



PENNSYLVANIA HIGHLANDS COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
December 16, 2025 – 4:30 PM
Board Room and via Zoom
Agenda

Mission Statement

Pennsylvania Highlands Community College offers an inclusive, supportive, and affordable environment that empowers students to obtain the knowledge and skills necessary to be successful in work, life, and the pursuit of lifelong learning.

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| 1. CALL TO ORDER | Dr. Grady |
| 2. ROLL CALL | G. Winger |
| 3. PUBLIC COMMENT | Dr. Grady |
| 4. GUESTS/SPECIAL RECOGNITION | Dr. Nunez |
| 4.1 | |
| 5. CONSENT AGENDA APPROVAL (Action Item) | Dr. Grady |
| 5.1 Approval of Minutes from October 21 Board of Trustees Meeting | |
| 5.2 Payment Plan Policy (revision) (FF 1020-2025) | |
| 5.3 Red Flag Policy (revision) (FF 1021-2025) | |
| 5.4 Total Withdrawal Policy (revision) (FF 1022-2025) | |
| 5.5 Paralegal Studies A.A.S. Degree Program Review (AASS 1006-2025) | |
| 5.6 Pre-Health Professions: Nursing Certificate Program Review (AASS 1007-2025) | |
| 5.7 Reinstatement Following Academic Suspension Policy (revision) (AASS 1008-2025) | |
| 5.8 Repeating Courses Policy (revision) (AASS 1009-2025) | |
| 5.9 Right to Know Policy (revision) (EXAF 1001-2025) | |
| 6. BOARD CHAIRPERSON'S REPORT | Dr. Grady |
| 7. PRESIDENT'S REPORT | Dr. Nunez |
| 7.1 Annual Review of Board Policies – 28 Board Policies were reviewed in 2025 (24%) | |
| 7.2 Regional Networking Update | |
| 7.3 Accreditation Update – Dr. Zaborowski | |
| 8. EXECUTIVE COMMITTEE | Dr. Grady |
| 8.1 Report & Review of the Committee Minutes from the Committee Chair | |
| 8.2 (Action Item) 2026 Employee Voluntary Retirement Incentive Plan (EXEC 1018-2025) | |
| 8.3 (Action Item) Regional Community College Grant Scholarship (EXEC 1019-2025) | |
| 9. FINANCE & FACILITIES COMMITTEE | G. Winger |
| 9.1 Report & Review of the Committee Minutes from the Committee Chair | |
| 9.2 (Action Item) Financial Statements ending October 31, 2025 (FF 1019-2025) | |
| 10. ACADEMIC AFFAIRS/STUDENT SERVICES COMMITTEE | Dr. Anderson |
| 10.1 Report & Review of the Committee Minutes from the Committee Chair | |
| 10.2 Report from Student Trustee, Brian Lanham | |
| 11. EXTERNAL AFFAIRS COMMITTEE | L. Lichty |
| 11.1 Report & Review of the Committee Minutes from the Committee Chair | |
| 12. REPORTS/COMMENTS FROM BOARD MEMBERS | Dr. Grady |
| 13. EXECUTIVE SESSION (action) | Dr. Grady |

Board members in executive sessions may discuss the employment, compensation, discipline, performance, or dismissal of specific employees of the College; collective bargaining; active or pending litigation; purchase or lease of property; information that is considered confidential under the law; matters of academic admission or standing; or public safety issues if disclosure of the information would reasonably jeopardize public safety or preparedness.

13.1 Executive session will be entered into to discuss employment, compensation, and performance matters.

14. ADJOURN (action)

UPCOMING EVENTS

- Puttapalooza: March 13, 2025
- Middle States Team Dinner: March 22, 2026 at 5:00PM – TBD
- Middle States Team Visit: March 22-25, 2026
- Board Retreat: April 21, 2025

2025-2026 Board of Trustees Meetings

- February 17
- April 21 (including Retreat)
- June 16