance. As the workforce continues to evolve, leveraging data-driven decision-making, fostering engagement and embedding I&D into strategy equips employers to build resilient, motivated teams prepared to tackle future challenges.

Integrating I&D across the organization

Best-in-Class employers set a high standard among their peers through a proactive and integrated approach to I&D. By embedding I&D principles across key areas of their operations — such as recruitment, communication, talent analytics, leadership accountability and more — these top performers demonstrate their commitment to making I&D a foundational aspect of organizational culture, rather than limiting it to isolated initiatives or specific departments.

Areas of the Organization That Have Integrated I&D Standards

	Best in Class	Other Midsize Employers
Recruitment	84%	76%
Communication	65%	58%
Talent analytics and engagement	54%	38%
Leadership accountability	48%	36%
Career and succession planning	39%	26%
Benefits	37%	27%
Compensation	35%	26%
Performance management	32%	21%

Training programs in these leading organizations often emphasize non-discrimination and regulatory compliance, embracing differences, and overcoming unconscious bias. Additionally, there's a stronger focus on embedding inclusive behaviors into every role, which fosters a more supportive and equitable workplace environment.

However, a persistent challenge remains: many organizations face a lack of robust data and reporting mechanisms to effectively quantify the impact of their I&D initiatives. This limitation hinders their ability to measure progress and identify areas for improvement.

I&D Initiatives		
Focus of I&D training programs	Best in Class	Other Midsize Employers
Non-discrimination and regulatory compliance	76%	69%
Embracing differences in the workplace	65%	46%
Overcoming unconscious bias	64%	45%
How to effectively manage diverse groups of people	48%	31%
How inclusive behaviors can be embedded into every role	31%	18%
Not applicable	6% ▼	13%
Top challenges related to I&D initiatives	Best in Class	Other Midsize Employers
Lack of robust data and reporting to quantify impact	39%	31%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

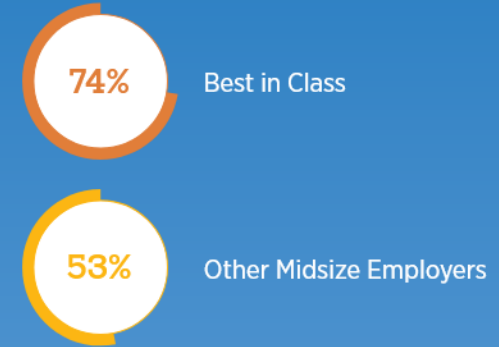
Advancing workplace culture with a focus on career mobility and engagement

Employees in top-performing organizations are often perceived as highly engaged, a belief supported by the presence of formal strategies designed to enhance engagement. Rather than solely relying on interesting and challenging work, the Best in Class align employees' efforts with the broader organizational strategy, mission, vision or values to boost engagement. This alignment helps individuals understand the impact of their contributions and develop a sense of purpose.

Career wellbeing initiatives that promote long-term growth and internal mobility are fundamental to these organizations. They offer a wide range of programs, including service awards, employee recognition, management or leadership development, ongoing performance feedback, and employee development training. Additionally, peer-to-peer recognition, mentoring and team-building programs are more prevalent, creating an environment that encourages collaboration. Affinity or employee resource groups further strengthen employees' connection and attachment to the organization.

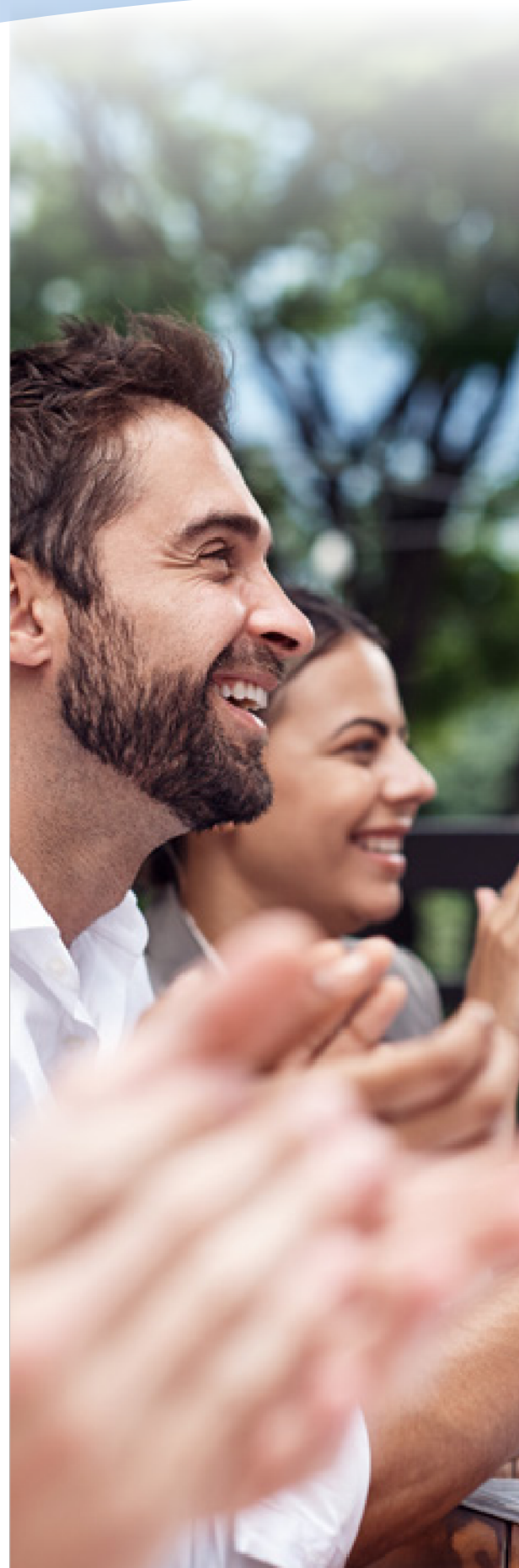
Career wellbeing initiatives that promote long-term growth and internal mobility are fundamental to Best-in-Class organizations.

Agree Their Workforce Is Highly Engaged



Have a Strategy for Improving Employee Engagement





Career Wellbeing

Tactics used to improve employee engagement	Best in Class	Other Midsize Employers
Connect employees' efforts to positive impacts on strategy, mission, vision or values	44%	36%
Provide interesting and challenging work	11% ▼	16%

Components of career wellbeing initiatives	Best in Class	Other Midsize Employers
Service awards or employee recognition	87%	79%
Management or leadership development training	80%	67%
Ongoing performance feedback or coaching	80%	67%
Employee development training	77%	60%
Peer-to-peer recognition	60%	49%
Mentoring programs	47%	33%
Team-building programs	47%	33%
Affinity or employee resource groups	22%	13%
None of these	2% ▼	5%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Best-in-Class employers prioritize workplace flexibility by avoiding strict full-time return-to-office policies. Instead, they implement hybrid models or provide employees with full autonomy in choosing their work location. This strategy reflects an understanding of workforce needs and supports both productivity and work-life balance.

Best-in-Class employers prioritize workplace flexibility by avoiding strict full-time return-to-office policies.

Implemented a Mandatory Return-to-Office Policy

	Best in Class	Other Midsize Employers
Yes, required full time	7% ▼	14%
Yes, hybrid model (specific days in office)	44%	34%
No, employees have complete flexibility	21%	17%
No, but considering	4% ▼	6%
Not applicable	24% ▼	30%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



Financial

Forward-thinking organizations are redefining financial wellbeing as a fundamental pillar of workforce strategy, recognizing its significant impact on employee engagement, productivity and overall organizational success. By prioritizing financial health, leading employers demonstrate their focus on helping employees navigate financial challenges while empowering them to achieve lasting financial stability. This approach not only enhances the employee experience but also strengthens the organization's ability to attract, retain and engage top talent.

To address the diverse needs of their workforce, Best-in-Class employers are investing in a comprehensive range of financial wellbeing solutions. By offering personalized guidance and flexible options, they equip their employees with the knowledge and resources needed to make confident financial decisions throughout their careers.

A key area of strategic focus is retirement benefits. The Best in Class set themselves apart by providing retirement plan options tailored to support employees across various age groups and income levels. Features like auto-enrollment and auto-escalation eliminate participation barriers and promote consistent saving, while flexible eligibility and specialized plans for key employees highlight their focus on long-term financial wellbeing.

These top employers are also staying ahead of legislative changes and evolving workforce expectations by continuously innovating their financial planning and retirement strategies. The integration of new SECURE 1.0/2.0 provisions and other enhancements demonstrates their adaptability and readiness to meet employee needs. By proactively responding to regulatory trends and refining their offerings, these organizations position themselves as employers of choice — prepared to support their workforce and drive sustainable success in an ever-changing environment.

Strengthening workforce resilience through financial planning

In 2025, there's a growing recognition among Best-in-Class employers that employee financial wellbeing is a critical pillar of overall organizational health. This shift reflects an understanding that financial wellbeing is not merely a personal concern for employees but a strategic priority that significantly impacts engagement, productivity and workplace satisfaction.



Report financial wellbeing has become more important to the organization in 2025

Other Midsize Employers: 43%

By investing in comprehensive financial support, Best-in-Class organizations not only address immediate employee concerns but also cultivate a culture of care and resilience.

To address the diverse financial needs of employees, the Best in Class are adopting a wide range of financial wellbeing initiatives. These include resources for financial literacy, legal services such as will preparation and estate planning, as well as financial planning and wealth management support. Personalized one-on-one financial coaching sessions and voluntary benefits are also becoming increasingly prevalent, offering employees tailored guidance and flexible solutions to improve their financial health.

Programs like debt counseling, refinancing tools and college savings plans further highlight a commitment to helping employees navigate complex financial decisions and plan for the future. Importantly, top-performing employers are far less likely to neglect financial wellbeing initiatives altogether. By investing in comprehensive financial support, these organizations not only address immediate employee concerns but also cultivate a culture of care and resilience — benefiting both individuals and the organization in the long term.

Components of Financial Wellbeing Initiatives		
	Best in Class	Other Midsize Employers
Employee discount programs	71%	55%
Financial literacy resources or seminars	68%	49%
Will preparation, estate planning or other legal services	65%	50%
Financial planning or wealth management services	64%	45%
One-on-one financial coaching sessions	64%	44%
Voluntary (employee-paid) benefits	55%	46%
Debt counseling	30%	22%
Refinancing tools and education	23%	13%
529 college savings plan	16%	10%
Emergency savings program	6%	3%
None of these	2% ▼	8%

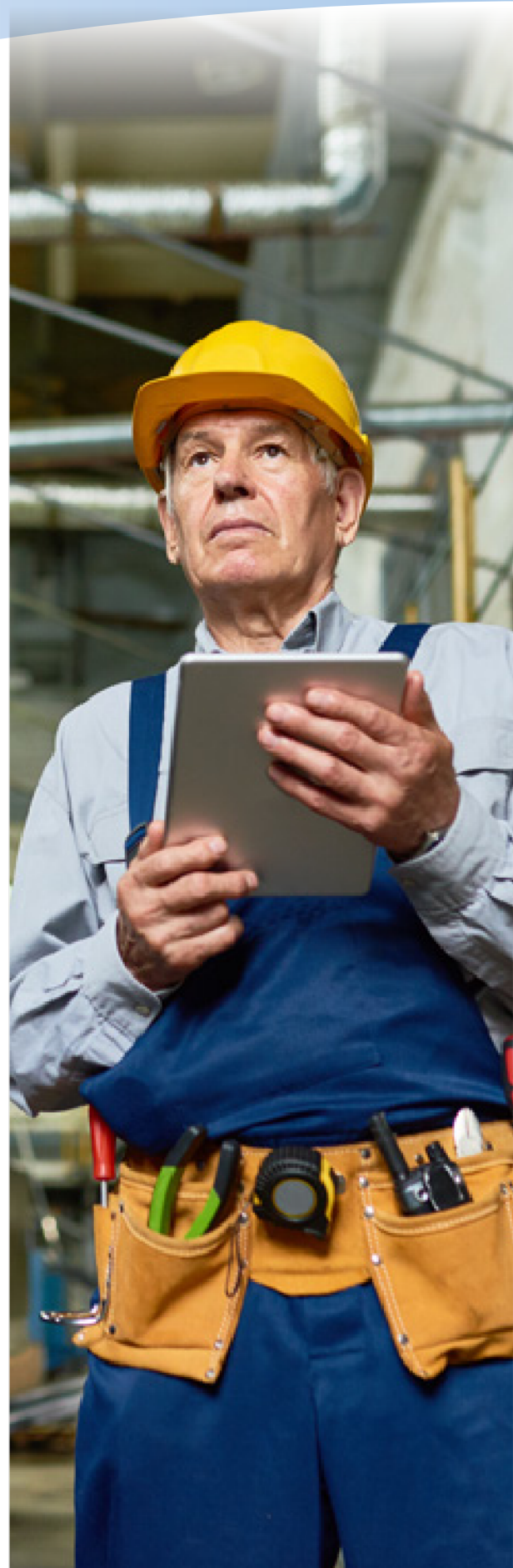
▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



Prioritizing retirement offerings that help safeguard employees' futures

Leading organizations distinguish themselves by offering a wide array of retirement plans designed to meet the needs of employees at different career stages and compensation levels. By combining traditional and nontraditional plans — including specialized options for key employees — these employers demonstrate a strong commitment to talent retention and long-term financial wellbeing. They also simplify the process for employees to begin saving immediately, showcasing a dedication to fostering financial health from the start of employment.

While defined benefit pension plans still exist, their prevalence varies as organizations navigate the balance between legacy obligations and evolving financial and regulatory landscapes. Best-in-Class employers are transitioning away from maintaining active pension plans indefinitely, opting instead for frozen plans that honor past commitments while adapting to modern demands. This shift reflects the changing nature of retirement benefits and the need for flexibility in response to external pressures.



Retirement Plan Offerings		
Retirement plans offered	Best in Class	Other Midsize Employers
457	27%	19%
Nonqualified deferred compensation	10%	4%
Retirement plans offered to key employees	Best in Class	Other Midsize Employers
Nonqualified deferred compensation (employer contributions)	25%	16%
Nonqualified deferred compensation (voluntary participant deferrals)	25%	15%
Split dollar	6%	3%
457(f)	5%	2%
Not applicable	39% ▼	56%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Retirement Plan Eligibility and Status		
New hire waiting period for retirement plan eligibility	Best in Class	Other Midsize Employers
Immediately	42%	31%
0-3 months	39% ▼	43%
4-6 months	10% ▼	13%
7-11 months	2%	2%
1 year	8% ▼	11%
Projected status of the defined benefit (pension) plan over the next 3 years	Best in Class	Other Midsize Employers
Active, not expected to be frozen	70% ▼	85%
Active, expected to be frozen	1%	1%
Frozen, not expected to be terminated	25%	12%
Frozen, expected to be terminated	3%	2%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.

Auto-enrollment and auto-escalation features are increasingly common among the Best in Class, effectively reducing barriers to participation and encouraging employees to build their savings over time. By automatically enrolling employees and gradually raising contribution rates, employers promote consistent saving habits without requiring continuous effort from employees. These practices underscore a forward-thinking approach to retirement planning, helping to ensure employees have access to flexible and supportive options that safeguard their financial futures.

Auto-enrollment and auto-escalation features are increasingly common among the Best in Class, effectively reducing barriers to participation and encouraging employees to build their savings over time.

Methods Used to Enhance Retirement Plan Participation

Auto-enrollment	Best in Class	Other Midsize Employers
Yes	68%	55%
Auto-escalation	Best in Class	Other Midsize Employers
Yes	39%	29%

Recent legislative changes, such as the SECURE 1.0 and 2.0 Acts, have further spurred innovation in retirement planning. Best-in-Class employers are leading the way in adopting new optional provisions, including enhanced distribution limits, Roth options for employer contributions, and special distributions for emergencies, disasters, domestic abuse, and life events like birth or adoption.

While some organizations have already implemented these features, others are actively exploring them. This reflects a growing willingness among employers to innovate and adapt their retirement plans to better respond to the evolving needs of their employees.



Implementation of Optional SECURE 1.0/2.0 Provisions

Optional SECURE 1.0/2.0 provisions added to date	Best in Class	Other Midsize Employers
Force out distribution increase to \$7,000	34%	25%
Roth option for employer contributions	27%	20%
Disaster related distributions	26%	18%
Emergency distributions up to \$1,000	22%	16%
Domestic abuse distributions	21%	12%
Qualified birth or adoption distributions	15%	9%
Emergency savings accounts	4%	2%
None	32% ▼	44%

Optional SECURE 1.0/2.0 provisions being considered	Best in Class	Other Midsize Employers
Increased catch-up at age 60	40%	29%
Disaster related distributions	10%	5%
Emergency distributions up to \$1,000	9%	6%
Domestic abuse distributions	9%	5%
Qualified birth or adoption distributions	6%	3%
None	44% ▼	56%

▼ Marks a Best-in-Class response that is lower compared to other midsize employers.



Final Remarks

As legislative changes and market dynamics continue to reshape the benefits landscape, organizations must remain agile and responsive — aligning their people strategies with business goals to establish a culture of wellbeing, resilience and sustainable growth. Best-in-Class employers exemplify this adaptability by consistently evaluating and refining their programs to stay ahead of emerging trends and shifting workforce expectations.

For these leading organizations, a forward-thinking benefits strategy not only attracts and retains top talent but also drives organizational performance, positioning them as benchmarks for others to emulate. By harnessing data-driven insights and embracing innovation, they're better prepared to anticipate future challenges and capitalize on new opportunities.

Looking ahead, the ability to balance flexibility with structure, and personalization with scalability, will be critical to sustaining long-term success. Organizations that prioritize their people — through inclusive policies, comprehensive wellbeing initiatives and strategic financial planning — will continue to set the standard for excellence in an ever-evolving world of work.

Ultimately, exceptional organizational strategy demands a commitment to continuous improvement, a readiness to adapt, and a focus on delivering meaningful value for both employees and the organization. Those who lead with purpose and vision will be best positioned to thrive in the years to come.

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About Gallagher

You and your people are at the center of all we do.

Gallagher specializes in maintaining the critical link between people's wellbeing and organizational success through people strategies for benefits, financial and talent programs that deliver results.

As employees across all geographies, industries and employer types navigate an evolving global employment landscape, organizations are evaluating and enhancing the workplace experience. Finding new ways to engage and connect with their people is essential to fostering organizational wellbeing. Offering robust medical coverage and a reliable retirement plan isn't enough in today's competitive labor market. A holistic approach to organizational wellbeing — including benefits, compensation, retirement, employee communications and workplace culture — can help align your people strategy with your business goals.

Partnering with a team that grasps your daily challenges and understands the expectations of leadership can help you foster productivity and growth that directly support your strategic goals. Gallagher brings informed analysis and insights, benchmarked against industry standards using country-specific data sources, to help you anticipate and stay ahead of workforce trends and risks.

Our global digital and consulting solutions are designed to support your workforce at cost structures you can sustain — while helping employees engage in their work and achieve outcomes that matter most to your organization. Using proprietary technology platforms, we help you gain a better understanding of your employee populations and make informed decisions when it comes to managing costs, connecting with your employees and achieving measurable results.

When employees enjoy their work, appreciate their benefits, and feel informed and connected, their confidence and trust in your organization grows. This fosters positivity, boosts retention, enhances customer interactions and drives overall prosperity.

Gallagher helps you invest in and sustain a workplace culture offering growth and potential. The return on that investment? Drawing new talent and inspiring employees to deliver their personal and professional best. Let's work together to understand your priorities and develop a proactive people strategy to achieve your goals, empowering you to navigate the future with confidence.

DATA DRIVES DECISIONS.™

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Employee Perception Survey Results

2025

Focus Areas

Leadership

Strategic Planning

Customer Focus

Measurement,
Analysis, and
Knowledge
Management

Workforce Focus

Operations Focus

Results

Questions Summary

38 Total Questions Positive

58% +

20 Questions - Increased in both 2024 and
2025

+ +

2 Questions – Decreased in 2024, increased
in 2025

- +

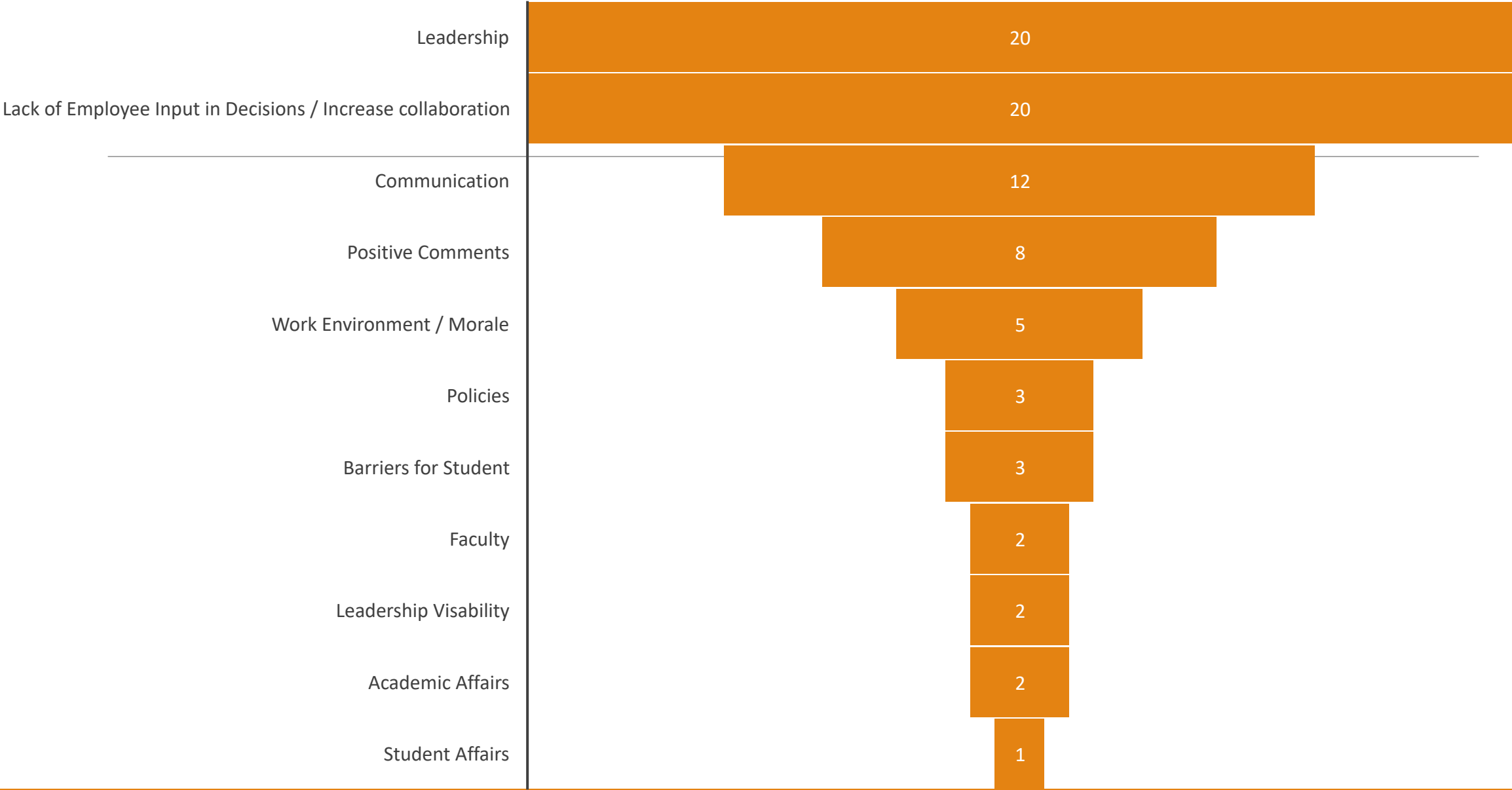
16 Questions – Decreased in 2025

+ -

Section 1 - Leadership

	% Positive		
Year	2023	2024	2025
Total Responses	64	52	86
1a. Our employees know our College's mission (what we are trying to accomplish).	60.9%	69.2%	66.3%
1b. Our employees know our College's vision (where it is trying to go in the future).	29.7%	38.5%	38.4%
1c. Our leadership team uses our College's values to guide our organization and employees.	29.7%	40.4%	37.2%
1d. Our leadership team creates a work environment that helps our employees do their jobs.	26.6%	30.8%	40.7%
1e. Our leadership team shares information about the College.	28.1%	50.0%	46.5%
1f. Our leadership team asks employees what they think	21.9%	36.5%	32.6%

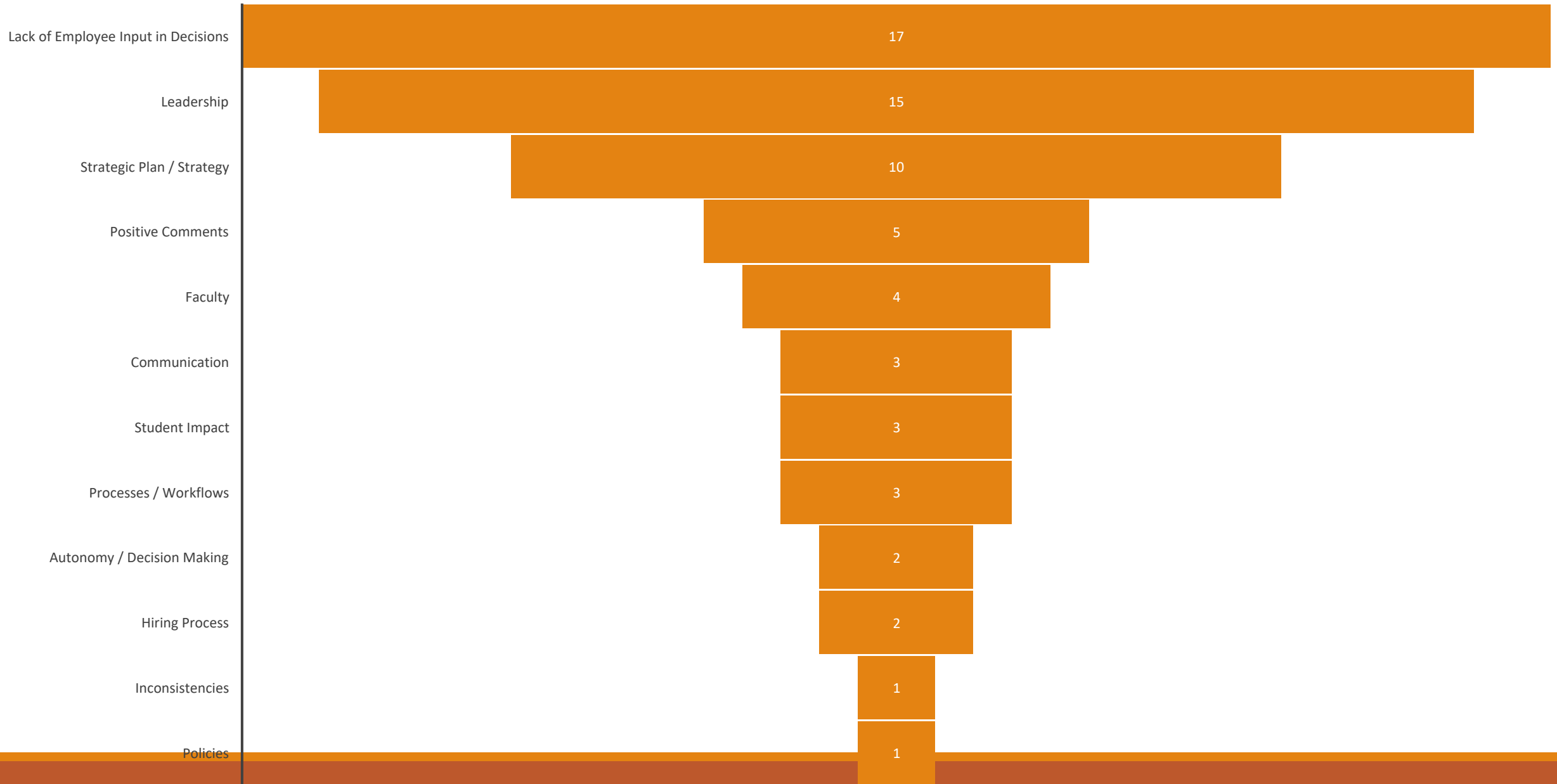
SECTION 1 LEADERSHIP - COMMENT THEMES



Section 2 – Strategic Planning

2a. As our leadership team plans for the future, we ask our employees for their ideas.	34.4%	42.3%	30.2%
2b. Our college encourages totally new ideas (innovation).	26.6%	44.2%	34.9%
2c. Our employees know the parts of our college's strategic plans that affect them and their work.	21.9%	30.8%	36.0%
2d. Our employees know how to tell if they are making progress on their work group's part of the strategic plan.	14.1%	21.2%	26.7%
2e Our College is flexible and can make changes quickly when needed.	21.9%	40.4%	30.2%

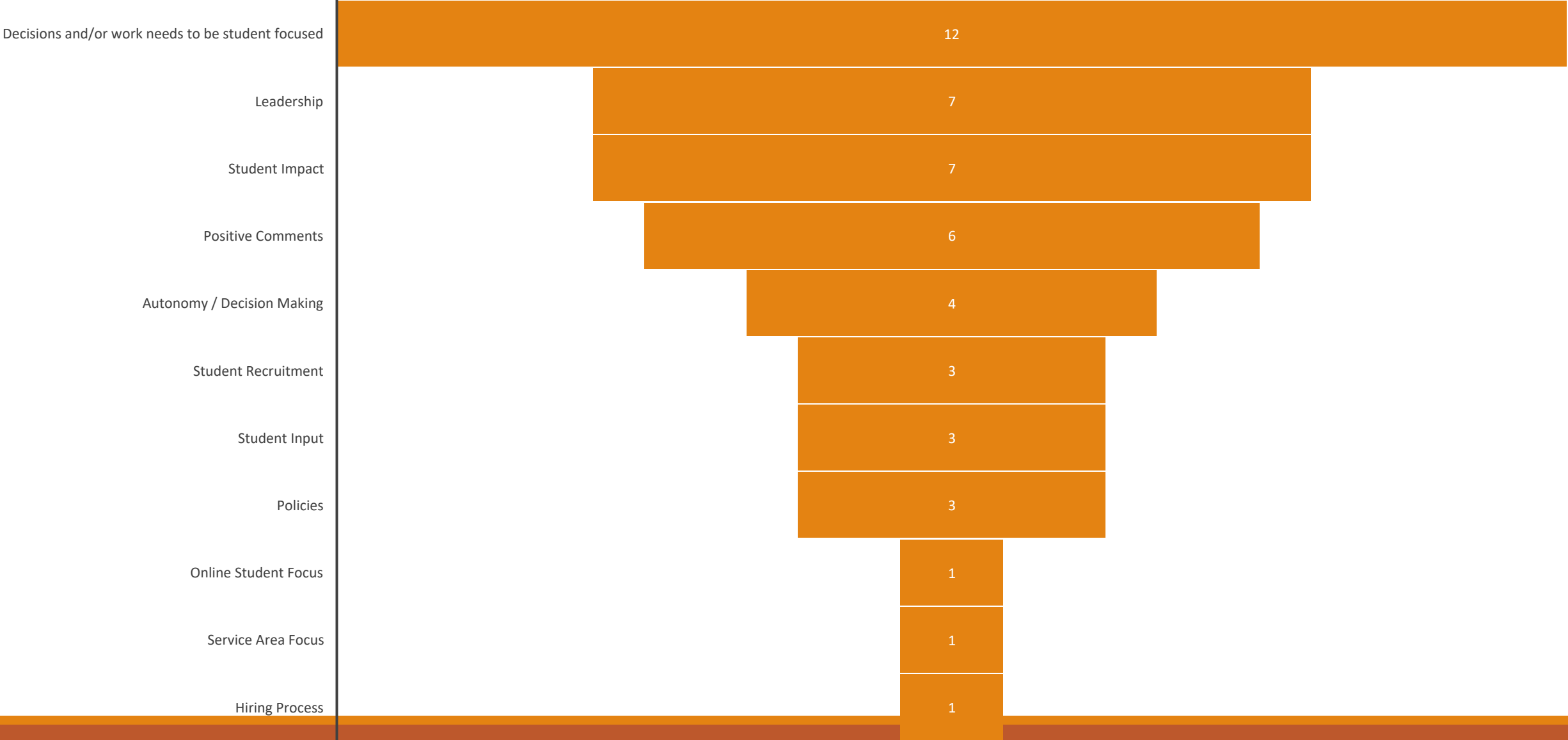
Section 2 – Strategic Planning Comment Themes



Section 3 – Customer Focus

	% Positive			
	Year	2023	2024	2025
Total Responses		64	52	86
3a. Our employees know who their most important customers are.		56.3%	57.7%	64.0%
3b. Our employees regularly ask students what they need and want.		43.8%	53.8%	57.0%
3c. Our employees ask if their students are satisfied or dissatisfied with their work.		29.7%	42.3%	34.9%
3d. Our employees are allowed to make decisions to solve problems for their students.		48.4%	51.9%	50.0%

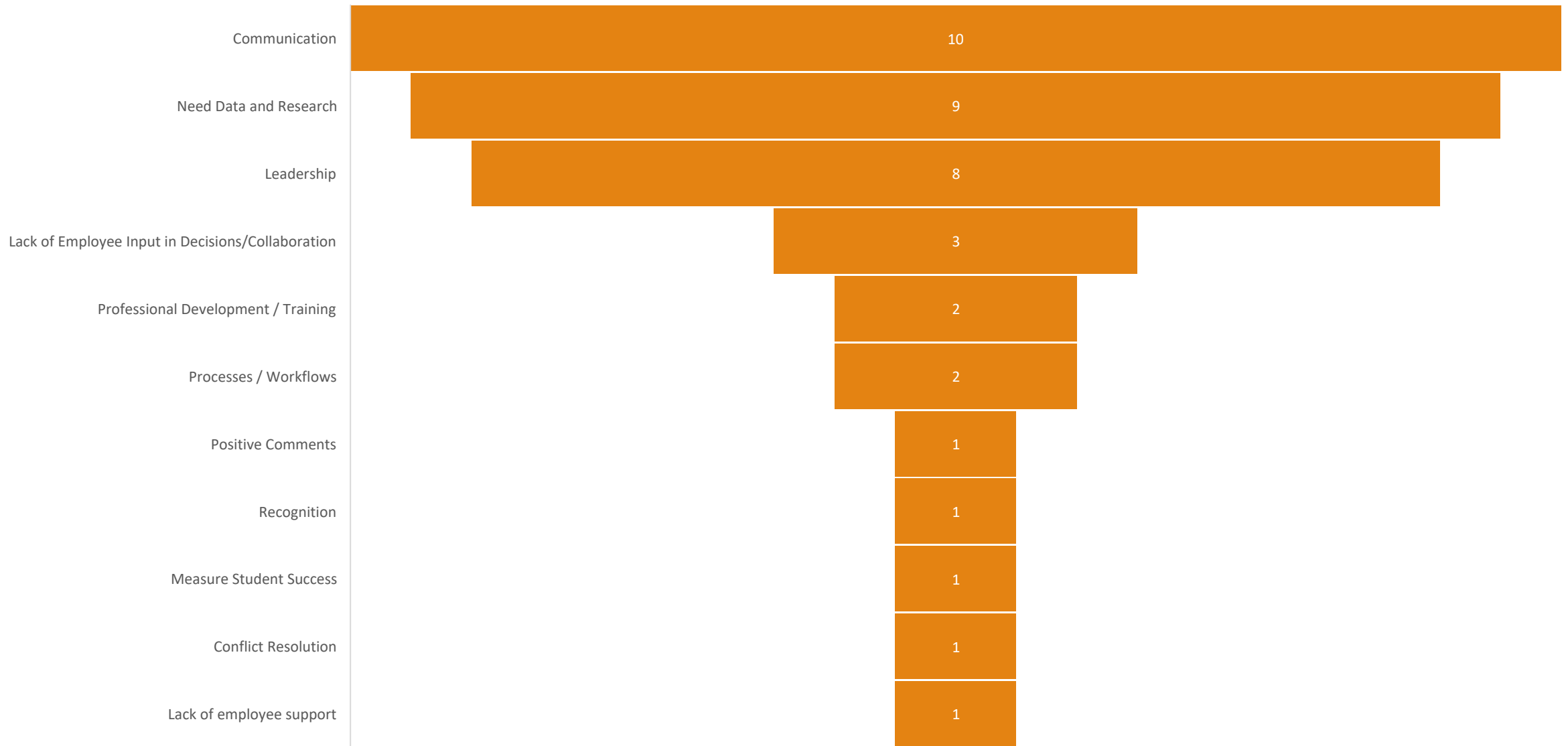
Section 3 Customer Focus - Comment Themes



Section 4 - Measurements, Analysis, and Knowledge Management

	% Positive			
	Year	2023	2024	2025
Total Responses		64	52	86
4a. Our employees know how to measure the quality of their work.		34.4%	48.1%	47.7%
4b. Our employees use this information to make changes that will improve their work.		28.1%	42.3%	40.7%
4c. Our employees know how the measures they use in their work fit into the College's overall measures of improvement.		21.9%	28.8%	31.4%
4d. Our employees get all the information they need to do their work.		18.8%	26.9%	33.7%
4e. Our employees know how our College as a whole is doing.		23.4%	26.9%	29.1%

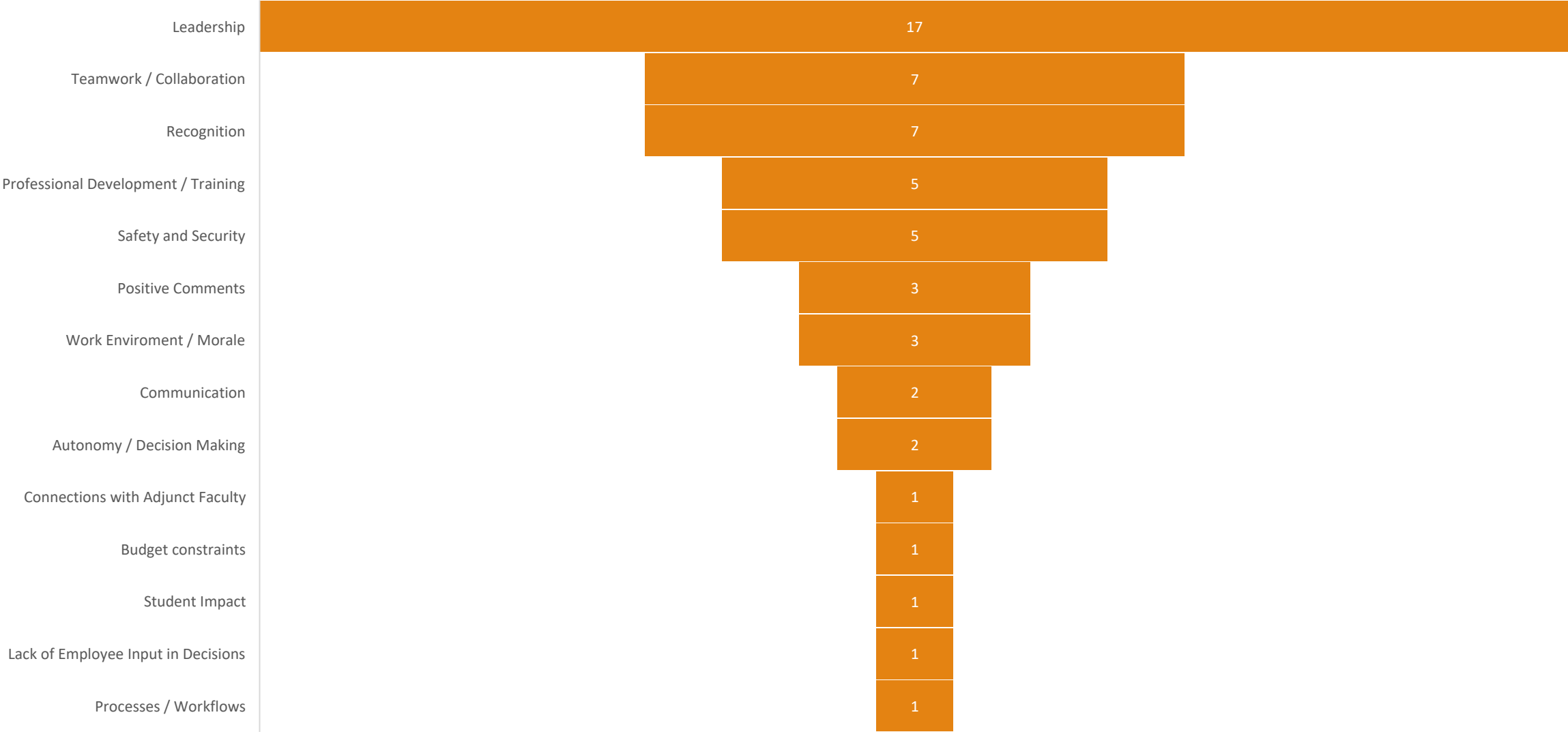
Section 4 Measurements / Analysis - Comment Themes



Section 5 – Workforce Focus

	Year	% Positive		
		2023	2024	2025
	Total Responses	64	52	86
5a. Our employees cooperate and work as a team.		39.1%	30.8%	50.0%
5b. Our leadership team encourages and enables our employees to develop their job skills so they can advance in their careers.		29.7%	46.2%	34.9%
5c. Our employees are recognized for their work.		25.0%	25.0%	37.2%
5d. Our College has a safe workplace.		57.8%	61.5%	65.1%
5e. Our leadership and our College care about our workforce.		29.7%	42.3%	40.7%
5f. Our employees are committed to the success of our College.		53.1%	65.4%	70.9%

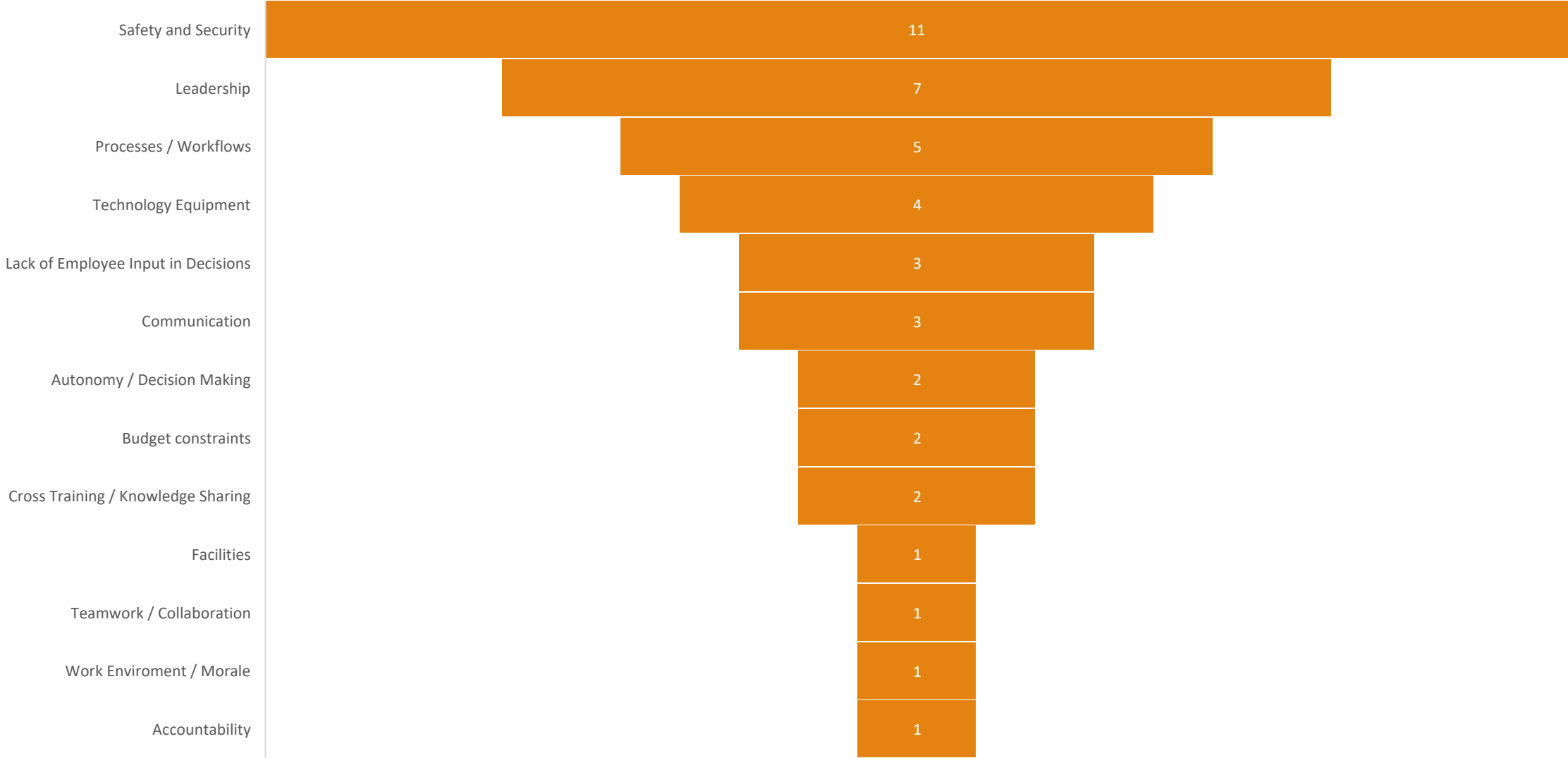
Section 5 - Workforce Focus



Section 6 – Operations Focus

	% Positive			
	Year	2023	2024	2025
	Total Responses	64	52	86
6a. Our employees can get everything they need to do their jobs.		46.9%	51.9%	46.5%
6b. Our College has good processes for doing its work.		23.4%	25.0%	38.4%
6c. Our employees have control over their personal work processes.		53.1%	51.9%	61.6%
6d. Our College is prepared to handle an emergency.		15.6%	19.2%	26.7%

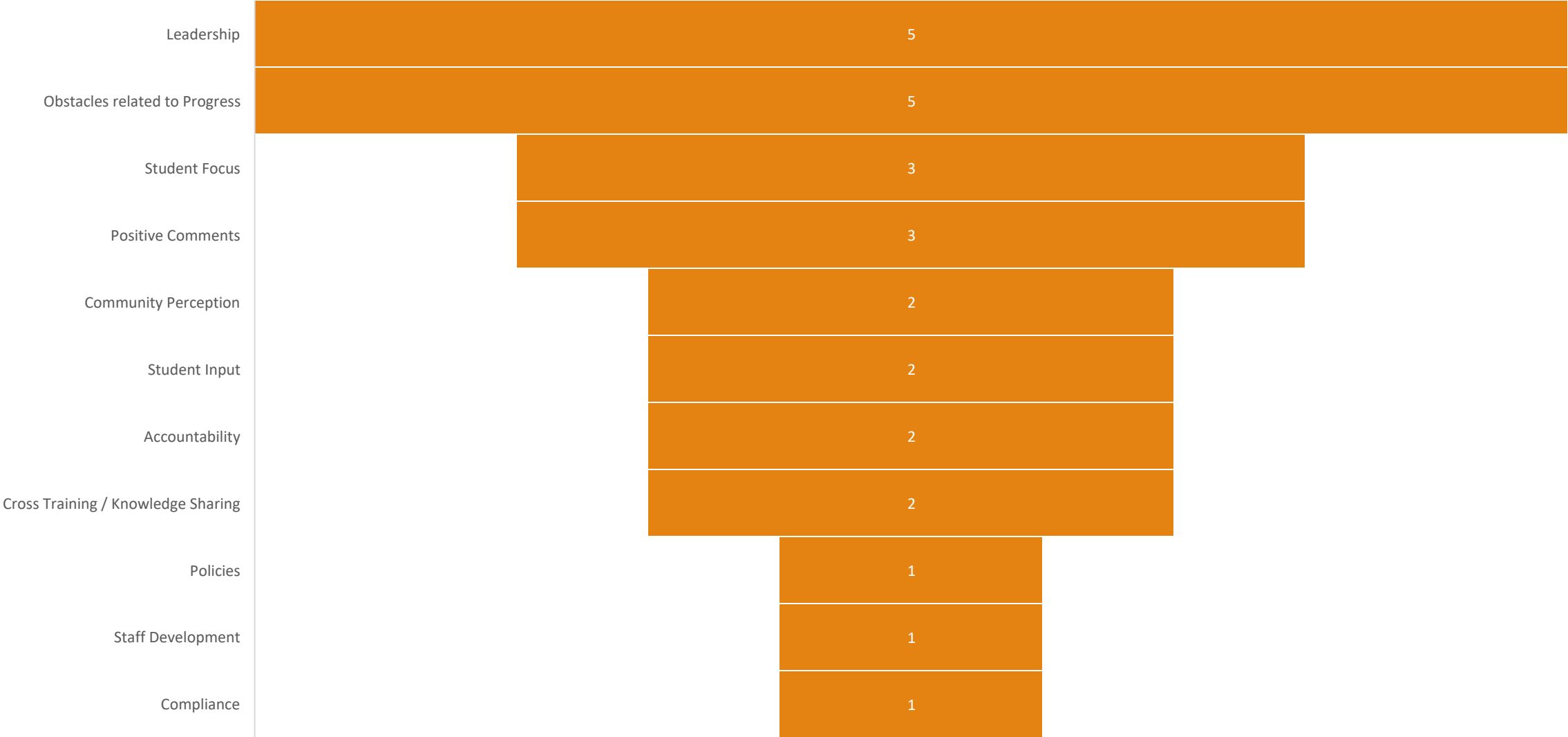
Section 6 - Operations Focus - Comment Themes



Section 7 – Results

	% Positive		
Year	2023	2024	2025
Total Responses	64	52	86
7a. Our employees' work products meet all requirements.	29.7%	32.7%	50.0%
7b. Our students are satisfied with our work.	37.5%	42.3%	45.3%
7c. Our employees know how well our College is doing financially.	9.4%	36.5%	46.5%
7d. Our College has the right people and skills to do its work.	20.3%	40.4%	45.3%
7e. Our College removes things that get in the way of progress.	9.4%	9.6%	22.1%
7f. Our College obeys laws and regulations.	54.7%	55.8%	60.5%
7g. Our College practices high standards and ethics.	35.9%	38.5%	48.8%
7h. Our College helps our employees help their community.	29.7%	38.5%	37.2%

Section 7 Results - Comment Themes



Employee Feedback



What can we do to improve communication?

How would you like to be able to provide input and feedback on decisions?

What information would you like to see to know how the college is doing?

How can we build trust between leadership and employees to increase employee morale at ACC?

What needs to be addressed with safety and security?

Employee Voting Results & Priorities

(12) - 1f. Our leadership team shares information about the College.

(9) - 5b. Our Leadership team encourages and enables our employees to develop their job skills so they can advance their careers.

(8) - 3c. Our employees ask if their students are satisfied or dissatisfied with their work.

(7) - 6d. Our College is prepared to handle an emergency.

(6) - 5e. Our leadership and our College care about our workforce.

(6) - 6a. Our employees can get everything they need to do their jobs.

(6) - 7b. Our students are satisfied with our work.

Employee Perception Survey – Next Steps

October

- Share quick view with all employees
- Review with President's Cabinet

November

- Review results with Management Council, gather input and prioritize items
- Review results with all employees, gather input, and prioritize items
Offer to present to Staff Council and Faculty
- Share participation rate and next steps plan with Board of Trustees
- Review with President's Cabinet, review input and prioritization
 - Identify focus areas and proposed action plans based on feedback

December/January

- Discuss focus areas and action plans at next available Management Council Meeting
- Set action plans and share with all employees and board



Next Steps



Work with Management Council to create goals / action items that support the following priorities then communicate to employees:

- 1) Improving Communication
- 2) Student Feedback or Student Satisfaction
- 3) Employee Growth and Development
- 4) Emergency Preparedness

Questions and Feedback

