

ISOTHERMAL

COMMUNITY COLLEGE

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MEETING OF THE BOARD OF TRUSTEES
FEBRUARY 05, 2026

The Board of Trustees of Isothermal Community College met on Thursday, February 05, 2026 at 10:00 a.m. at Isothermal Community College's Rutherford Campus in Spindale, NC. The following trustees were present: Steve Bedford, Tony Helton, Dave Hunt, James Hutchins, Amy Jenkins, Bill Miller, and Bryson Smith. Mike Benfield, Jackie Godlock, Grady Franklin, and Marche Pittman attended virtually. The following personnel were present from the College: President Margaret Annunziata, DeeDee Barnard, Leeann Cline-Burris, Mike Gavin, Thad Harrill, Scott Queen, Madeline Smith, Greg Thomas, and Robby Walters.

Chairman Bill Miller called the meeting to order and welcomed everyone. He introduced Mr. Alex Cook as the new SGA President.

Ethics Statement

Chairman Miller asked Board members if they knew of any actual conflict of interest or the appearance of a conflict of interest which exists concerning any matter coming before the Board of Trustees. No conflicts were noted.

Agenda Confirmation

Chairman Miller presented the agenda. Mr. Tony Helton made a motion to approve the agenda and Mr. Steve Bedford seconded the motion. The agenda was approved.

Consent Agenda

Chairman Miller presented the Consent Agenda. The Consent Agenda contained the Budget Revisions and Minutes from the October 21, 2025 meeting. Mrs. Jackie Godlock made a motion to approve the Consent Agenda and Mr. Mike Benfield seconded the motion. The Consent Agenda was approved.

Trustee Items

Chairman Miller gave the Executive Committee report. He announced that the Executive Committee will review committee structure and bring a recommendation back to the Board.

Chairman Miller announced that the Executive Committee recommends that all Trustees obtain a college email address and that the IT Department will be available at the Board Conference in March to assign those emails. He discussed how personal emails may be subject to the Public Records Act. The College is already complying with the Public Records Act and archives records set by state law. The Board discussed having these emails through the College and by consensus agreed with the recommendation.

Chairman Miller informed the Board that the Executive Committee recommends that recordings of meetings be deleted once the minutes are transcribed by the Administrative Assistant to the Board of Trustees. This recommendation will be included in the Bylaw review. Mr. James Hutchins made a motion for the Board of Trustees to follow Roberts' Rules of Order in regard to recordings of meetings. After discussion, Mr. Benfield seconded the motion and the motion passed.

Dr. Annunziata announced that the Bylaws will be updated to reflect the recommendations and will be brought later to the Board of Trustees for approval.

On behalf of the Executive Committee, Chairman Miller made a motion to approve the Student Code of Conduct policy. Dr. Annunziata reviewed the policy with the Board of Trustees and announced that the policy has been reviewed by Mr. Dean Shatley. Mr. Steve Bedford made a motion to approve the policy, and Mrs. Amy Jenkins seconded the motion. The policy was approved.

On behalf of the Executive Committee, Chairman Miller presented the 2027 Holiday Schedule. Dr. Annunziata reviewed the schedule with the Board of Trustees. She announced that holidays occurring on a Saturday will be observed on Friday and those occurring on a Sunday are observed on a Monday. She acknowledged that in 2027, the College will observe 13 days whereas the following year in 2028, the College will observe 11 days. This falls in line with the state requirement of 12 holidays per year. Mr. Helton made a motion to approve the schedule and Mr. Mike Benfield seconded the motion. The schedule was approved.

Dr. Annunziata shared the Sound Fiscal Management Report from the NC Community College System Office. The report noted that the college meets all expectations in fiscal operations.

Mr. Dave Hunt gave the Facilities Committee report. He shared that as funds are received for the Health & Sciences building project, the state requires an update to the 3-1 Capital Form. As those updates are made, the college administration will report at the following Trustee meeting. Dr. Madeline Smith announced that the next update will be available at the March meeting. Mr. Hunt announced that the Facilities Committee is reviewing the latest Facilities Master Plan and the FCAP report and will make recommendations. Mr. Helton requested that as the Facilities Committee is reviewing the plans, they consider priorities for replacing aging facilities.

Mr. Dave Hunt gave the Finance Committee report. He announced that the Board requested data regarding the Promise Scholarship program. As of the end of fall 2025, the College issued \$7,409,848 in funding to 5,314 students. Mr. Hunt informed the Board that the College will be issuing requests for quotes on investment and insurance services. He discussed reviewing the insurance policies to see if the College needs to make any amendments to those policies. In addition, Mr. Hunt shared a budget update and announced that the College is very close in spending to the halfway point for the fiscal year. The Board of Trustees discussed the impact of the Powers Promise on the community and how the donation of the property in Lake Lure, NC created a 100% return on investment.

Mr. Grady Franklin gave the Student Success Committee report (formerly Programs). The Committee reviewed low enrollment programs and programs under review by the College. Dr. Greg Thomas reviewed the programs and the College's plan of action due to enrollment and how the programs are serving other programs. In addition, he discussed the employer needs of the community impact the College's decision to keep or terminate programming. After discussion, Mr. Franklin made a motion to terminate the following programs and Mr. James Hutchins seconded the motion.

Information Technology Web Administration and Design Special
Information Technology Computer Program and Dev Specialty
Information Technology - Game and Simulation Prog (cert)
Infant/Toddler Care (Certificate) Pathway
Human Services Technology Addiction and Recovery (diploma)
Human Services Tech/Small Animal Assisted (diploma)
Human Services Tech/Equine Assisted Service (diploma)
Esthetics Instructor (Certificate)

Equine Business Science (Certificate)
Equine Business Breeding (Certificate)
Computer Engineering Technology Pathway (cert)
Computer Engineering Technology (Certificate)
Computer Engineering Technology
Agribusiness Technology (Diploma)
Cosmetology Instructor (Certificate) C55160
Early Childhood Preschool (Certificate) C55860
Esthetics Instructor (Certificate) C55270
Infant/Toddler Care (Certificate) C55290
Manicuring Instructor (Certificate) C55380

The Board of Trustees discussed the childcare programs and why those are on the termination list with the need in childcare. Dr. Annunziata discussed that the terminations are in the certification programs and the College will continue offering licensures in childcare within the degree program. The Board of Trustees discussed the programs that remain in the Agribusiness Technology track. Dr. Thomas reviewed the impact of the diploma versus certificates and degrees. The diploma is the middle point for completion. Dr. Annunziata discussed that the diploma does not bring salary benefit to graduates. The motion passed.

Mr. Franklin requested an update from Dr. Scott Queen on workforce programming and the improvements to those programs. Dr. Queen informed the Board that within the six months since he started, he has felt very welcomed. He discussed his review on the continuing education process and workflows and has made some revisions that will better serve the community. He announced that a program called Isothermal Works is working to bring together community partners to establish an apprenticeship program in the public schools that will allow graduates to be employed in an apprenticeship work program. In addition, the College is looking into automotive repair in partnership with local school systems to start a continuing education program. In addition, the College is reviewing a heavy equipment program and cybersecurity programs specifically in the agriculture industry with the transition to smart green housing. All these programs are being developed as an entry point in continuing education with a pathway to curriculum programming.

President's Report

Dr. Margaret Annunziata informed the Board that the campus lost a faculty member and that the loss has had a significant impact on campus. She announced that she had been in contact with the family to give support. She discussed the value and long-lasting impact of College employees on the community.

Dr. Annunziata discussed the Strategic Planning process. A plan will be brought to the Board in the spring as College Council is working on developing the plans from input of students, faculty, and staff.

Dr. Annunziata presented the list of donations and employee changes for information.

Dr. Annunziata presented a letter of support for the Good Jobs WNC and discussed her recent trip with the America Achieves – Good Jobs program to Singapore. This program is based on pathways to introduce students to programming that will allow them to obtain skills and an education to make a self-sustaining income. She discussed participating in the Bloomberg Forum that focuses on connecting education to economic development globally. The College plans to participate in the Good Jobs WNC to connect the community to good jobs and expand opportunities. During March through May, the Good Jobs WNC will be in the planning process with grant funding of \$20,000 to assist with the planning. Dr. Annunziata announced that she will be meeting with representatives from the Leon Levine Foundation to further this initiative and transform secondary education programs.

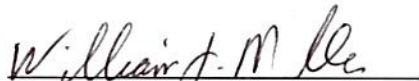
She presented the Top 25 of 2025 to the Board of Trustees that was developed for the faculty and staff at Convocation. This publication is a small collection of initiatives and projects that the College completed last year.

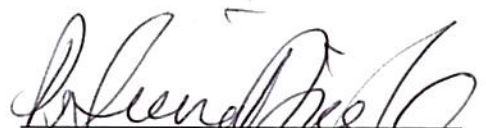
Dr. Annunziata reviewed some of the upcoming campus happenings since the first of the year. She announced that the College welcomed the Governors WNC Recovery group for their meeting. She announced that coaches representing Achieving the Dream will be on campus on April 1 to continue their work along with faculty and staff in developing the strategic plan. Dr. Annunziata informed the Board that she is continuing to work with Superintendents in Polk and Rutherford County to expand their partnerships.

Dr. Annunziata announced that the annual report will be published soon.

A group of Trustees will be going to Washington to represent Isothermal at the Association of Community College Trustees (ACCT) legislative meeting.

The meeting was adjourned.


CHAIRMAN
MR. BILL MILLER


PARLIAMENTARIAN/SECRETARY
DR. SEEMA DAIGLE