



**NAVARRO COLLEGE BOARD OF TRUSTEES
MEETING MINUTES
DECEMBER 11, 2025**

On Thursday, December 11, 2025, the Navarro College Board of Trustees gathered in Bulldog Board Room located in the Walker Dining Hall to conduct the regular monthly meeting. Trustees in attendance included: Chairman Phil Judson, Vice Chairman Richard Aldama, Secretary-Treasurer Faith Boyd, Trustee A. L. Atkeisson, Trustee Loran Seely, Trustee Kim Wyatt, and Trustee John Paul Ross.

Board Meeting:

Dr. Kevin G. Fegan	District President
Teresa Thomas	Vice President of Finance
Marcy Ballew	Vice President of Operations
Sina Ruiz	Vice President of Student Success
Dr. Jeanetta Johnson	Vice President of Academic Affairs
Dr. Richard Phillips	Executive Dean of Academic Studies
Guy Featherston	Executive Dean of Health Professions & NC Waxahachie
Jeanette Robinson	Dean of Dual Credit and NC Midlothian
Richey Cutrer	Executive Director NC Foundation
Stacie Sipes	Executive Director of Marketing
Karen Simons	Executive Assistant to the District President
Renée Long	Executive Assistant to the District President
Megan Smith	Executive Administrative Assistant Finance
Teresa Sutton	Budget Officer/Risk Management Coordinator
Marsha Thomas	Accountant/Procurement Officer
Susan Womack	Director of Institutional Research and Effectiveness
Leslie Hayes	Dean of Workforce and Career Pathways
John Boswell	Director of Economic Development Corsicana
Paul Warsing	Guardian, LLC.
Caleah Gurnell	Guardian, LLC.
Taylor Kaiser	NavCo Chronicle

Call to Order

Chairman Phil Judson called the meeting to order at 10:30 a.m. and started the meeting with prayer.

Board Announcements

Chairman Phil Judson asked the Board members if they had any announcements they would like to make. No announcements were made.

Open Forum Time

Chairman Phil Judson asked Karen Simons if there are any requests to address the Board. None were requested.

Consent Calendar

Chairman Phil Judson stated the following items were in BoardEffect for review and approval.

- a. Minutes – November 13, 2025
- b. October 2025 Financials

Chairman Phil Judson asked for a motion and second for approval of the Consent Calendar.

MOTION: *I Trustee Faith Boyd made a motion to approve the consent calendar with a second by Trustee A.L. Atkeisson. All in favor. Approved.*

Board Recognitions

Chairman Phil Judson and Dr. Kevin Fegan recognized Marsha Thomas for receiving certificate of completion - E&J Cooperative Services Executive Leadership program. Dr. Fegan mentioned to the Board the amount of information Marsha takes care of in her job from day to day. She took it upon herself to enroll in a professional course.

Dr. Kevin Fegan made a recommendation to the Board of Trustees to consider approval of the honorary Associate of Applied Science degree to Mr. Jarrod McGhee. Dr. Fegan spoke of how Mr. McGhee has supported the college and the RV Tech program.

Chairman Phil Judson asked for a motion and second to approve District President's recommendation to confer the honorary Associate of Applied Science degree to Mr. Jarrod McGhee.

MOTION: *I Trustee Kim Wyatt make a motion to approve the honorary degree of Associate of Applied Science to Mr. Jarrod McGhee with a second by Trustee Richard Aldama. All in favor. Approved.*

Update on Enrollment

Vice President Sina Ruiz reported encouraging Spring 2026 enrollment.

- Fall 2nd 8-weeks up by 10.68%
- Winter Mini up 34.64%
- Spring 16-weeks down 16.82%
- Spring 1st 8-weeks up 57.91%
- Spring Total down 11.48%
- Headcount was 4,157

Continuing Education Quarter 1& 2 – September 2025 through February 2026 Headcount & Contact Hours:

- Quarter 1
 - Headcount – 287
 - Contact Hours – 27,831
- Quarter 2
 - Headcount – 63
 - Contact Hours – 5,621

VP Ruiz thanked the Board of Trustees for the new dining hall renovations, noting that the updates have helped in the following ways:

- Customer Feedback – overall high satisfaction from students, faculty, and community members
- Key Highlights – cleaner layout, faster service, and more inviting atmosphere
- Student Input – appreciation of new options, better seating, and overall modernization of the space

Dr. Fegan added that Vice President Ruiz and her Student Success staff along with Ms. Jennifer Harper and Vice President Marcy Ballew have done a great job with the changes to dining services. Additionally, Chairman Judson mentioned that Continuing Education has done a great job.

Finance and Operations

Vice President Teresa Thomas introduced Mr. Lupe Garcia with Whitley Penn to review the results from the Annual Financial Audit for Fiscal Year Ended August 31, 2025. The audit process began in the summer. The audit resulted in an unmodified (clean) opinion, confirming the financial statements are fairly presented in accordance with GAAP. The audit found no material weaknesses, significant deficiencies, or material noncompliance. Major programs reviewed included the federal Student Financial Assistance Cluster and the state Texas Education Opportunity Grant (TEOG), both receiving unmodified compliance opinions. One internal control and compliance item required written notification to students within 30 days of crediting Title IV loan funds.

As of August 31, 2025, the net position is:

- Total Assets and Deferred Outflows: \$123.6 million (\$118.2 million)
 - Cash and investments: \$34.0 million (\$26.4 million)
 - Capital assets, net of depreciation/amortization: \$67.8 (\$67.4 million)
- Total Liabilities and Deferred Inflows: \$69.2 million (\$74.7 million)
 - Bonds, leases, SBITA, loan, and notes payable: \$8.8 million (\$12.8 million)
 - *Net pension liability: \$9.8 million (\$11.3 million)
 - *Net other post-employment benefits (OPEB) liability: \$23.7 million (\$21.9 million)
- Net Position: \$54.4 million (\$43.4 million)

*Represents proportionate share of these liabilities as determined by TRS and ERS.

Revenue Year Ended August 31, 2025

- State Appropriations (\$20.5M)
- Federal Grants and Contracts (\$16.0M)
- Tuition and Fees (\$13.5M)
- Ad Valorem Taxes (\$7.7M)
- Auxiliary Enterprises (\$5.2M)
- Gifts (\$2.8M)
- State Grants and Contracts (\$2.7M)
- Other (\$1.1M)

Expenses Year Ended August 31, 2025

- Instruction (\$17.5M)
- Auxiliary Enterprises (\$10.3M)
- Institutional Support (\$8.9M)
- Amortization/Depreciation (\$5.9M)
- Operations and Maintenance (\$4.8M)
- Student Services (\$3.8M)
- Academic Support (\$3.6M)
- Scholarships and Fellowships (\$3.1M)
- Public Service (\$0.4M)
- Interest on Capital Asset-Related Debt (\$0.3M)

Required audit communications confirmed that accounting policies were appropriate and compliant with industry standards, including implementation of GASB Statement No. 101 in FY 2025. Management's estimates and judgments were reasonable, with no material misstatements, disagreements, or audit difficulties identified. Standard audit risk areas were noted, required management representations were obtained, no consultations with other accountants occurred, and no major issues affected auditor retention.

Mr. Garcia thanked Teresa Thomas and her team for their compliance with the audit. Chairman Judson thanked Mr. Garcia and Teresa Thomas for the work done to finalize the audit. Dr. Fegan shared that Mr. Garcia, his team, Teresa Thomas, her team, Sina and her team had to work through changes at the federal level and thanked them for their work on the audit.

MOTION: *I Trustee Richard Aldama make a motion to approve the annual financial audit for fiscal year ended August 31, 2025, with a second by Trustee John Paul Ross. All in favor. Approved.*

Consider tax abatement request for Oegg Inc.

Mr. John Boswell and representatives from Oegg Inc. addressed the Board with information on tax abatement requests. Mr. Boswell stated they have been working with Oegg Inc. and will occupy a vacant building, Oegg will make soft boiled egg with flavoring. Will add 100 new jobs and city, county has approved.

After the presentation Chairman Phil Judson asked for a motion and second to approve.

MOTION: *I Trustee John Paul Ross make a motion to approve the tax abatement for Oegg Inc. with a second by Trustee Loran Seely. All in favor. Approved.*

Consider tax abatement request for Guardian Industries LLC.

Mr. John Boswell addressed the Board with information on tax abatement requests. He stated that Guardian Industries is an existing business and is looking to expand. Trustee Kim Wyatt asked how many employees are at the company and it is about 170. Dr. Fegan stated that Guardian also provides intern sponsorships. Navarro College is one of the few colleges in the state that grant abatements.

After the presentation Chairman Phil Judson asked for a motion and second to approve.

MOTION: *I Trustee A.L. Atkeisson make a motion to approve the tax abatement for Guardian Industries Inc. with a second by Trustee Kim Wyatt. All in favor. Approved*

Consider Action on November 2025 Financial Statements

Vice President Teresa Thomas presented the November 2025 Financial Statement.

- Budget changes of \$10.6 million,
 - 60.15% Academic Student Income
 - 30.02% Continuing Education Income
 - 5.86% Local Appropriations
 - 48.53% State Funds
 - 37.10% total Education and General
 - 50.77% of Auxiliary Funds

For the month ending in November 2025, total expenditures were \$62,623 lower than November 2024.

Cash to cash basis revenue was lower by \$1.3M from November 2024. Expenses decreased by \$62,623 for a net income effect of decrease of \$1.26M for Education & General Fund and a total of E & G and Auxiliary at \$1.18 M decrease.

- Budget to actuals,
 - \$38M still to collect
 - \$44M left to spend this year in E&G
 - \$7M still to spend in Auxiliary
 - Net effect of the 2 funds is we're ahead of the budget by \$7.19M
 - Contingencies are at \$1.4M

Available cash & cash equivalents: November is down because of monies being invested. Deposited \$16M in October 2025 and withdrew \$2M to cover expenses. In November, we withdrew \$3M, however, we earned \$81,973 in interest in investment pools.

After the presentation Chairman Phil Judson asked for a motion and second to approve.

***MOTION:** I Trustee John Paul Ross make a motion to approve the November 2025 financial statements with a second by Trustee Faith Boyd. All in favor. Approved*

Consider action on statement of budget changes

Vice President Teresa Thomas presented the statement of budget changes. Budget amendments were \$984,699.

After the presentation Chairman Phil Judson asked for a motion and second to approve.

***MOTION:** I Trustee Loran Seely make a motion to approve the statement of budget changes with a second by Trustee Kim Wyatt. All in favor. Approved.*

Consider Action on Quarterly Investment Report for Quarter Ended November 30, 2025

Vice President Teresa Thomas presented the Quarterly Investment Report for Quarter ending November 30, 2025. Investment E&G \$19M, debt service \$2.5M, 3.98% benchmark rates. Pledged collateral \$31.M. We are in compliance with the Public Funds Act.

After the presentation Chairman Phil Judson asked for a motion and second to approve.

***MOTION:** I Trustee A.L. Atkeisson make a motion to approve the quarterly investment report for quarter ended November 30, 2025, with a second by Trustee Richard Aldama. All in favor. Approved.*

Instruction / Student Services / Athletics

SACSCOC

Vice President Dr. Jeanetta Johnson provided an update on the SACSCOC on-site visit and the ongoing reaffirmation process, including key dates:

- March 2, 2025 - Compliance Certification due (completed)
- Late April 2025 – Off-Site Review Completed
- July 9-10, 2025 – SACSCOC VP On-Site Advisory Visit

- August 22, 2025 – Focused Report and QEP due (completed)
- September 22-25, 2025 – On-Site Committee Visit
- February 20, 2026 – Response to On-Site Committee Due (Now Optional)
- June 2026 – Reaffirmation Decision by SACSCOC Board

Although Dr. Fegan noted that some on-site visit details were not initially shared, Dr. Johnson clarified the outcomes, reporting that SACSCOC issued no findings or recommendations. Component leads were organized into four main areas:

- Compliance Certification Report
- Quality Enhancement Plan
- On-Site Visit
- Financial Compliance

Both SACSCOC and QEP had many supporters to make it all happen.

Here are components of the thorough review:

- Over 2,900 pieces of documenting evidence
- 40 on-site interviews
 - Board Of Trustees Executive Committee
 - Dr. Fegan
 - 14 staff members
 - 20 administrators
 - 49 faculty
 - 102 students
- Tour of 4 locations

The SACSCOC On-Site Reaffirmation Committee reviewed and approved the Presentation and Defense of the RISE Launch and RISE Restore Quality Enhancement Plan (QEP), led by the QEP leadership team. Committee feedback highlighted strong institution-wide commitment and engagement from staff, faculty, and students, with the QEP achieving 100% compliance and full alignment with committee expectations.

The Fall 2025 RISE Launch included six active sessions across multiple locations and modalities, with average participation of 85 students, exceeding the Year 1 target of 75. Student feedback highlights strong engagement, meaningful learning, and positive impact on well-being. Current efforts focus on enhancing the QEP through steering committee review by February 2026, revising content ahead of Spring 2026, and using Fall 2025 insights to strengthen Spring 2026 enrollment and retention.

Trustee Loran Seely asked about the reaffirmation cycle, which occurs every 10 years. Chairman Phil Judson emphasized the importance of Dr. Johnson's leadership to the college, and Trustee A.L. Atkeisson expressed appreciation to Dr. Johnson and the entire team.

Human Resources

Vice President Marcy Ballew presented an update on personnel:

4 new employees

- Goldie Hines – Assistant Professor – LVN (Waxahachie)
- Melanie Russ – Assistant Professor – LVN (Waxahachie)

- Renée Long – Executive Assistant to the District President (Corsicana)
- Perry Hill – Maintenance Technician II (HVAC) (Corsicana)
- Mylea Mitchell – Contact Center Manager (Corsicana)

Exiting Employees:

- Mitch Eichblatt – Administrative Systems Manager
- Katie Eichblatt – College and Career Success Coach

Vice President Marcy Ballew presented information on Great Colleges to Work For. This is a national program that recognizes colleges with exceptional workplace environments. 199 colleges participated with 76 of them being 2-year institutions. The evaluation included two primary parts:

1. Faculty/Staff Survey
 - a. Sent to randomly selected faculty, staff, administrators, and adjuncts
 - b. All full-time and part-time personnel
 - c. Examines how employees feel about their role, benefits, communication, leadership, resources, support, and teamwork.
2. Institution Questionnaires
 - a. Completed by the institution
 - b. Provides information on demographics, institutional policies and practices, employee benefits, and organizational structure.

The program measures the following:

1. Compensation & Benefits
2. Job Satisfaction & Support
3. Professional Development
4. Mission & Pride
5. Supervisor/Department Chair Effectiveness
6. Confidence in Senior Leadership
7. Faculty & Staff Well-being
8. Shared Governance
9. Faculty Experience
10. Inclusion, Belonging, & Community

Navarro was recognized for seven categories:

- Professional Development
- Supervisor/Department Chair Effectiveness
- Mission & Pride
- Confidence in Senior Leadership
- Faculty & Staff Well-being
- Shared Governance
- Faculty Experience

Navarro earned the distinction of Honor Roll; the highest level of recognition.

The employees at Navarro all received backpacks with a patch stating this award.

Chairman Phi Judson commented that this is another example of excellence. Trustee Loran Seely said the culture at Navarro College is what allows us to be excellent.

District President's Report

District President Dr. Kevin G. Fegan presented awards that the Marketing Department received. Stacie Sipes shared the 6 awards that marketing won at the NCMPR (National Council for Marketing & Public Relations) conference.

- Feature Fridays
- Boots and Bling for the Logo
- Baseball Sponsorship
- Holiday Card
- Golden Circle Ad
- Sing Choir Poster

Navarro received Bronze for all awards, with the exception of the Golden Circle Ad, which earned Gold.

Dr. Kevin Fegan received an award as Pacesetter of the Year for our district. This award recognizes individuals or organizations for leadership, innovation, and setting high standards.

Dr. Kevin Fegan shared calendar events and showed a holiday card. Dr. Fegan thanked the Board for their support and importance of their roles for SACSOC and Great Colleges to Work.

Next Meeting Announcement and Adjournment

Chairman Phil Judson announced the next Board Meeting will be held on Thursday, January 29, 2026, at 7:00 p.m. in Corsicana.

Chairman Phil Judson asked for a motion and second to adjourn the meeting.

MOTION: *Trustee Richard Aldama made a motion to adjourn the meeting. All were in favor. The meeting adjourned at 12:20 p.m.*

Respectfully submitted,



Faith D. Boyd, Secretary-Treasurer
Navarro College Board of Trustees
Corsicana, Texas