ALAMANCE COMMUNITY COLLEGE

BOARD OF TRUSTEES

Regular Meeting Agenda

October 13, 2025 06:00 PM
Wallace W. Gee Building - Room G222
1247 Jimmie Kerr Road
Graham, NC

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1. Call to Order

2. Call for Conflicts of Interest

3. Minutes

3.a Recommendation for approval:

3.a.1 Board of Trustees regular meeting, September 8, 2025 — Page 4

3.b Board of Trustees Committee Minutes

3.b.1 Building and Grounds Committee meeting, September 3, 2025 — Page 10

3.b.2 Curriculum and Student Engagement Committee, September 2, 2025 — Page 13

3.b.3 Budget and Finance Committee meeting, September 5, 2025 — Page 15

3.b.4 Legislative Committee Meeting, September 2, 2025 — Page 17

3.b.5 Nominating Committee Meeting, September 24, 2025 — Page 19

4. Committee Reports

4.a Personnel Committee Report

4.a.1 Employment Report September 2025 — Page 21

4.a.2 Separations report update — Page 23

4.b Building and Grounds Committee Report

4.b.1 Recommendation for approval:

ALAMANCE
COMMUNITY COLLEGE

BOARD OF TRUSTEES
Regular Meeting Agenda
September 08, 2025 06:00 PM Wallace W.
Gee Building - Room G222
1247 Jimmie Kerr Road
Graham, NC

Trustees Present:
Mr. Walter Britt
Mr. Grant Brooks
Mr. James Butler
Mr. Steve Carter
Dr. Roslyn Crisp
Mr. Powell Glidewell, III
Mr. William Gomory
Ms. Tammy Karnes
Ms. Sylvia Muñoz
Ms. Julie Scott Emmons, Chair
Mr. Ken Walker, Vice Chair
BG (R) Blake Williams
Dr. Kenneth Ingle, III, Secretary

Guests:
Daniel Dorociak, Field Director for Congress Hudson

Also Present:
Ms. Ana Fleeman, Director of Governance and Executive Operations
Dr. Justin Snyder, Senior Vice President of Student Learning and Workforce Development
Ms. Elizabeth Thomas, Senior Vice President of Operations
Ms. Carolyn Rhode, Vice President of Institutional Advancement
Ms. Elizabeth Brehler, Vice President of Student Experience
Ms. Valerie Fearrington, Director of Human Resources
Mr. Thomas Hartman, Associate Vice President of Administrative Services and Facilities
Mr. Frank Longest, Board Attorney
Ms. Ann Snell, Faculty Affairs Committee Chair
Ms. Sarah Hardin, Associate Vice President of Communications and Public Affairs
Mr. Jason Mayer, Associate Vice President of Information Services and Chief Information Officer
Mr. Matthew Banko, Associate Vice President of Administrative and Fiscal Services
Ms. Katherine Hackney, President of the Student Government Association
Ms. Sonya McCook, Vice President of Instruction

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1. Call to Order

Ms. Emmons called the meeting to order at 6:00 p.m. and welcomed everyone to the meeting.

The Board determined that a quorum was present.

2. Call for Conflicts of Interest

Chair Emmons called for conflicts by reading the following statement:

In accordance with North Carolina General Statute 138A, the State Government Ethics Act, it is the duty of every Alamance Community College Board of Trustees member to avoid both conflicts of interest and appearances of conflict. If any Board member has any known conflict of interest or appearance of conflict with respect to any matters coming before the Board today, please identify the conflict or appearance of conflict and refrain from any undue participation in the particular matter involved.

No conflicts of interest or appearances of conflict were noted

3. Minutes

3.a Recommendation for approval:

3.a.1 Board of Trustees regular meeting, August 11, 2025

Moved By Mr. Carter

Seconded By Mr. Gomory

Chair Emmons called for a motion to approve the minutes of the Board of Trustees' regular meeting held on August 11, 2025.

Carried

3.b Board of Trustees Committee Minutes

The following committee meeting minutes were also included in the packet for informational purposes.

3.b.1 Building and Grounds Committee meeting, August 8, 2025

3.b.2 Budget and Finance Committee meeting, August 6, 2025

3.b.3 Nominating Committee Meeting, July 29, 2025

3.b.4 Bylaws Committee Meeting, July 29, 2025

4. Committee Reports

Chair Emmons called for committee reports.

4.a Personnel Committee Report

Dr. Crisp asked Jim Butler to present the Personnel report, he reported that the committee did not meet prior to the the Board meeting. He shared two informational items.

4.a.1 Employment report for August 2025

Mr. Butler shared the employment report for August 2025 and she noted not much has changed. The College employs 265 full-time staff, with 190 aged 40 and older and 74 under 40. The workforce is comprised of 165 males and 99 females.

4.a.2 Separations and vacancies report

Mr. Butler presented the Separations and Vacancies Report, which is provided to the Board twice a year as part of sound fiscal and management practices. She explained that the report demonstrates the College's efforts to fill positions with qualified talent in a timely manner. In accordance with Policy 6.2.12 – Sound Fiscal and Management Practices and 1A SBCCC 200.4, the College is required to actively seek to fill leadership and supervisory positions with highly competent individuals in a timely manner, while also monitoring staff turnover by providing an employee vacancy report to the Board of Trustees at least biannually. Mr. Butler asked that administration also provide the date positions were filled at the next Regularly scheduled meeting.

4.b Building and Grounds Committee Report

Mr. Gomory shared that the committee met on September 3, 2025. He presented three action items and three informational items.

4.b.1 Recommendation for approval:

4.b.1.1 Facilities Master Plan Revision

Mr. Gomory provided an update on the Facilities Master Plan. He noted that the original plan, developed by Clark Patterson Lee in March 2016, has guided ACC through many completed and ongoing capital projects. In fall 2024, the Board of Trustees authorized Hord Coplan Macht to revise and update the plan. Work began in January 2025 and included consultations with the Executive Leadership Team, key College staff, and student leaders.

Mr. Gomory shared that the updated Facilities Master Plan evaluates potential opportunities for campus growth and development. The plan prioritizes projects in Health Sciences, Student Support Services, the Corporate Education/Conference Center, general Campus Facilities, Welding Booth Renovation (AATC expansion), Dental Renovation/Expansion, Window Replacements, and Building Exterior Upgrades. He highlighted that the revised plan serves as a comprehensive, strategic guide to support the College's future development goals.

Following general discussion, Mr. Gomory moved on behalf of the Building and Grounds Committee to approve the Facilities Master Plan as presented. Motion carried by unanimous vote.

4.b.1.2 Campus Wayfinding Exterior Project: Dillingham Center - Amendment (NCCCS 3-1 form)

Mr. Gomory presented the NCCCS 3-1 form amendment. He explained that the amendment increases the project scope to add 10 exterior signs at the Dillingham Campus, supplementing the work already approved for the Main Campus. He emphasized that the amendment does not impact the previously approved project budget.

Mr. Gomory moved on behalf of the Building and Grounds Committee to approve the Campus Wayfinding Exterior Project Amendment to include the Dillingham Campus as presented. Motion carried by unanimous vote.

4.b.1.3 Elevated Bridge Walkway Repair and Renovation Project 2558 closeout (NCCCS 3-1 form)

Mr. Gomory reported that the Elevated Bridge Walkway Repair and Renovation Project has been completed for some time. He explained that the NCCCS 3-1 form is being submitted to the Board to formally document and finalize the project closeout.

Mr. Gomory moved on behalf of the Building and Ground Committee to approve the closeout of the Elevated Bridge Walkway Repair and Renovation Project. Motion carried by unanimous vote.

4.b.2 Capital project summary report

Mr. Gomory provided updates on bond and capital projects. At the Public Safety Training Center Green Level site, landscaping and seeding continue, AT&T fiber has been installed, and final inspections are underway. The waterline was tied in on August 27, with testing and inspections scheduled by September 11, followed by life safety tank and fire suppression testing on September 16.
Furniture installation is expected by September 23. At the Burlington site, a pre-construction meeting was held on September 2. Capital project updates include a 3-1 amendment for Dillingham Campus signage, progress on the Veterinary Medical Technology Barn, Third Floor Biotechnology Center of Excellence Upfit drawings submitted, data live at PSTC, and completion of the Facilities Master Plan revision.

4.b.3 Capital project budget update for August 2025

Mr. Gomory shared the capital project budget update for August 2025 and highlighted the information provided in the packet.

4.b.4 Capital project amendments/contracts signed by the President Mr. Gomory reported on recent Capital Improvement Project contracts and amendments signed by the President. He noted that on June 26, 2025, a $734,000 construction contract was executed with Central Builders of Mebane, Inc. for the Public Safety Training Center Burn Building at the Burlington site.

4.c Budget and Finance Committee Report

Mr. Glidewell shared that the committee met on September 5, 2025. He presented two informational items.

4.c.1 Financial Report for August 2025

Mr. Glidewell reviewed the August 2025 financial report included in the packet. He noted that with approximately one-sixth of the fiscal year completed, 16 percent of the state budget and 13.71 percent of the county budget had been expended. He also reported that, in accordance with Policy 6.2.12 – Sound Fiscal and Management Practices and 1A SBCCC 200.4, Alamance Community College has ensured that institutional fund accounts do not have a negative balance at the end of the fiscal year.

5. Other Reports

5.a SGA Report

Ms. Hackney, ACC SGA President, provided an update on student engagement and leadership activities. The Executive Board prepared for the academic year with Welcome Week events, including campus-wide activities, a food pantry drive, and collaborative initiatives with Sustainable Agriculture. Office hours for all board members were established, and a Departmental Spotlight highlighting Culinary and Graphic Design programs is planned for October. Ms. Hackney also reported on her involvement with the N4CSGA Executive Board, participating in statewide advocacy, division meetings, and leadership planning. She highlighted ongoing efforts to support student success, promote engagement, and represent ACC students at both local and state levels.

5.b Chair's Report

Chair Emmons presented two informational items.

5.b.1 Report of Ethics Education due dates and Statement of Economic Interest (SEI) filings

Chair Emmons presented the Report of Ethics Education and SEI filings. Trustees were asked to review the report to stay informed of their individual status and upcoming due dates related to required ethics education and Statement of Economic Interest (SEI) filings.

5.b.2 Board of Trustee Committee Assignments 2025-26

Ms. Emmons shared the 2025–26 Board of Trustees committee assignments and expressed appreciation to all members for their willingness to serve.

5.c Faculty Affairs Committee Report

Ms. Snell reported that faculty are actively adjusting to the new 8-week course structure and balancing overlapping advising needs. She noted continued challenges with BibliU early in the semester but expressed optimism for improvement in the second 8-weeks. Ms. Snell highlighted a renewed sense of purpose following Dr. Ingle's vision for the college and shared appreciation for the recent day of kickball and community with faculty and staff.

5.d President's Report

Dr. Ingle presented three informational items.

5.d.1 2025 President's goals update

Dr. Ingle provided an update on his 2025 goals, noting that these updates are intended to keep trustees informed of progress throughout the year. He explained that goal updates will be brought to the board periodically to ensure continued awareness. Dr. Ingle also encouraged trustees to review the two-page flyer summarizing his accomplishments and welcomed any questions.

After discussion, Dr. Ingle thanked the board for their time and reiterated his openness to provide additional feedback or clarification regarding his measurable goals at any point.

5.d.2 Foundation quarterly report (Carolyn Rhode)

Ms. Rhodes provided the ACC Foundation quarterly update for 2024–2025. Over 1,000 students received financial support, including scholarships, vouchers, distress funds, and work-study payments. Fourteen employee projects were funded, and nine new initiatives are planned for 2025–2026, focusing on student support, faculty tools, food pantry expansion, and engagement activities. She recognized trustees, businesses, and organizations for their ongoing contributions, highlighting Titan Society members who have supported ACC for 25+ years. Officers and committee chairs for 2024–2025 were shared. Ms. Rhodes also outlined future goals, including leveraging the FreeWill platform, promoting DAF donations, developing monthly giving through the Otter Society, and enhancing scholarship fundraising.

5.d.3 Public Safety Training Ribbon Cutting, September 25, 2025 at 3:30pm, 2661 Sandy Cross Rd, Burlington, NC 27217

Dr. Ingle reminded the Board of the upcoming Ribbon Cutting for the Public Safety Training Center. He expressed his enthusiasm for the event and encouraged all members to attend. Dr. Ingle directed members to contact Ana Fleeman with any questions regarding the event.

6. Handouts

6.a Facilities Master Plan Revision (Hord Coplan Macht)

7. Announcements

Chair Emmons directed the trustees to review the following announcements.

7.a 2025 NCACCT Leadership Seminar, September 10-12, 2025, Grandover Resort, Greensboro

7.b ACCT Community College National Legislative Summit, February 8-11, 2026, Washington DC

8. Adjournment

Having no further business to discuss, Chair Emmons called for a motion to adjourn the meeting. A motion was made by Mr. Butler and seconded by Dr. Crisp. The meeting adjourned at 7:07 p.m.

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Kenneth Ingle, Ed.D.
President & Secretary to the Board of Trustees

Committee Members Present:
Mr. William Gomory, Chair
Mr. Walter Britt
Mr. Steve Carter
Mr. Pete Glidewell
Dr. Kenneth Ingle, III

Also Present:
Ms. Elizabeth Thomas
Ms. Ana Fleeman
Mr. Thomas Hartman
Ms. Stephanie Waters

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1. Call to Order

Mr. Gomory called the meeting to order at 9:32 am. and welcomed everyone to the meeting.

The Committee determined that a quorum was present.

2. Call for Conflicts of Interest

Mr. Gomory called for conflicts by reading the following statement:

In accordance with North Carolina General Statute 138A, the State Government Ethics Act, it is the duty of every Alamance Community College Board of Trustees member to avoid both conflicts of interest and appearances of conflict. If any Board member has any known conflict of interest or appearance of conflict with respect to any matters coming before the committee today, please identify the conflict or appearance of conflict and refrain from any undue participation in the particular matter involved.

No conflicts of interest or appearances of conflict were noted.

3. Action Items

3.a Facilities Master Plan Revision

Dr. Ingle explained that the College's Master Facilities Plan was returning to the committee for consideration after Trustees had additional time to review it. He noted that the plan had also been shared with other standing committees and the full Board. He emphasized that the plan, updated every ten years, serves as a long-term visioning tool and not a request for funding. Dr. Ingle then invited Tom Hartman to present the details.

Mr. Hartman presented the Facilities Master Plan. He noted that the current plan was originally prepared for ACC in March 2016 by Clark Patterson Lee and has guided the College through the completion and development of many capital projects. In fall 2024, the Board of Trustees approved a contract with Hord Coplan Macht to revise and update the plan. Work began in January 2025 and included meetings with the Executive Leadership Team, key College leaders, and student leadership groups.

Mr. Hartman reported that the revised Facilities Master Plan evaluates options for campus expansion and development to support the College's growth. Priorities outlined in the plan include Health Sciences, Student Support Services, Corporate Education/Conference Center, Campus Facilities, Welding Booth Renovation (AATC expansion), Dental Renovation/Expansion, Window Replacements, and Building Exterior Upgrades. He emphasized that the revised plan provides a practical and strategic roadmap for the College's future development.

After discussion, Mr. Gomory called for a motion. Mr. Britt moved, seconded by Mr. Carter, to recommend approval of the Facilities Master Plan as presented. Motion carried by unanimous vote.

3.b Campus Wayfinding Exterior Project: Dillingham Center - Amendment (NCCCS 3-1 form)

Mr. Hartman presented the NCCCS 3-1 form amendment, explaining that it expands the scope of work to include 10 additional exterior signs at the Dillingham Campus, in addition to the previously approved work at the Main Campus. He noted that the amendment does not alter the previously approved project budget.

Following general discussion, Mr. Gomory called for a motion, Mr. Britt moved, and Mr. Carter seconded to recommend the amendment to the Campus Wayfinding Exterior Project to include the Dillingham Center as presented. Motion carried by unanimous vote.

3.c Elevated Bridge Walkway Repair and Renovation Project 2558 closeout (NCCCS 3-1 form)

Ms. Thomas reported that the Elevated Bridge Walkway Repair and Renovation Project has been completed for some time. She explained that the NCCCS 3-1 form is being brought to the Board to formally record and finalize the project closeout.

Mr. Gomory called for a motion, Mr. Carter moved, Mr. Glidewell seconded to recommend the closeout of the Elevated Bridge Walkway Repair and

Renovation Project as presented. Motion carried by unanimous vote.

4. Informational Items

4.a Capital project summary report

Mr. Hartman provided an update on bond and capital improvement projects.

At the Public Safety Training Center Green Level site, landscaping and seeding continue, AT&T fiber has been installed, and final inspections are being prepared for State Construction. The waterline was tied in on August 27, with testing, chlorination, and sewer inspections scheduled by September 11, followed by life safety tank and fire suppression testing on September 16. Furniture installation is expected by September 23. At the Burlington site, a pre-construction meeting with Central Builders, Moseley Architects, and State Construction was held on September 2 to coordinate next steps.

Capital project updates included an amendment request to the 3-1 form for additional signage at the Dillingham Campus, progress on the Veterinary Medical Technology Barn pre-design phase, and submission of construction drawings for the Third Floor Biotechnology Center of Excellence Upfit. Data went live at the Public Safety Training Center on August 29, and the Facilities Master Plan revision has been completed.

4.b Capital project budget update for August 2025

Ms. Thomas shared the capital project budget update for August 2025 and highlighted the information provided in the packet.

4.c Capital project amendments/contracts signed by the President

Mr. Hartman reported on recent Capital Improvement Project contracts and amendments signed by the President. On June 26, 2025, a construction contract in the amount of $734,000 was executed with Central Builders of Mebane, Inc. for the Public Safety Training Center Burn Building at the Burlington site.

5. Other Business

6. Adjournment

Having no further business to discuss, the meeting adjourned at 9:34 am.

BOARD OF TRUSTEES

Curriculum and Student and Engagement Committee

September 02, 2025 12:00 PM

Video Conference

Committee Members Present:
BG (R) Blake Williams, Chair
Ms. Sylvia Munoz
Dr. Kenneth Ingle, III

Committee Members Absent:
Mr. Grant Brooks

Also Present:

Ms. Ana Fleeman
Mr. Thomas Hartman
Dr. Justin Snyder

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1. Call to Order

General Williams called the meeting to order at 12:01 pm.

He welcomed everyone to the meeting.

2. Call for Conflicts of Interest

General Williams called for conflicts of Interest by reading this statement:

In accordance with North Carolina General Statute 138A, the State Government Ethics Act, it is the duty of every Alamance Community College Board of Trustees member to avoid both conflicts of interest and appearances of conflict. If any Committee member has any known conflict of interest or appearance of conflict with respect to any matters coming before the Committee today, please identify the conflict or appearance of conflict and refrain from any undue participation in the particular matter involved.

No conflicts were identified

3. Action Items

4. Informational Items

4.a Facilities Master Plan Revision

General Williams called on Dr. Ingle to provide background information before Mr. Hartman started his presentation. Dr. Ingle shared that the purpose of today's meeting was to provide the committee with an overview of the Master Facilities Plan. While not a standard agenda item for this group, he explained that administration felt it important for the standing committees to have the opportunity to review the plan ahead of the full Board of Trustees meeting. He clarified that the plan, updated every 10 years, is intended as a long-term vision of possible options rather than a budget request. Dr. Ingle then introduced Tom Hartman to present the Facilities Master Plan.

Mr. Hartman directed members to the presentation contained in the meeting packet. He walked through the information, giving an overview of the plan that highlighted several options for new construction and expansion projects. These included potential updates to the Powell Building, Student Services Building, and Applied Advanced Technology Center, as well as possible new facilities such as a Corporate Education Center/Student Services building and a Shipping and Receiving facility.

5. Other Business

6. Adjournment

Having no further business to discuss, the meeting adjourned at 12:32 pm.

BOARD OF TRUSTEES
Budget and Finance Committee
September 05, 2025 09:30 AM
Video Conference

Committee Members Present:
Mr. Pete Glidewell, Chair
Mr. Steve Carter
Ms. Tammy Karnes
Mr. Ken Walker
Dr. Kenneth Ingle, III

Also Present:
Ms. Elizabeth Thomas
Ms. Ana Fleeman
Mr. Thomas Hartman
Ms. Stephanie Waters

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1. Call to Order

Mr. Glidewell called the meeting to order at 9:33 am. and welcomed everyone to the meeting.

The Committee determined that a quorum was present.

2. Call for Conflicts of Interest

Mr. Glidewell called for conflicts by reading the following statement:

In accordance with North Carolina General Statute 138A, the State Government Ethics Act, it is the duty of every Alamance Community College Board of Trustees member to avoid both conflicts of interest and appearances of conflict. If any Board member has any known conflict of interest or appearance of conflict with respect to any matters coming before the committee today, please identify the conflict or appearance of conflict and refrain from any undue participation in the particular matter involved.

No conflicts of interest or appearances of conflict were noted.

3. Action Items

4. Informational Items

4.a Financial Report for August 2025

Ms. Thomas presented the information on the August, 2025 financial report shared in the packet. With 16.67 percent of the fiscal year complete, 16 percent of the total state budget and 13.71 percent of the total county budget had been expended.

4.b Facilities Master Plan Revision

Dr. Ingle shared that the purpose of today's meeting was to provide the committee with an overview of the College's Master Facilities Plan. He acknowledged that this item does not typically appear on the Budget and Finance committee's agenda just yet but explained that it is important for standing committees to review the plan ahead of its presentation to the full Board of Trustees. He stressed that the plan, which undergoes revision every decade, is intended as a long-range framework of possibilities rather than a funding proposal. Dr. Ingle then asked Tom Hartman to deliver the presentation.

Mr. Hartman pointed members to the presentation materials included in their packets. He walked through the key components of the plan, highlighting several potential projects such as renovations and additions to the Powell Building, Student Services Building, and Applied Advanced Technology Center. He also reviewed concepts for new construction, including a combined Corporate Education/Student Services facility and a potential Shipping and Receiving building.

5. Other Business

6. Adjournment

Having no further business to discuss, the meeting adjourned at 10:44 am.

BOARD OF TRUSTEES

Legislative Committee

September 02, 2025 11:00 AM

Video Conference

Committee Members Present:
Mr. Grant Brooks, Chair
Ms. Julie Emmons
Mr. Walter Brooks
Dr. Kenneth Ingle, III

Committee Members Absent:
Mr. Jim Butler

Also Present:
Ms. Ana Fleeman
Mr. Thomas Hartman
Dr. Justin Snyder

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1. Call to Order

Mr. Brooks called the meeting to order at 11:02 am.

He welcomed everyone to the meeting.

2. Call for Conflicts of Interest

Mr. Brooks called for conflicts of Interest by reading this statement:

In accordance with North Carolina General Statute 138A, the State Government Ethics Act, it is the duty of every Alamance Community College Board of Trustees member to avoid both conflicts of interest and appearances of conflict. If any Committee member has any known conflict of interest or appearance of conflict with respect to any matters coming before the Committee today, please identify the conflict or appearance of conflict and refrain from any undue participation in the particular matter involved.

No conflicts were identified

3. Action Items

4. Informational Items

4.a Facilities Master Plan Revision

Mr. Brooks called on Dr. Ingle to provide background information. Dr. Ingle explained that the committee was meeting today to receive an overview of the Master Facilities Plan. He noted that while this is not a typical agenda item for this committee, administration wanted to give the standing committees an opportunity to review the plan in advance of the full Board of Trustees meeting. He emphasized that the plan, which is updated every 10 years, represents a long-term vision of potential options and is not a budget request. Dr. Ingle then invited Tom Hartman to present the Facilities Master Plan.

Mr. Hartman directed the committee to the presentation included in the meeting packet. He reviewed the materials and provided an overview of the plan, which outlined multiple options for new buildings and expansions of existing facilities, including the Powell Building, Student Services Building, and Applied Advanced Technology Center. The presentation also addressed potential new construction for a Corporate Education Center/Student Services building and a possible Shipping and Receiving facility.

5. Other Business

6. Adjournment

Having no further business to discuss, the meeting adjourned at 11:47 am.

Board of Trustees
Nominating Committee
September 24, 2025 | 9:30 am
Videoconference

IMPORTANT: This meeting will be conducted via videoconference. The videoconference will originate from Alamance Community College, Office of the President, Wallace W. Gee Building, 1247 Jimmie Kerr Road, Graham, NC.

INSTRUCTIONS: To participate in the Zoom videoconference:
- Click on the following URL and follow the prompts: https://alamancecc-edu.zoom.us/j/99665474266?pwd=ia0YXCdJ9pt2cnfWkxHaeCHiiSVXsT.1
- If you choose not to use Zoom's computer audio, you may call in by phone **305.224.1968** or **309.205.3325** and enter the **Meeting ID**: 996 6547 4266 and **Passcode**: 858068

I. Call to Order

Mr. Gomory called the meeting to order at 9:31 a.m., prior to Mr. Carter's arrival

Attendance

Trustees present:
Mr. Steve Carter, Chair of Nominating Committee
Mr. Grant Brooks
Dr. Roslyn Crisp
Mr. Pete Glidewell
Mr. William Gomory

Absent:
Mr. Jim Butler

Also Present:
Dr. Kenneth Ingle, Secretary to the Board of Trustees
Ms. Ana Fleeman, Director of Governance and Executive Operations

II. Call for Conflicts of Interest

Mr. Gomory called for conflicts of interest by reading the following statement:

In accordance with North Carolina General Statute 138A, the State Government Ethics Act, it is the duty of every Alamance Community College Board of Trustees member to avoid both conflicts of interest and appearances of conflict. If any Committee member has any known conflict of interest or appearance of conflict with respect to any matters coming before the Committee today, please identify the conflict or appearance of conflict and refrain from any undue participation in the particular matter involved.

No conflicts of interest were identified.

III. Action Item

A. Proposed Board Chair and Vice-Chair Nomination Guidelines **pp 2-3**

Dr. Ingle presented draft guidelines outlining the structure, eligibility, criteria, and process for the nomination of Board Chair and Vice-Chair. The guidelines emphasized term structure and succession practices, eligibility preferences, nomination criteria, merit-based principles, and the role of the Nominating Committee in recommending candidates.

After general discussion, the Nominating Committee requested that an adjustment be made to Item #3 under Merit-Based Nomination Principles to strengthen and clarify the conditions under which a former Chair may be re-elected. Administration made note of this request and will send an updated version to be included in the Board packet. This information does not require a vote but will be included in future Nominating Committee packets as an informational item when meeting to select officers.

IV. Informational Items

V. Other Business

VI. Adjournment

Having no further business the meeting adjourned at 9:59 a.m.

Workforce Analysis (Full-Time) Occupational Categories

25-Sep

Occupation	Count	Age 40+ (Total)	Under Age 40 (Total)	Males (Total)	Females (Total)	African-American (Total)	American Indian/ Alaska Native (Total)	Asian (Total)	Hawaiian/ Pacific Islander (Total)	Hispanic (Total)	White (Total)
01 (Management Occupations)	30	26	4	9	21	6	0	0	0	0	24
02 (Business/Finance Opers)	6	5	1	0	6	3	0	0	0	0	3
03 (Comp/Eng/Science)	8	5	3	6	2	4	0	0	0	0	3
04 (Com Serv/Legal/Arts/Media)	17	7	10	8	9	7	0	0	0	1	8
05 (Postsecondary Teachers)	110	82	28	49	61	7	2	0	0	2	95
08 (Librarians)	1	1	0	0	1	0	0	0	0	0	1
10 (Academic Affairs)	41	28	13	16	25	12	0	0	0	3	25
12 (Service Occupations)	1	1	0	0	1	0	0	0	0	0	1
14 (Office & Admin Support)	2	2	0	2	0	0	0	0	0	0	2
15 (Natural Res/Constr/Maint)	43	30	13	4	39	4	1	1	0	5	28
	1	0	1	1	0	0	0	0	0	0	0
TOTALS	260	187	72	94	165	43	3	1	0	11	190

New Full Time Employees:

Adam Wade	Associate VP of Advising and Onboarding
Dr. Clay Smith	Senior University Transfer Advisor
Charles Evitt	Director of Public Safety
Jaylen Webb	Communications and Social Media Specialist
Lawanda Porter	Admissions Assistant
Trevor Miller	Welding Instructor (9 months)

		County
African American	17%	22%
American Indian / Alaska Native	1%	2%
Asian	1%	2%
Hawaaian / Pacific Islander	0%	0%
Hispanic	4%	13%
White	73%	61%
Chose not to Identify	4%	

SOC Code Desc	Total Count	Age 40+	Under Age 40	Males	Females	African-American	American Indian/Alaska Native	Asian	Hawaiian/Pacific Islander	Hispanic	White
Administrative Services Managers	1	1	0	1	0	0	0	0	0	0	1
Agricultural Sciences Teachers, Postsecondary	2	1	1	1	1	0	0	0	0	0	2
Agricultural Workers, All Other	1	0	1	1	0	0	0	0	0	0	0
Art, Drama, and Music Teachers, Postsecondary	8	5	3	6	2	0	0	0	0	0	8
Audio-Visual and Multimedia Collections Specialists	1	1	0	1	0	0	0	0	0	0	1
Biological Science Teachers, Postsecondary	2	2	0	1	1	0	0	0	0	0	2
Biological Scientists, All Other	2	1	1	0	2	1	0	0	0	0	0
Bookkeeping, Accounting, and Auditing Clerks	5	5	0	0	5	1	0	0	0	0	4
Business Teachers, Postsecondary	5	5	0	2	3	2	0	0	0	0	3
Chemistry Teachers, Postsecondary	5	5	0	3	2	0	0	0	0	0	5
Chief Executives	1	1	0	1	0	0	0	0	0	0	1
Computer and Information Systems Managers	1	1	0	1	0	0	0	0	0	0	1
Computer Science Teachers, Postsecondary	4	4	0	2	2	0	0	0	0	0	4
Computer User Support Specialists	2	1	1	2	0	2	0	0	0	0	0
Criminal Justice and Law Enforcement Teachers, Postsecondary	1	1	0	1	0	0	0	0	0	0	1
Education Administrators, Postsecondary	19	18	1	5	14	5	0	0	0	0	14
Education, Training, and Library Workers, All Other	7	6	1	1	6	3	0	0	0	0	4
Educational, Guidance, School, and Vocational Counselors	14	7	7	7	7	6	0	0	0	0	7
Engineering Teachers, Postsecondary	2	2	0	2	0	0	0	0	0	0	2
English Language and Literature Teachers, Postsecondary	13	8	5	5	8	1	0	0	0	0	12
Executive Secretaries and Executive Administrative Assistants	6	4	2	1	5	1	0	0	0	1	3
Financial Analysts	1	1	0	0	1	0	0	0	0	0	1
Financial Managers	4	3	1	1	3	0	0	0	0	0	4
First-Line Supervisors of Office and Administrative Support Workers	2	2	0	1	1	0	0	0	0	0	2
First-Line Supervisors of Protective Service Workers, All Other	1	1	0	1	0	0	0	0	0	0	1
Graphic Designers	1	0	1	0	1	0	0	0	0	0	1
Health Specialties Teachers, Postsecondary	13	10	3	0	13	2	0	0	0	0	11
History Teachers, Postsecondary	2	1	1	1	1	0	1	0	0	0	1
Human Resources Managers	1	1	0	0	1	1	0	0	0	0	0
Human Resources Specialists	3	3	0	0	3	2	0	0	0	0	1
Information and Record Clerks, All Other	3	2	1	0	3	0	0	1	0	0	2
Instructional Coordinators	33	21	12	14	19	9	0	0	0	3	20
Librarians	1	1	0	0	1	0	0	0	0	0	1
Mathematical Science Teachers, Postsecondary	9	8	1	4	5	0	0	0	0	0	9
Meeting, Convention, and Event Planners	1	0	1	0	1	0	0	0	0	0	1
Network and Computer Systems Administrators	4	3	1	4	0	1	0	0	0	0	3
Nursing Instructors and Teachers, Postsecondary	10	8	2	2	8	0	1	0	0	1	7
Office and Administrative Support Workers, All Other	1	0	1	0	1	0	0	0	0	0	1
Office Clerks, General	8	6	2	0	8	1	1	0	0	0	4
Payroll and Timekeeping Clerks	1	1	0	0	1	0	0	0	0	0	1
Political Science Teachers, Postsecondary	1	1	0	0	1	0	0	0	0	0	1
Postsecondary Teachers, All Other	2	2	0	0	2	1	0	0	0	0	1
Psychology Teachers, Postsecondary	4	2	2	0	4	0	0	0	0	1	3
Public Relations and Fundraising Managers	3	1	2	0	3	0	0	0	0	0	3
Public Relations Specialists	2	0	2	1	1	1	0	0	0	1	0
Secretaries and Administrative Assistants, Except Legal, Medical, and Execu	16	9	7	1	15	1	0	0	0	4	10
Security Guards	1	1	0	1	0	0	0	0	0	0	1
Shipping, Receiving, and Traffic Clerks	1	1	0	1	0	0	0	0	0	0	1
Sociology Teachers, Postsecondary	1	1	0	1	0	0	0	0	0	0	1
Training and Development Specialists	1	1	0	0	1	1	0	0	0	0	0
Veterinarians	1	1	0	0	1	0	0	0	0	0	1
Vocational Education Teachers, Postsecondary	26	16	10	18	8	1	0	0	0	0	22
Total	260	187	73	95	165	43	3	1	0	11	190

Position	Employment Start Date	Term Date	Reason Termed	Position Filled
VP of Business & Finance / CFO	6/4/2007	7/17/2024	Resigned	7/1/2024
Student Services Analysis	5/1/2022	7/19/2024	Resigned	1/6/2025
Math instructor	8/7/2023	7/29/2024	Resigned	Open
Executive Administrative Assistant - Foundation Office	3/1/2021	7/31/2024	Resigned	7/23/2025
Student Services Counselor (Health Allied Advisor / Coordinator)	3/8/2021	7/31/2024	Resigned	12/2/2024
Air Conditioning and Heating Instructor	8/8/2011	7/31/2024	Resigned	8/28/2024
Student Services Assistant - Registrar Office	9/17/2019	8/2/2024	Resigned	1/2/2025
History Instructor	8/10/2008	8/14/2024	Resigned	3/20/2025
Nurse Aide Instructor	5/1/2001	8/31/2024	RETIRE	4/11/2025
DECH Instructor	8/5/2002	8/31/2024	RETIRE	8/11/2025
Nursing Instructor	8/15/2024	9/12/2024	Resigned	12/9/2024
Data Technician	11/12/2021	11/18/2024	Resigned	Open
Executive Director Center of Excellence	4/4/2017	12/3/2024	Resigned	Position Terminated
Information Technology Technician	11/6/2023	12/10/2024	Resigned	1/27/2025
Facilities Technician	12/4/2023	12/20/2024	Resigned	6/17/2025
Special Programs Coordinator	12/14/2009	12/20/2024	RETIRE	Open
Accounting Lead Instructor	8/8/2022	12/31/2024	Resigned	7/1/2025
Medical Laboratory Technology Department Head	8/11/2003	12/31/2024	RETIRE	Employee in Interim Role
Psychology Instructor	8/13/2014	1/3/2025	Resigned	8/11/2025
Curriculum Coordinator	1/3/2011	1/3/2025	Involuntary	4/23/2025
Grants Officer	12/9/2021	1/24/2025	Resigned	5/1/2025
AWESM Implementer	8/16/2022	1/31/2025	Resigned	Position Terminated (Grant Funded)
HR Fire Lead Instructor	7/15/2024	2/2/2025	Resigned	3/5/2025
Senior Administrative Assistant	1/2/2025	2/6/2025	Resigned	5/21/2025
Coordinator of Single Stop (Student Services Counselor)	10/10/2022	2/28/2025	Resigned	6/16/2025
Information Technology Technician	8/25/2010	4/8/2025	DEATH	Open
VP of Student Learning / CAO	3/1/2021	4/30/2025	Resigned	8/1/2025
Executive VP of Student and Employee Experience	6/11/2018	5/14/2025	Resigned	Position Terminated
Humanities Instructor	8/16/2000	5/31/2025	RETIRE	Open
Advertising and Graphic Design Instructor	8/19/2010	6/15/2025	RETIRE	7/9/2025
VP of Student Experience	5/1/2010	6/30/2025	RETIRE	5/1/2025
Retired		**7**		
Voluntary - Resigned		**22**		
Involuntary		**1**		
Other		**1**		
Total		**31**		

Buildings & Grounds Committee
October 8, 2025

Action Item: AATC Chiller Replacement Project

The two chillers that serve the Adavanced Applied Technology Center were struck by lightning on June 15, 2025. One was repaired, but the second had more significant damage. The College has been working through an insurance claim to see if we could have the repair or replacement of the chiller covered. Unfortunately, insurance only provides coverage if there is a direct lightning strike to the unit. It does not cover if the lightning strike causes damage through an electrical surge. The surge damaged the circuits which caused the evaporator to freeze and burst.

College administration has procured three vendor quotations to replace the chiller ranging from $119,832 to $165,219. The College is recommending the proposal from AC Corp to replace the chiller with a Daikin 80-ton unit at a cost of $119,832. The scope of work includes the new Daikin unit, removal and disposal of the old chiller, installation as all mechanical/ electrical installation scope and start up and commissioning for the project. The overall project budget, which includes chiller controls and contingency is as follows:

Daiken 80-ton chiller through AC Corporation	$119,832
Chiller controls through Hoffman mechanical	$ 2,172
Project Contingency (10%)	$ 12,200
Total Project Budget	$134,204

Action:
College Administration requests establishing the AATC Chiller Replacement Project as a Capital Project with a total budget of $134,204 to be funded from County Capital (CIP) funds.

OCTOBER 2025 SUMMARY
BOND AND CAPITAL IMPROVEMENT PROJECTS

BOND PROJECTS	**STATUS SUMMARY**
Public Safety Training Center	
Green Level Site:	Landscaping and permanent seeding continues at the site. Local inspections are to be complete by 9/30. The preliminary local building inspection occurred on 9/25 with a final inspection scheduled for the first few days of October. Water tower and sprinkler inspections should also occur 10/1. State Construction final inspection is tentatively scheduled for 10/7, but may be pushed out to the week of 10/13.. Furniture is fully installed with a few remaining punch list items. Samet is working to complete the construction punch list on the buildings and site. All building signage is now installed.
Burlington Site:	Recent meetings were held with the General Contractor, Forge Fire (the manufacturer and installer of the burn prop) and the ACC stakeholders to confirm design and layout of the structure. We hope to have a confirmation of install date in the next few weeks as the burn building enters final design.

CAPITAL PROJECTS	STATUS SUMMARY
Campus Exterior Wayfinding Project	The Board of Trustees and the Systems Office have approved the amendment to add the DC signage to the project. We are currently coordinating that installation. In addition, we will be updating the main ACC entrance signage that sits between entrance #1 and #2.
Veterinary Medical Technology Barn Project	We expect to receive pre-design documents, drawings and a third-party cost estimate from Hobbs Architects early October. The tentative project schedule shows construction drawings complete and approved by early 2026 with the project being bid in March/April 2026 and construction starting in May 2026.
Third Floor Biotechnology COE Upfit Project	We are still waiting for comments from State Construction on the construction drawings and expect comments back by mid-October. The schedule still shows bidding the project in early November and beginning construction at the start of 2026 with project completion by August 1st in time for the fall 2026 semester.
Tech Infrastructure Replacement Project	**Campus Data Resiliency** Spectrum has provided an estimated completion date for construction as January 16, 2026. Currently, there are two permits pending verification: an aerial joint use permit and a Department of Transportation (DOT) permit. Upon completion of the construction by the Spectrum construction team, Spectrum will proceed to schedule the installation phase. **Structured Cabling and Wireless Improvements** Planning is underway for structured cabling and wireless improvements across several campus buildings. The targeted spaces include the Main Building, Powell Building, Advanced Applied Technology Center (AATC), and the Literacy Building.

Budgeted Capital Improvement Projects Equal to or Less than $50,000 Approved by the President (informational)

NONE

Alamance Community College
Buildings and Grounds Committee Meeting
Capital Project Budget Plan For Fiscal Year 2026
As of September 30, 2025

1.	**County Capital Carryforward**	**Budget**	**Actual**	**Remainder**
a.	Unspent 2025 Allocation	152,850	2,989	149,861
		152,850	**2,989**	**149,861**
2.	**County Capital--FY 2026 Allocation**	**Budget**	**Actual**	**Remainder**
a.	Various Campus Renovations & Repairs	30,000	16,114	13,886
b.	Roofing Preventative Maintenance Year 5	17,000	-	17,000
c.	Building Pressure Washing	28,915	28,915	0
d.	B Bldg Soffit Sealing Repair	7,750	7,750	-
e.	Foundation Carpet	7,071	7,071	-
f.	Uncommitted Allocation	445,264		445,264
		536,000	**59,850**	**476,150**
3.	**County-State-Federal Projects**	**Budget**	**Total Expended**	**Remainder**
a.	Public Safety Training Center	24,607,664	21,979,471	2,628,193
b.	Main Powell Gee renovations	5,088,981	5,088,981	-
		29,696,645	**27,068,452**	**2,628,193**
4.	**Non-County Projects**	**Budget**	**Total Expended**	**Remainder**
a.	Campus Exterior Wayfinding Project	302,600	200,530	102,070
b.	Veterinary Medical Technician Instructional Barn	1,250,000	23,400	1,226,600
c.	Technology Infrastructure Project	1,500,000	808,650	691,350
d.	BioTech Center Third Floor Uplift	2,542,000	145,164	2,396,836
e.	Uncommitted Allocation	1,622,028	-	1,622,028
		7,216,628	**1,177,745**	**6,038,883**
	TOTAL CAPITAL PROJECTS	**37,602,123**	**28,309,035**	**9,293,088**
	Funds Available for Future Projects	**2,217,153**		

Office of Institutional Advancement
1247 Jimmie Kerr Road
Graham, NC 27253-8000
Phone: (336) 506-4100
www.alamancecc.edu

Budget and Finance Committee
Carolyn Rhode
Peggy Boswell naming request

Summary:

After over fifty years in museum work and historic research, including twenty-five at ACC as Curator of the Scott Family Collection, Peggy Boswell retired in September 2024. Members of the Scott Family, Peggy's family, colleagues and friends honored her retirement by raising funds for an endowed scholarship in her name. Over $70,000 has been committed. As a result, the Scott Family has asked if the Scott Family Collection office (3rd floor of the Gee Building) could be named in Peggy's honor.

The purpose of the scholarship is to provide financial assistance and support to ACC students who plan to transfer and major in History at a four-year institution. Preference will go to students working in the Scott Family Collection with the endorsement of the curator if they fit the program requirement. Funds may be used for tuition, textbooks, fees, program-related supplies, and licensure-related expenses. Students are required to demonstrate financial need and have a high school or college GPA of 2.5. The ACC Scholarship Committee will award the scholarship. If no suitable students are eligible, funds may be used for grants to aid students in the History Club with travel to historical sites, research or similar activities.

Action:

Seeking Budget and Finance Committee approval to name the Scott Family Collection office for Peggy Boswell.

Office of Institutional Advancement
1247 Jimmie Kerr Road
Graham, NC 27253-8000
Phone: (336) 506-4100
www.alamancecc.edu

Budget and Finance Committee
Carolyn Rhode
LabCorp naming opportunity

Summary:

As part of the Anniversary campaign, Labcorp gave $250,000 in payments of $50,000 for five years. The Student Center was named for Labcorp. (For the Anniversary campaign, lab space went for $50K and classrooms for $25K. For larger donations we found appropriate spaces.

Once the Anniversary Campaign was complete, Labcorp agreed to continue giving at the $50K level for several years. In 2014, arrangements were made for one of the biotech labs in Powell (then still fairly new) to be named for Labcorp. As a result, H302 became the "Biotechnology Lab named in honor of LabCorp."

After the most recent renovation of 3rd floor Powell, there is no longer a biotech lab in the building.

An equivalent space would be one of the labs in the BCOE. So at a minimum, one of the labs in BCOE could be named for Labcorp. (For the BCOE campaign, the lab "price" was $250,000.)

I have spoken with Teresa Mansfield at Labcorp and she said Labcorp would be comfortable with ACC naming a lab space or the second floor atrium as an equivalent to the original lab named in Powell.

Action:

Determine a space to name for Labcorp in BCOE.

Budget and Financial Information

For the

Month Ending

Sep-25

Alamance Community College -- Budget and Financial Information
For the Month Ending **September 30**, 2025
Executive Summary

This report is produced for the Board of Trustees of Alamance Community College and is intended to provide both budget and financial information for the month ending September 30, 2025. This report is unadjusted and unaudited, meaning that consistencies (e.g. due to timing), transfers, and other items may still need processing for accurate comparison to prior statements. This report includes the following exhibits:

- Exhibit A - State Accounting Fund: Year-to-Date Budget Report
- Exhibit B - County Accounting Fund: Year-to-Date Budget Report
- Exhibit C – Institutional Accounting Fund: Year-to-Date Activity Report
- Exhibit D – Institutional Accounting Fund: Year-to-Date Detail Report

Report highlights include:

The college budget is strong with increased enrollment. Institutional funds also support the college should any unexpected expenses occur.

- Exhibit A--State Accounting Fund: The College has expensed 21.52% of the State budget with 25.00% of the year completed. Additional allocations and grants continue to support the budget needs for fiscal year 2025-2026.

- Exhibit B—County Accounting Fund: The College is on track for a balanced County budget in fiscal year 2025-2026 with 26.55% spent through September.

- Exhibit C— Institutional Accounting Fund Balance: The College has Institutional funds available to support items not supported by state and county funds. Funds are owed for federal grants and capital projects due to timing differences.

- Exhibit D—Institutional Accounting Budet Summary: The college spent 4.7 million in Institutional funds through September. The largest expense is for financial aid. The college paid Bibliu the estimated amount in August. ACC will receive financial aid funds in September and November to cover expenses. Eight week sessions impact the timing of receipts for bookstore revenues.

- Negative program balances: Planned negative balances appear in reports usually as a result of spending first, then receiving reimbursement later, such as with financial aid, grant programs, and capital projects. There are no Instititutional funds with unplanned negative balances to report.

Budget and Financial Information
Year-to-Date
September 2025

Exhibit A - State Funds

Division	Budget	Actual	Remaining	%	Prior Year
Executive Management	1,587,213.00	377,816.46	1,209,396.54	23.80%	1,559,062.00
Financial Services	1,558,408.00	301,588.22	1,256,819.78	19.35%	1,733,999.00
General Administration	2,109,456.00	575,657.32	1,533,798.68	27.29%	1,990,664.00
Information Systems	1,740,417.00	397,614.86	1,342,802.14	22.85%	1,625,365.00
Institutional Support	**6,995,494.00**	**1,652,676.86**	**5,342,817.14**	**23.62%**	**6,909,090.00**
Curriculum Instruction	15,634,138.00	3,419,300.63	12,214,837.37	21.87%	14,954,693.00
Curriculum Support	1,675,786.00	386,841.26	1,288,944.74	23.08%	1,325,333.00
BioBetter	598,985.00	70,082.31	528,902.69	11.70%	502,785.00
Curriculum	**17,908,909.00**	**3,876,224.20**	**14,032,684.80**	**21.64%**	**16,782,811.00**
Occupational Ext. Instruction	1,696,868.00	509,539.25	1,187,328.75	30.03%	1,793,474.00
Continuing Education Support	1,274,058.00	317,915.09	956,142.91	24.95%	1,073,985.00
Occupational Ext. Support	1,038,570.00	253,418.56	785,151.44	24.40%	1,058,441.00
Continuing Education	**4,009,496.00**	**1,080,872.90**	**2,928,623.10**	**26.96%**	**3,925,900.00**
Adult Basic Education/ESL	1,444,820.00	372,713.30	1,072,106.70	25.80%	1,531,367.00
Adult Basic Education Title 2 Sec 231	206,240.00	46,702.81	159,537.19	22.64%	0.00
Integrated Education(IET)	100,000.00	29,926.01	70,073.99	29.93%	0.00
Literacy Special Programs	51,530.00	4,645.66	46,884.34	9.02%	134,470.00
Expansion Apprenticeship Program	184,871.00	89,318.73	95,552.27	48.31%	59,960.00
College and Career Readiness	**1,987,461.00**	**543,306.51**	**1,444,154.49**	**27.34%**	**1,725,797.00**

Budget and Financial Information
Year-to-Date
September 2025

Exhibit A - State Funds

Division	Budget	Actual	Remaining	%	Prior Year
Small Business Centers	174,737.00	30,548.09	144,188.91	17.48%	180,747.00
Customized Training	44,368.00	40,583.74	3,784.26	91.47%	234,544.00
FIT - State Appropriation	40,000.00	10,030.19	29,969.81	25.08%	0.00
FIT-State App Instruction	20,000.00	654.10	19,345.90	3.27%	0.00
Industry Support	**279,105.00**	**81,816.12**	**197,288.88**	**29.31%**	**415,291.00**
Library/Learning Center	**565,996.00**	**146,293.54**	**419,702.46**	**25.85%**	**558,349.00**
Student Services	3,716,917.00	766,200.07	2,950,716.93	20.61%	2,723,854.00
IDD Training (Devt Disab)	194,000.00	38,159.72	155,840.28	19.67%	194,000.00
Childcare	56,641.00	0.00	56,641.00	0.00%	54,036.00
Scholarships	40,805.00	0.00	40,805.00	0.00%	42,022.00
Student Services	**4,008,363.00**	**804,359.79**	**3,204,003.21**	**20.07%**	**3,013,912.00**
Equipment	2,351,672.00	19,736.66	2,331,935.34	0.84%	2,348,582.00
Books	46,188.00	6,369.02	39,818.98	13.79%	47,315.00
Capital Outlay	**2,397,860.00**	**26,105.68**	**2,371,754.32**	**1.09%**	**2,395,897.00**
Grand Total	**38,152,684.00**	**8,211,655.60**	**29,941,028.40**	**21.52%**	**35,727,047.00**

Budget and Financial Information
Year-to-Date
September 2025

Exhibit B - County Funds

Division	Budget	Actual	Remaining	%	Prior Year
Executive Management	**658,685.00**	**377,977.73**	**280,707.27**	**57.38%**	587,375.00
Plant Maintenance	3,517,712.00	820,105.23	2,697,606.77	23.31%	3,181,915.00
Plant Operation	759,785.00	232,534.75	527,250.25	30.61%	799,030.00
Facilities Services	**4,277,497.00**	**1,052,639.98**	**3,224,857.02**	**24.61%**	**3,980,945.00**
Capital Projects	536,000.00	59,850.00	476,150.00	11.17%	355,618.00
Capital Carryforward	152,650.00	2,989.00	149,661.00	1.96%	51,472.00
Capital Outlay	**688,650.00**	**62,839.00**	**625,811.00**	**13.12%**	**407,090.00**
Grand Total	**5,624,832.00**	**1,493,456.71**	**4,131,375.29**	**26.55%**	**4,975,410.00**

Alamance Community College
Institutional Funds Balance
YTD September 2025

Exhibit C

Department	Beginning	Revenues	Expenses	Balance
Bookstore	1,605,536.52	390,527.62	397,935.00	1,598,129.14
Proprietary Funds	-3,340.88	3,092.00	3,297.10	-3,545.98
Unrestricted	470,785.76	-95,200.03	-11,033.73	386,619.46
Vending	46,803.41	2,142.37	12,758.66	36,187.12
College Funds	**2,119,784.81**	**300,561.96**	402,957.03	**2,017,389.74**
College Fees	555,318.21	154,818.98	84,699.57	625,437.62
Course Fees	746,020.88	192,317.81	134,832.15	803,506.54
Live Projects	62,570.59	4,357.00	123.40	66,804.19
Self-Supporting	248,876.84	31,536.51	-8,554.17	288,967.52
College Support Funds	**1,612,786.52**	**383,030.30**	211,100.95	**1,784,715.87**
Federal Grants	13,931.55	410,550.61	260,527.70	163,954.46
Grants	5,873.03	283,000.00	15,526.36	273,346.67
NCCCS Grant	455,484.00		0.00	455,484.00
State Grants	786,858.54	23,800.00	49,196.03	761,462.51
Grants	**1,262,147.12**	**717,350.61**	325,250.09	**1,654,247.64**
College Scholarships	5,409.15		287,909.64	-282,500.49
Federal Scholarships	-23,904.46	2,130,851.56	2,600,548.54	-493,601.44
Financial Aid	175,459.62	0.00	1,053.62	174,406.00
State Scholarships	310,041.09	107,995.00	144,227.72	273,808.37
Financial Aid and Scholarships	**467,005.40**	**2,238,846.56**	3,033,739.52	**-327,887.56**
Student Gov't Assoc.		90,000.00	31,831.83	58,168.17
Student Accounts	**0.00**	**90,000.00**	31,831.83	**58,168.17**
Capital Assets	86,304,568.77	490.00	177,273.58	86,127,785.19
Capital Projects	217,376.30	1,011,677.68	1,020,270.85	208,783.13
Capital Projects	**86,521,945.07**	**1,012,167.68**	1,197,544.43	**86,336,568.32**
Total	**91,983,668.92**	**4,741,957.11**	5,202,423.85	**91,523,202.18**

Alamance Community College
Institutional Funds
YTD September 2025

Exhibit D

Department	Beginning	Revenues	Expenses	Balance	Notes
Administrative Services	98.30	5,000.00	458.55	4,639.75	
Biblui Bookstore Charges		379,547.93	398,210.00	-18,662.07	**Review at End of Semester**
Bookstore	1,605,536.52	10,979.69	-275.00	1,616,791.21	
Capital Investments Fund	264,690.77	19,655.38	0.00	284,346.15	
Continuing Education	564.45	8,000.00	0.00	8,564.45	
Curriculum	-1,017.41	20,000.00	3,609.50	15,373.09	
Duplicating Center	17,720.45	289.00	1,383.50	16,625.95	
Executive Vice President	4,576.84		1,022.62	3,554.22	
Fiscal Services	85,486.43	-167,873.55	-51,131.82	-31,255.30	**Due from Foundation**
Graduation	9,226.43	2,803.00	1,913.60	10,115.83	
Learning Resource Center	1,074.70	18.14	32.01	1,060.83	
Lost Revenues-Instituional	6,301.37		0.00	6,301.37	
Lost State Revenue	38,582.27		15,563.23	23,019.04	
Presidents Office	-2,463.41	20,000.00	8,612.97	8,923.62	
Snack Bar	46,803.41	2,142.37	12,758.66	36,187.12	
State Replacement	-884.54		0.00	-884.54	
Thigpen Trust	43,488.23		10,799.21	32,689.02	
College Funds	**2,119,784.81**	**300,561.96**	**402,957.03**	**2,017,389.74**	
Advertising Graphics Technolog		2,225.00	0.00	2,225.00	
Agriculture		525.00	0.00	525.00	
Animal Care and Management	392.58		0.00	392.58	
Automotive Technology	-6,222.69	3,486.80	0.00	-2,735.89	
Beauty Professional	2,880.00	9,415.45	0.00	12,295.45	
Biotechnology	3,474.37	1,506.25	6,956.81	-1,976.19	
BLET Uniforms		522.00	0.00	522.00	
CE Technology Fee		0.00	0.00	0.00	
Comm Svc - Graham - Fee Supp	7.52	0.00	0.00	7.52	
Comm Svc - Graham - Self Supp	157,317.95	19,467.94	-46,070.32	222,856.21	
Comm Svc- Self Supp - Jail	6,218.89		0.00	6,218.89	
Computer Aided Drafting Tech		650.00	0.00	650.00	
Con-Ed Fees - Public Safety	112,066.58	2,991.63	0.00	115,058.21	
Con-Ed Fees - Special Programs	22,408.45	1,053.45	0.00	23,461.90	
Continuing Educ Service Fees	43,328.35	5,938.73	0.00	49,267.08	
Corporate Education Self Supp	-6,095.59		4,994.25	-11,089.84	
Cosmetology	171,136.49	26,308.14	19,576.98	177,867.65	
Criminal Justice	600.00	2,130.00	0.00	2,730.00	
Culinary Food Service	33,264.70	2,135.00	0.00	35,399.70	
Culinary Technology	-869.29	1,670.00	6.69	794.02	
Curriculum CAPS Fee	176,325.81	34,055.17	40,876.67	169,504.31	
Curriculum Technology Fee	137,711.90	50,820.20	0.00	188,532.10	
Dental Assistant	86,732.85	8,254.50	555.07	94,432.28	
Emergency Medical Science	8,641.00	-6,124.10	0.00	2,516.90	
EMS - Burlington			22.00	-22.00	
EMS-Graham	23,514.51	430.00	-2,650.00	26,594.51	
Health Care	25.00	2,770.00	0.00	2,795.00	
Humanities & Fine Arts		708.33	0.00	708.33	
Law Enforcement - Cont Edu			4,088.96	-4,088.96	
Machining		2,914.00	0.00	2,914.00	
Massage Therapy	28,913.31	2,222.00	123.40	31,011.91	
Mechatronic/Industrial Systems		5,608.00	0.00	5,608.00	
Medical Assistant	17,088.88	5,063.00	0.00	22,151.88	
Medical Lab Technician	6,014.47	1,085.68	0.00	7,100.15	
Misc Curriculum Fees	12,216.46	5.00	0.00	12,221.46	
Natural Sciences	16,335.83	11,749.05	-100.00	28,184.88	
Non-FTE/ Self-Supporting		1,490.00	2,577.92	-1,087.92	
Nurse Aide	14,211.20	8,207.64	0.00	22,418.84	
Nursing	13,505.14	56,695.57	91,031.46	-20,830.75	

Alamance Community College
Institutional Funds
YTD September 2025

Exhibit D

Department	Beginning	Revenues	Expenses	Balance	Notes
Occupational Extension	212,017.99	2,534.92	0.00	214,552.91	
OE Self Supp	21,566.10		0.00	21,566.10	
OE Self Supp		6,737.84	5,942.69	795.15	
Pottery		2,585.00	0.00	2,585.00	
Professional Development& CEUs		2,455.00	0.00	2,455.00	
Professional Dog Grooming	782.00	7,038.00	4,773.96	3,046.04	
Public Offerings			114.75	-114.75	
Special Programs	29,461.64	1,434.00	7,877.55	23,018.09	
Student Activity Fee - CU	229,263.56	66,602.92	43,822.90	252,043.58	
Summer Camp	26,533.62	-608.00	26,579.21	-653.59	
Trade & Industry		240.00	0.00	240.00	
Traffic Control, Parking and S	12,016.94	3,340.69	0.00	15,357.63	
Vet Tech - HCWF		550.00	0.00	550.00	
Welding		24,140.50	0.00	24,140.50	
College Support Funds	**1,612,786.52**	**383,030.30**	**211,100.95**	**1,784,715.87**	
ACE Grant	12,550.34	18,122.50	31,299.02	-626.18	
Adult Learner Project Program	5,453.30		0.00	5,453.30	
AEFLA Section 243	-3,523.54		229.70	-3,753.24	
AgSouth Grant	610.49		0.00	610.49	
AJOBS-Impact Alamance	-3,614.30		0.00	-3,614.30	
AJOBS-JCPC Grant	-29,414.55	43,301.81	20,046.91	-6,159.65	
America 250 Grant	4,494.55	3,000.00	1,635.41	5,859.14	
BioWorks Federal Grant	-652.75		0.00	-652.75	
Cannon Grant-IT HVAC		280,000.00	0.00	280,000.00	
College Work Study	84,570.73	99,273.00	19,517.18	164,326.55	
Criminal Justice Fellow schola	-1,973.61		0.00	-1,973.61	
C-Step Grant	-8,052.83	10,000.00	1,088.89	858.28	
Cyberskills Grant	704.28		0.00	704.28	
Digital Navigator Grant			13,508.87	-13,508.87	
Digital Navigator Grant	13,534.91		0.00	13,534.91	
Finish line grant emer 22-23	-2,000.00		0.00	-2,000.00	
Firehouse Public Safety Grant			76.69	-76.69	
Firehouse Public Safety Grant	-1,863.59		0.00	-1,863.59	
Goldenleaf-Pract Nursing Grnt	-1,137.90		0.00	-1,137.90	
Governors Crime Commission	-14,732.25	13,800.00	-3,005.44	2,073.19	
Less than Half Time Grants			1,900.00	-1,900.00	
Natl Coll. Landscape Competiti	4,311.45		0.00	4,311.45	
NC Agventures (grant JH)	3,179.78		0.00	3,179.78	
NC BOOST	457,479.00		51,112.58	406,366.42	
NCCCS Glaxo Early childhood Sc	500.00		0.00	500.00	
NCCCS Glaxo Teacher Promise Sc	1,410.00		0.00	1,410.00	
NCSU Federal Biotech 5 yrGrant	43,024.66		0.00	43,024.66	
NEXT NC Acceleration Grant	202.06		0.00	202.06	
Nonprofit VOTE	1,294.09		0.00	1,294.09	
NSF Mentor Connect	-526.10		305.39	-831.49	
Our State Our Work OSOW Grant	1,783.61		0.00	1,783.61	
SIP - PACE Program	-6,999.20	55,581.18	83,753.18	-35,171.20	**Due From Federal Government**
Steps4Growth Fed Grant (ARP)	-12,217.67	70,509.56	43,058.26	15,233.63	
TECAT State Funds	753,627.60		0.00	753,627.60	
Technology Grant	-11,202.93		0.00	-11,202.93	
TRIO Student Support Services	-26,767.51		0.00	-26,767.51	
TRIO Student Support Services		123,762.56	60,723.45	63,039.11	
Underserved Student Adv Outrea	-1,905.00		0.00	-1,905.00	
Grants	**1,262,147.12**	**717,350.61**	**325,250.09**	**1,654,247.64**	
CARES Institutional Relief	-250.00		0.00	-250.00	
CARES Student Relief	14,871.34		0.00	14,871.34	
Community College State Grant	-133,255.00		0.00	-133,255.00	**Due from State**

Alamance Community College
Institutional Funds
YTD September 2025

Exhibit D

Department	Beginning	Revenues	Expenses	Balance	Notes
Education Lottery Fin Aid	1,451.00		0.00	1,451.00	
FELS			0.00	0.00	
GEER	-7,076.96		0.00	-7,076.96	
Golden Leaf Scholarships	-14,250.02	5,500.00	9,500.00	-18,250.02	
Helene relief	-926.00		269.00	-1,195.00	
Less than Half Time Grants	-17,633.00		0.00	-17,633.00	
Longleaf Commitment Grant	225,482.00	59.00	0.00	225,541.00	
NC Guarantee	137,937.00	101,173.00	104,343.00	134,767.00	
OSBM Student Support - 50223	96,380.36		26,952.72	69,427.64	
Overhead Receipts - DOE	151,154.02	0.00	0.00	151,154.02	
Overhead Receipts - VA	24,305.60		1,053.62	23,251.98	
Pell 2007 - 2008	835.88		0.00	835.88	
Pell 2011 - 2012	-5,784.17		0.00	-5,784.17	
Pell 2012 - 2013	-5,785.81		0.00	-5,785.81	
Pell 2013 - 2014	0.20		0.00	0.20	
Pell 2017 - 2018	913.14		0.00	913.14	
Pell 2023-2024	-682.62		0.00	-682.62	
Pell 2024 - 2025	-49,200.60	61,704.56	10,380.80	2,123.16	
Pell 2025-2026		2,000,000.00	2,541,366.21	-541,366.21	**Due from Federal Government**
Scholarships	5,409.15		287,909.64	-282,500.49	**Due from Foundation**
SEOG	21,178.18	69,147.00	50,701.53	39,623.65	
Targeted Assistance Grant	21,931.71	1,263.00	1,263.00	21,931.71	
Financial Aid and Scholarships	**467,005.40**	**2,238,846.56**	**3,033,739.52**	**-327,887.56**	
SGA	0.00	90,000.00	31,831.83	58,168.17	
Student Accounts	**0.00**	**90,000.00**	**31,831.83**	**58,168.17**	
Expended Plant Fund	86,304,568.77	490.00	177,273.58	86,127,785.19	
BioBetter Project	8,273.77		0.00	8,273.77	
BioTech Third Floor Uplift	0.00	14,650.52	96,864.00	-82,213.48	**Due from State**
Covington Barn	-23,400.00	23,400.00	0.00	0.00	
NCDEQ EV Grant	-79,104.21	79,104.00	0.00	-0.21	**Complete**
Public Safety Training Center	311,606.74	894,523.16	722,876.51	483,253.39	
Wayfinding Project			200,530.34	-200,530.34	**Due from State**
Capital Projects	**86,521,945.07**	**1,012,167.68**	**1,197,544.43**	**86,336,568.32**	
Total	**91,983,668.92**	**4,741,957.11**	**5,202,423.85**	**91,523,202.18**	

Community College Pro Forma | Disclaimer

The Community College Pro Forma serves as a guide for the most common financial reporting scenarios applicable to NC Community College System institutions; however, financial reporting rests solely with management of each institution. Each institution's financial statement package should be modified to reflect the specific institution.

The Community College Pro Forma does <u>not</u> reflect all potential GASB requirements that could apply to each institution. Refer to the GASB Codification to determine all financial reporting requirements applicable to each institution.

Alamance Community College
Statement of Net Position
June 30, 2025

Exhibit A-1
Page 1 of 2

ASSETS	
Current Assets:	
Cash and Cash Equivalents	$ 3,126,349.40
Restricted Cash and Cash Equivalents	1,720,626.69
Receivables, Net (Note 4)	901,006.81
Inventories	62,719.55
Total Current Assets	5,810,702.45
Noncurrent Assets:	
Restricted Cash and Cash Equivalents	1,207,479.00
Restricted Due from Primary Government	1,040,000.00
Net Other Postemployment Benefits Asset	23,341.00
Capital Assets - Nondepreciable (Note 5)	23,901,043.85
Capital Assets - Depreciable, Net (Note 5)	78,202,636.60
Total Noncurrent Assets	104,374,500.45
Total Assets	110,185,202.90
DEFERRED OUTFLOWS OF RESOURCES	
Deferred Outflows Related to Pensions	6,351,189.00
Deferred Outflows Related to Other Postemployment Benefits (Note 13)	8,621,460.00
Total Deferred Outflows of Resources	14,972,649.00
LIABILITIES	
Current Liabilities:	
Accounts Payable and Accrued Liabilities (Note 6)	1,124,417.92
Unearned Revenue	2,841,447.67
Funds Held for Others	396,312.06
Long-Term Liabilities - Current Portion (Note 7)	139,037.96
Total Current Liabilities	4,501,215.61
Noncurrent Liabilities:	
Long-Term Liabilities (Note 7)	37,545,230.71
Total Noncurrent Liabilities	37,545,230.71
Total Liabilities	42,046,446.32
DEFERRED INFLOWS OF RESOURCES	
Deferred Inflows Related to Pensions	46,466.00
Deferred Inflows Related to Other Postemployment Benefits (Note 13)	3,809,926.00
Total Deferred Inflows of Resources	3,856,392.00

Alamance Community College
Statement of Net Position
June 30, 2025

NET POSITION	
Net Investment in Capital Assets	101,850,447.54
Expendable:	
Capital Projects	348,722.66
Other	437,746.11
Total Restricted-Expendable Net Position	786,468.77
Unrestricted	(23,381,882.73)
Total Net Position	$ 79,255,033.58

The accompanying notes to the financial statements are an integral part of this statement.

Alamance Community College
Statement of Revenues, Expenses, and Changes in Net Position
For the Fiscal Year Ended June 30, 2025

Exhibit A-2

OPERATING REVENUES	
Student Tuition and Fees, Net (Note 10)	$ 3,257,805.39
Federal Grants and Contracts	403,942.45
Nongovernmental Grants and Contracts	34,443.00
Sales and Services, Net (Note 10)	922,721.37
Other Operating Revenues	510,893.90
Total Operating Revenues	5,129,806.11
OPERATING EXPENSES	
Salaries and Benefits	30,143,860.31
Supplies and Services	13,455,136.15
Scholarships and Fellowships	6,377,400.17
Utilities	963,181.19
Depreciation	3,117,527.36
Total Operating Expenses	54,057,105.18
Operating Loss	(48,927,299.07)
NONOPERATING REVENUES (EXPENSES)	
State Aid	25,561,427.55
State Aid - Coronavirus	-
County Appropriations	4,877,822.00
Student Financial Aid	10,696,755.33
Federal Aid - COVID-19	9,825.69
Noncapital Contributions, Net	1,992,146.16
Investment Income	131,704.47
Other Nonoperating Expenses	(100,176.41)
Net Nonoperating Revenues	43,169,504.79
Loss Before Other Revenues	(5,757,794.28)
State Capital Aid	3,688,579.31
County Capital Aid	12,240,592.26
Capital Contributions, Net	1,432,692.85
Total Other Revenues	17,361,864.42
Increase in Net Position	11,604,070.14
NET POSITION	
Net Position - July 1, 2024 (Note 18)	67,650,963.44
Net Position - June 30, 2025	$ 79,255,033.58

The accompanying notes to the financial statements are an integral part of this statement.

Alamance Community College
Statement of Cash Flows
For the Fiscal Year Ended June 30, 2025

CASH FLOWS FROM OPERATING ACTIVITIES *	
Received from Customers	$ 4,962,948.55
Payments to Employees and Fringe Benefits	(30,088,762.78)
Payments to Vendors and Suppliers	(14,776,668.97)
Payments for Scholarships and Fellowships	(6,506,757.53)
Other Receipts (Payments)	36,627.05
Net Cash Used by Operating Activities	(46,372,613.68)
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES	
State Aid	25,561,427.55
County Appropriations	4,877,822.00
Student Financial Aid	12,681,417.49
Federal Aid - COVID-19	9,825.69
Noncapital Contributions	189,955.22
Net Cash Provided (Used) by Noncapital Financing Activities	43,320,447.95
CASH FLOWS FROM CAPITAL FINANCING AND RELATED FINANCING ACTIVITIES	
State Capital Aid	3,688,579.31
County Capital Aid	12,240,592.26
Capital Contributions	1,390,584.35
Proceeds from Sale of Capital Assets	(712,016.80)
Acquisition and Construction of Capital Assets	(18,172,273.78)
Principal Paid on Capital Debt and Lease/Subscription Liabilities	(45,103.00)
Net Cash Provided (Used) by Capital Financing and Related Financing Activities	(1,609,637.66)
CASH FLOWS FROM INVESTING ACTIVITIES	
Investment Income	131,704.47
Net Cash Provided (Used) by Investing Activities	131,704.47
Net Increase (Decrease) in Cash and Cash Equivalents	(4,530,098.92)
Cash and Cash Equivalents - July 1, 2024	-
Cash and Cash Equivalents - June 30, 2025	$ (4,530,098.92)

Alamance Community College
Statement of Cash Flows
For the Fiscal Year Ended June 30, 2025

RECONCILIATION OF OPERATING LOSS TO NET CASH USED BY OPERATING ACTIVITIES

Operating Loss	$ (48,927,299.07)
Adjustments to Reconcile Operating Loss to Net Cash Used by Operating Activities:	
Depreciation/Amortization Expense	3,117,527.36
Changes in Assets and Deferred Outflows of Resources:	
Receivables, Net	(586,662.91)
Inventories	122,787.87
Net Other Postemployment Benefits Asset	(23,341.00)
Deferred Outflows Related to Pensions	1,835,041.00
Changes in Liabilities and Deferred Inflows of Resources:	(4,804,419.00)
Accounts Payable and Accrued Liabilities	(396,239.04)
Unearned Revenue	431,199.99
Funds Held for Others	36,627.05
Net Pension Liability	6,304,706.00
Net Other Postemployment Benefits Liability	(1,180,334.00)
Compensated Absences	86,570.07
Deferred Inflows Related to Pensions	(2,291,493.00)
Deferred Inflows Related to Other Postemployment Benefits	(97,285.00)
Net Cash Used by Operating Activities	$ (46,372,613.68)

NONCASH INVESTING, CAPITAL, AND FINANCING ACTIVITIES

Assets Acquired through the Assumption of a Liability	$ 186,792.88
Assets Acquired through a Gift	100,176.41
Increase in Receivables Related to Nonoperating/Other Revenues	982,487.16
Decrease in Net Other Postemployment Benefits Liability Related to Noncapital Contributions	(100,176.41)

The accompanying notes to the financial statements are an integral part of this statement.

Alamance Community College Foundation, Inc
Statement of Financial Position
June 30, 2025 ***Exhibit B-1***

	2025	2024
ASSETS		
Cash and Cash equivalents	$ 2,515,799	$ 2,421,404
Long-term Investments	17,106,143	15,327,819
Prater and Dillingham endowments	1,531,986	1,444,779
Other Recivables	1,667	7,093
Promises to Give, net	349,092	545,978
Grants receivable	7,500	13,799
Cash Surrender Value of Life Insurance	3,899	4,945
Funds Held for Others	177,953	183,789
Total Assets	$ 21,694,039	$ 19,949,606
LIABILITIES		
Accounts Payable and accrued exp	$ 7,755	$ 12,221
Custodial Funds	177,953	183,789
Total Liabilities	185,708	196,010
NET ASSETS		
Without Donor Restrictions:	1,137,515	1,062,392
With Donor Restrictions		
Purpose Restrictions	10,746,565	9,384,988
Pe Total Net Assets	9,624,251	9,306,216
Total Net Assets	21,508,331	19,753,596
Total Liabilities and Net Assets	$ 21,694,039	$ 19,949,606

The accompanying notes to the financial statements are an integral part of this statement.

Alamance Community College Foundation, Inc
Statement of Activities
For the Fiscal Year Ended June 30, 2025

Exhibit B-2

	Without Donor Restrictions		With Donor Restrictions		Total	
SUPPORT AND REVENUE						
Revenue and other support:						
Contributions	$	225,448	$	1,123,096	$	1,348,544
Contributed goods and services		48,593		8,970		57,563
Support Services from ACC		317,844				317,844
Investment Income		142,334		1,819,146		1,961,480
Other Income		8,123		7,120		15,243
Net assets released from restrictions		1,278,720		(1,278,720)		-
Total Revenue		2,021,062		1,679,612		3,700,674
Total Support and Revenue		2,021,062		1,679,612		3,700,674
EXPENSES AND LOSSES						
Expenses:						
Student Scholarships		672,131				672,131
College Work Study match		75,000				75,000
Other Student Support		47,095				47,095
Programs and Resources for ACC faculty and staff		38,677				38,677
Other Educational related programs		780,109				780,109
Support services from ACC		265,660				265,660
Other Foundation Expenses		67,267		-		67,267
Total Expenses		1,945,939		-		1,945,939
Increase in Net Assets	$	75,123	$	1,679,612	$	1,754,735
		-		-		-
Net Assets - beginning		1,062,392		18,691,204		19,753,596
		-		-		-
Net Assets - ending	$	1,137,515	$	20,370,816	$	21,508,331

The accompanying notes to the financial statements are an integral part of this statement.

Alamance Community College
Required Supplementary Information
Schedule of the Proportionate Share of the Net Pension Liability
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan
Last Ten Fiscal Years* **Exhibit C-1**

Teachers' and State Employees' Retirement System		2025	2024	2023	2022	2021
Proportionate Share Percentage of Collective Net Pension Liability	*(1)*	0.08267%	0.08055%	0.08258%	0.08233%	0.08481%
Proportionate Share of TSERS Collective Net Pension Liability	*(2)*	############	$ 13,429,282.00	$ 12,256,720.00	$ 3,853,781.00	$ 10,246,742.00
Covered Payroll	*(3)*	############	$ 15,944,659.40	$ 14,873,956.21	$ 13,859,468.00	$ 13,985,446.00
Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	*(4)*	72.05%	84.22%	82.40%	27.81%	73.27%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	*(5)*	85.35%	82.97%	84.14%	94.86%	85.98%

	2020	2019	2018	2017	2016
Proportionate Share Percentage of Collective Net Pension Liability	0.08947%	0.09404%	0.09261%	0.00853%	0.08148%
Proportionate Share of TSERS Collective Net Pension Liability	$ 9,275,316.00	$ 9,232,706.00	$ 7,348,086.00	$ 7,841,789.00	$ 3,015,966.00
Covered Payroll	$ 14,215,821.00	$ 14,031,651.00	$ 13,751,763.00	$ 12,514,676.00	$ 12,412,060.00
Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	65.25%	65.80%	53.43%	62.66%	24.30%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	87.56%	87.61%	89.51%	87.32%	94.64%

Note: Information is presented for all years that were measured in accordance with the requirements of GASB Statement No. 68, *Accounting and Financial Reporting for Pensions - An Amendment of GASB Statement No. 27,* as amended.

* The amounts presented for each fiscal year were determined as of the prior fiscal year ended June 30.

Alamance Community College
Required Supplementary Information
Schedule of College Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan
Last Ten Fiscal Years

Exhibit C-2

Teachers' and State Employees' Retirement Syste		**2025**	**2024**	**2023**	**2022**	**2021**
Contractually Required Contribution	*(1)*	$ 2,854,560.79	$ 2,812,637.92	$ 2,585,093.59	$ 2,369,417.00	$ 2,048,468.00
Contributions in Relation to the Contractually Determined Contribution	*(2)*	2,854,560.79	2,812,637.92	2,585,093.59	2,369,417.00	2,048,468.00
Contribution Deficiency (Excess)	*(3)*	$ -	$ -	$ -	$ -	$ -
Covered Payroll	*(4)*	$ 17,001,553.25	$15,944,659.40	$14,873,956.21	$13,859,468.00	$13,985,446.00
Contributions as a Percentage of Covered Payroll	*(5)*	16.79%	17.64%	17.38%	17.10%	14.65%

	2020	**2019**	**2018**	**2017**	**2016**
Contractually Required Contribution	$ 1,813,912.00	$ 1,747,124.00	$ 1,512,612.00	$ 1,372,426.00	$ 1,145,093.00
Contributions in Relation to the Contractually Determined Contribution	1,813,912.00	1,747,124.00	1,512,612.00	1,372,426.00	1,145,093.00
Contribution Deficiency (Excess)	$ -	$ -	$ -	$ -	$ -
Covered Payroll	$ 14,215,821.00	$14,031,651.00	$13,751,763.00	$12,514,676.00	$12,412,060.00
Contributions as a Percentage of Covered Payroll	12.76%	12.45%	11.00%	10.97%	9.23%

Note: Changes of benefit terms, methods, and assumptions are presented in the Notes to Required Supplementary Information (RSI) schedule following the pension RSI tables.

Alamance Community College
Notes to Required Supplementary Information
Schedule of College Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit Pension Plan
For the Fiscal Year Ended June 30, 2025

Changes of Benefit Terms:

Cost of Living Increase

	2023	2022	###	2020	2019	2018	2017	2016	2015	2014
Teachers' and State Employees' Retirement System	N/A	N/A	N/A	N/A	N/A	N/A	1.00%	N/A	N/A	N/A

Beginning in fiscal year 2015, with the implementation of GASB Statement No. 68, the above table reflects Cost of Living Adjustments (COLA) in the period of the legislative session or Board of Trustees meeting when it was passed. The COLA is effective as of July 1 of that period and the fiscal year end plan liability is affected at June 30 of that year because the COLA is included in the actuarial assumptions used to calculate the plan net pension liability.

Effective July 1, 2017, the definition of law enforcement officer related to TSERS members was changed by the General Assembly to include Probation/Parole officers for retirement benefit purposes. The change includes officers with respect to service rendered on or after July 1, 2017, and provides for unreduced retirement at age 55 with five years of service as a law enforcement officer or reduced retirement at age 50 with 15 years of service as a law enforcement officer.

Effective July 1, 2017, retirees and beneficiaries of deceased retirees receiving benefits from the TSERS as of July 1, 2016, received a 1% cost-of-living adjustment. Retirees and beneficiaries of retirees with retirement effective dates between July 1, 2016 and before June 30, 2017 received a prorated amount. These benefit enhancements reflect legislation enacted by the North Carolina General Assembly.

In December 2021 for the fiscal year ended June 30, 2022, retirees and beneficiaries of deceased retirees receiving benefits from the TSERS as of September 1, 2021, received a one-time cost-of-living supplement payment, equal to 2% of the beneficiary's annual retirement allowance.

Benefit recipients of the TSERS received a one-time benefit supplement payment equal to 4% of the member's annual benefit amount, paid in October 2022, as granted by the North Carolina General Assembly for the fiscal year ended June 30, 2023. The one-time supplement does not change the ongoing monthly benefits, and absent additional action by governing authorities, the payments will not recur in future years.

Benefit recipients of the TSERS will receive a one-time benefit supplement payment equal to 4% of the member's annual benefit amount, paid in November 2023, as granted by the North Carolina General Assembly for the fiscal year ended June 30, 2024. The one-time supplement does not change the ongoing monthly benefits, and absent additional action by governing authorities, the payments will not recur in future years.

Effective January 1, 2024, new employees hired by UNC Health Care or by certain components of East Carolina University, who were not actively contributing to TSERS immediately before they were hired by those entities, are not eligible to join TSERS.

Methods and Assumptions Used in Calculations of Actuarially Determined Contributions: An actuarial valuation is performed for each year for the plan. The actuarially determined contribution rates in the Schedule of College Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning 18 months following the date of the valuation results. See Note 12 for more information on the specific assumptions for the plan. The actuarially determined contributions for those items with covered payroll were determined using the actuarially determined contribution rate from the actuary and covered payroll as adjusted for timing differences and other factors such as differences in employee class. Other actuarially determined contributions are disclosed in the schedule as expressed by the actuary in reports to the plans.

Changes of Assumptions: In January 2021, the actuarial assumptions for the TSERS were updated to more closely reflect actual experience.

In 2020, the North Carolina Retirement Systems' consulting actuaries performed the quinquennial investigation of the TSERS actual demographic and economic experience (known as the "Experience Review"). The Experience Review provides the basis for selecting the actuarial assumptions and methods used to determine plan liabilities and funding requirements. The most recent experience review examined the TSERS experience during the period between January 1, 2015, and December 31, 2019. Based on the findings, the Boards of Trustees of the TSERS adopted a number of new actuarial assumptions and methods. The most notable changes to the assumptions include updates to the mortality tables and mortality improvements. These assumptions were adjusted to be based on the Pub-2010 mortality tables reflecting the mortality projection scale MP-2019, released by the Society of Actuaries in 2019. In addition, the assumed rates of retirement, salary increases, and rates of termination from active employment were updated to more closely reflect actual experience.

The discount rate for the TSERS was lowered from 7.00% to 6.50% effective for the December 31, 2020 valuation, with the resulting effect on minimum actuarially determined employer contribution rates (or amounts) to be gradually recognized over a five-year period beginning July 1, 2022.

The Notes to Required Supplementary Information reflect information included in the State of North Carolina's 2024 *Annual Comprehensive Financial Report*.

N/A - Not Applicable

Alamance Community College
Required Supplementary Information
Schedule of the Proportionate Share of the Net OPEB Liability or Asset
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans
Last Nine Fiscal Years*

Retiree Health Benefit Fund		2025	2024	2023	2022	2021
Proportionate Share Percentage of Collective Net OPEB Liability	*(1)*	0.07232%	0.07140%	0.06859%	0.06945%	0.06858%
Proportionate Share of Collective Net OPEB Liability	*(2)*	$ 24,599,272.00	$ 18,276,223.00	$ 16,513,917.00	$ 21,469,649.00	$ 19,024,400.00
Covered Payroll	*(3)*	$ 17,001,553.25	$ 15,944,659.40	$ 14,873,956.21	14,465,305.00	13,859,731.00
Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	*(4)*	144.69%	114.62%	111.03%	148.42%	137.26%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	*(5)*	9.79%	10.73%	10.58%	7.72%	6.92%

	2020	2019	2018	2017
Proportionate Share Percentage of Collective Net OPEB Liability	0.07519%	0.07747%	0.07312%	0.07167%
Proportionate Share of Collective Net OPEB Liability	$ 23,790,801.00	$ 22,069,831.00	23,973,545.00	31,178,886.00
Covered Payroll	13,985,446.00	$ 14,031,651.00	$ 13,751,763.00	$ 12,514,676.00
Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	170.11%	157.29%	174.33%	249.14%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	4.40%	4.40%	3.52%	2.41%

Alamance Community College
Required Supplementary Information
Schedule of the Proportionate Share of the Net OPEB Liability or Asset
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans
Last Nine Fiscal Years*

Exhibit C-3
Page 2 of 2

Disability Income Plan of North Carolina		**2025**	**2024**	**2023**	**2022**	**2021**
Proportionate Share Percentage of Collective Net OPEB Liability (Asset)	*(1)*	0.07232%	0.07140%	0.007095%	-0.07118%	-0.07263%
Proportionate Share of Collective Net OPEB Liability (Asset)	*(2)*	$ (23,341.00)	$ 25,515.00	$ 21,106.00	$ (11,627.00)	$ (35,730.00)
Covered Payroll	*(3)*	$ 17,001,553.25	$ 15,944,659.40	$ 14,873,956.21	$ 14,465,305.00	$ 13,859,731.00
Proportionate Share of the Net OPEB Liability (Asset) as a Percentage of Covered Payroll	*(4)*	0.14%	114.62%	111.03%	-131.52%	-171.65%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	*(5)*	114.99%	90.61%	90.34%	105.18%	115.57%

	2020	**2019**	**2018**	**2017**
Proportionate Share Percentage of Collective Net OPEB Liability (Asset)	-0.07690%	-0.81340%	-0.08024%	-0.08024%
Proportionate Share of Collective Net OPEB Liability (Asset)	$ (33,182.00)	$ (42,708.00)	$ (49,043.00)	$ (43,227.00)
Covered Payroll	$ 13,985,446.00	$ 14,215,821.00	$ 14,031,651.00	$ 13,751,763.00
Proportionate Share of the Net OPEB Liability (Asset) as a Percentage of Covered Payroll	-170.11%	-155.25%	-170.85%	0.26%
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	113.00%	108.47%	116.23%	115.57%

Note: Information is presented for all years that were measured in accordance with the requirements of GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions,* as amended.

* The amounts presented for each fiscal year were determined as of the prior fiscal year ended June 30.

Alamance Community College
Required Supplementary Information
Schedule of College Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans

Exhibit C-4

Last Ten Fiscal Years

Retiree Health Benefit Fund		**2025**	**2024**	**2023**	**2022**	**2021**
Contractually Required Contribution	*(1)*	$ 1,188,408.57	$ 1,138,448.68	$ 1,024,815.58	$ 909,868.00	$ 925,830.00
Contributions in Relation to the Contractually Determined Contribution	*(2)*	1,188,408.57	1,138,448.68	1,024,815.58	909,868.00	925,830.00
Contribution Deficiency (Excess)	*(3)*	$ -	$ -	$ -	$ -	$ -
Covered Payroll	*(4)*	$17,001,553.25	$15,944,659.40	$14,873,956.21	14,465,305.00	13,859,731.00
Contributions as a Percentage of Covered Payroll	*(5)*	6.99%	7.14%	6.89%	6.29%	6.68%

	2020	**2019**	**2018**	**2017**	**2016**
Contractually Required Contribution	$ 904,858.00	$ 891,332.00	$ 848,915.00	$ 798,462.00	$ 700,822.00
Contributions in Relation to the Contractually Determined Contribution	904,858.00	891,332.00	848,915.00	798,462.00	700,822.00
Contribution Deficiency (Excess)	$ -	$ -	$ -	$ -	$ -
Covered Payroll	$14,215,821.00	$14,031,651.00	$13,751,763.00	$12,514,676.00	$12,412,060.00
Contributions as a Percentage of Covered Payroll	6.37%	6.35%	6.17%	6.38%	5.65%

Alamance Community College
Required Supplementary Information
Schedule of College Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans **Exhibit C-4**
Last Ten Fiscal Years **Page 2 of 2**

Disability Income Plan of North Carolina		**2025**	**2024**	**2023**	**2022**	**2021**
Contractually Required Contribution	*(1)*	$ 22,102.02	$ 17,539.13	$ 14,873.96	$ 13,019.00	$ 12,474.00
Contributions in Relation to the Contractually Determined Contribution	*(2)*	22,102.02	17,539.13	14,873.96	13,019.00	12,474.00
Contribution Deficiency (Excess)	*(3)*	$ -	$ -	$ -	$ -	$ -
Covered Payroll	*(4)*	$17,001,553.25	$15,944,659.40	$14,873,956.21	14,465,305.00	13,859,731.00
Contributions as a Percentage of Covered Payroll	*(5)*	0.13%	0.11%	0.10%	0.09%	0.09%

	2020	**2019**	**2018**	**2017**	**2016**
Contractually Required Contribution	$ 14,145.00	$ 19,902.00	$ 19,644.00	$ 52,257.00	$ 51,310.00
Contributions in Relation to the Contractually Determined Contribution	14,145.00	19,902.00	19,644.00	52,257.00	51,310.00
Contribution Deficiency (Excess)	$ -	$ -	$ -	$ -	$ -
Covered Payroll	$14,215,821.00	$14,031,651.00	$13,751,763.00	$12,514,676.00	$12,412,060.00
Contributions as a Percentage of Covered Payroll	0.10%	0.14%	0.14%	0.42%	0.41%

Note: Changes of benefit terms, methods, and assumptions are presented in the Notes to Required Supplementary Information (RSI) schedule following the OPEB RSI tables.

Alamance Community College
Notes to Required Supplementary Information
Schedule of College Contributions
Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans
For the Fiscal Year Ended June 30, 2025

Changes of Benefit Terms: Effective January 1, 2016, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for three of five options of the Retiree Health Benefit Fund (RHBF). Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2017, benefit terms related to copays, coinsurance maximums, out-of-pocket maximums, and deductibles were changed for two of five options of the RHBF. Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2019, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for one of four options of the RHBF. Out-of-pocket maximums increased while certain specialist copays decreased related to option benefits.

Effective January 1, 2020, benefit terms related to copays, out-of-pocket maximums, and deductibles were changed for the 70/30 PPO option of the RHBF. Only the copays were adjusted for 80/20 PPO option of the RHBF.

Effective January 1, 2021, members first hired on and after January 1, 2021 will not be eligible to receive retiree medical benefits.

Effective January 1, 2022, the structure of employer contributions to the RHBF was altered by legislation. Previously, non-Medicare-eligible retirees had the same employer contribution rate as active employees. As a result of the legislative change, non-Medicare-eligible retirees have the same employer contribution rate as Medicare-eligible retirees.

Effective April 1, 2024, coverage of GLP-1 prescriptions for obesity management (GLP-1-AOM) was terminated.

Beginning with the Disability Income Plan of North Carolina (DIPNC) actuarial valuation as of December 31, 2017, the valuation included a liability for the State's potential reimbursement of costs incurred by employers for income benefits and health insurance premiums during the second six months of the first year of employee's short-term disability benefit period. Effective with the actuarial valuation as of December 31, 2021, this liability was removed from the actuarial valuation because the reimbursement from DIPNC was eliminated for disabilities occurring on or after July 1, 2019.

Method and Assumptions Used in Calculations of Actuarially Determined Contributions: An actuarial valuation is performed for each plan each year. The actuarially determined contribution rates in the Schedule of College Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning six months preceding the date of the valuation results for the RHBF. The actuarially determined contribution rates in the Schedule of College Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning 18 months following the date of the valuation results for the DIPNC. See Note 13 for more information on the specific assumptions for each plan. The actuarially determined contributions were determined using the actuarially determined contribution rate from the actuary and covered payroll as adjusted for timing differences and other factors such as differences in employee class. Other actuarially determined contributions are disclosed in the schedule as expressed by the actuary in reports to the plans.

Changes of Assumptions: Consistent with prior years, for the actuarial valuation measured as of June 30, 2024 for the RHBF, a number of actuarial assumptions were reviewed and updated. The discount rate for the RHBF was updated to 3.93%, from 3.65% as of June 30, 2023. This update was to reflect the Bond Buyer 20-year General Obligation Index as of fiscal year end. Medical and prescription drug claims costs were changed based on most recent experience, and medical and prescription drug trend rates were changed to the current schedule. Enrollment assumptions were updated to model expected migrations among RHBF plan options over the next four years. The expected impact from the Inflation Reduction Act on assumed Medicare Advantage rates by including proposed PMPM vendor rates through 2027 and then using assumed trend beginning in 2028. Employer portion of contributions were calculated to have less volatility than recent experience and have a smoother transition to the ultimate trend.

For the actuarial valuation measured as of June 30, 2024 for DIPNC, the discount rate remained at 3%, unchanged from the rate as of June 30, 2023.

In 2020, the North Carolina Retirement Systems' consulting actuaries performed the quinquennial investigation of each retirement system's actual demographic and economic experience (known as the "Experience Review"). The Experience Review provides the basis for selecting the actuarial assumptions and methods used to determine plan liabilities and funding requirements. The most recent experience review examined each plan's experience during the period between January 1, 2015, and December 31, 2019. Based on the findings, the Boards of Trustees of the TSERS and the Committee on Actuarial Valuation of Retired Employees' Health Benefits adopted a number of new actuarial assumptions and methods for the RHBF and the DIPNC. The most notable changes to the assumptions include updates to the mortality tables and mortality improvements. These assumptions were adjusted to be based on the Pub-2010 mortality tables reflecting the mortality projection scale MP-2019, released by the Society of Actuaries in 2019. In addition, the assumed rates of retirement, salary increases, and rates of termination from active employment were updated to more closely reflect actual experience. Also in 2020, disability rates were adjusted to the non-grandfathered assumptions used in the TSERS actuarial valuation to better align with the anticipated incidence of disability.

For the DIPNC actuarial valuation as of December 31, 2018, for individuals who may become disabled in the future, the Social Security disability income benefit (which is an offset to the DIPNC benefit) was updated to be based on assumed Social Security calculation parameters in the year of the disability.

The assumed costs related to the Patient Protection and Affordable Care Act regarding the Health Insurance Provider Fee for the fully insured plans and Excise Tax were removed when those pieces were repealed in December 2019 and first recognized in the 2020 OPEB report.

For the DIPNC actuarial valuation as of December 31, 2023, benefit payments expected to be issued after 36 months of disability to claimants who had at least five years of membership service as of July 31, 2007 were updated to include an offset (reduction to the DIPNC benefit) based on estimated Social Security benefits.

The Notes to Required Supplementary Information reflect information included in the State of North Carolina's 2024 *Annual Comprehensive Financial Report*.

ALAMANCE
COMMUNITY COLLEGE

GRAHAM, NORTH CAROLINA

FINANCIAL STATEMENT REPORT

For the Year Ended June 30, 2025

Introduction

As the management of Alamance Community College, we are pleased to present the College's financial statements for the fiscal year ended June 30, 2025. Our discussion and analysis presented in this section is intended to provide information regarding the current fiscal year's data and about changes from the prior fiscal year.

We present the following three statements within this report:

- Statement of Net Position
- Statement of Revenues, Expenses and Changes in Net Position
- Statement of Cash Flows

We also supplement these statements with various notes detailing certain reporting policies and assumptions. Readers should consider each of these three statements, along with the notes and this discussion and analysis, as interrelated. Each statement is essential to understanding the others. Our discussion herein will cover the following topics:

- Statement of Net Position
- Statement of Revenues, Expenses, and Changes in Net Position
- Capital Assets and Long-Term Debt
- Economic Outlook

Statement of Net Position

In the Statement of Net Position, we present the assets (current and noncurrent), liabilities (current and noncurrent), and deferred outflows and inflows with the difference between these items reported as net position of the College at June 30, 2025. This statement presents information at a single point in time and is intended to provide the user with a financial snapshot of the College. We discuss the distinctions between current and noncurrent assets and liabilities in the notes to these financial statements.

From the information presented in the Statement of Net Position, a reader will be able to determine the assets available to continue operations of the College, amounts owed by the College, and total net position availability.

As required by accepted accounting practices, we have divided net position into three major categories:

- Net investment in capital assets
- Restricted net assets
- Unrestricted net assets
- Net investment in capital assets provides the College's total net position in capital assets while restricted net position is divided into two categories, nonexpendable, of which the College has none, and expendable, which is net position restricted to certain uses.

Net investment in capital assets provides the College's total net position in capital assets while restricted net position is divided into two categories, nonexpendable, of which the College has none, and expendable, which is net position restricted to certain uses.

Unrestricted net position is available to the College for any lawful purpose.

Following is a comparative analysis of the condensed balances reported in the Statement of Net Position as of June 30, 2025 and 2024:

Condensed Statement of Net Position

	2025	2024	Change	Percent Change
ASSETS				
Current Assets	$ 5,810,702	$ 4,110,496	$ 1,700,206	41.4 %
Capital Assets, Net	104,374,500	93,405,324	10,969,176	11.7 %
Other Noncurrent Assets	-	-	0	0.0 %
Total Assets	110,185,202	97,515,820	12,669,383	13.0 %
DEFERRED OUTFLOWS OF RESOURCES				
Total Defered Outflows	14,972,649	12,003,271	2,969,378	24.7 %
LIABILITIES				
Current Liabilities	4,501,216	3,242,526	1,258,690	38.8 %
Noncurrent Liabilities	37,545,231	32,380,432	5,164,799	16.0 %
Total Liabilities	42,046,446	35,622,957	6,423,489	18.0 %
DEFERRED INFLOWS OF RESOURCES				
Total Defered Inflows	3,856,392	6,245,170	(2,388,778)	(38.3) %
NET POSITION				
Net Investment in Capital Assets	101,850,448	86,750,618	15,099,830	17.4 %
Restricted for:				
Expendable	786,469	2,499,136	(1,712,667)	%
Unrestricted	(23,381,883)	(21,598,791)	(1,783,092)	8.3 %
Total Net Assets	$ 79,255,034	$ 67,650,963	$ 11,604,070	17.2 %

Please refer to Exhibit A-1 and the notes to the financial statements for additional detail. Following are some highlights of the College's Statement of Net Position:

- Total assets increased $12,669,383 primarily due to an increase of $10,969,176 in noncurrent assets. This increase was due to the college receiving funds for capital construction allocations from the county for the Public Safety Training Center.

- Deferred outflows of resources, which represent assets consumed in the current period but are applicable to a future reporting period, increased $2,969,378 (24.7%).

- The College's total liabilities increased in the amount of $6,423,489 (18%) due to the increase of long-term liabilities from actuarial estimates for future pension and other post-employment benefits.

- Deferred inflows of resources, which represents an acquisition of net assets that is applicable to a future period, has decreased $2,388,778

Statement of Revenues, Expenses, and Changes in Net Position

The Statement of Revenues, Expenses, and Changes in Net Position provides information regarding the College's activities throughout the fiscal year. This statement summarizes the College's revenue and expenses, both operating and nonoperating, as well as summarizes the beginning and ending net positions which are impacted by the activities of the College throughout the year.

We classify as operating revenues and expenses those amounts received or expended related to the College's provision of educational services and other goods or services to those students and other constituencies which we serve. Nonoperating revenues and expenses are amounts received or expended which are not related to the goods and services we provide. For example, tuition received from students is considered operating revenue, and salaries paid to faculty members are considered operating expenses. However, we classify State appropriations as nonoperating revenue because those amounts are provided by the legislature without the receipt of any direct benefit.

The table displayed on the next page is a comparative analysis of the condensed balances reported on the Statement of Revenues, Expenses, and Changes in Net Position for the fiscal years June 30, 2025 and 2024.

Please refer to the exhibit below and the notes to the financial statements for additional detail

Condensed Statement of Revenues, Expenses, and Changes in Net Position

	2025	2024	Increase (Decrease)	Percentage Change
Operating Revenues:				
Student Tuition and Fees, Net	$ 3,257,805	$ 3,423,583	$ (165,778)	(4.8) %
State and Local Grants and Contracts	438,385	299,783	138,602	%
Sales and Services, Net	922,721	328,416	594,305	181.0 %
Other Operating Revenues	510,894	316,066	194,828	61.6 %
Total Operating Revenues	5,129,806	4,367,849	761,958	17.4 %
Operating Expenses:				
Salaries and Benefits	30,143,860	27,522,669	2,621,192	9.5 %
Supplies and Services	13,455,136	10,327,232	3,127,904	30.3 %
Scholarships and Fellowships	6,377,400	4,730,561	1,646,839	34.8 %
Utilities	963,181	826,543	136,638	16.5 %
Depreciation/Amortization	3,117,527	3,055,704	61,823	2.0 %
Total Operating Expenses	54,057,105	46,462,710	7,594,396	16.3 %
Operating Loss	(48,927,299)	(42,094,861)	(6,832,438)	16.2 %
Nonoperating Revenue (Expenses)				
State Aid	25,561,428	24,574,084	987,343	4.0 %
County Appropriations	4,877,823	4,029,679	848,143	21.0 %
Student Financial Aid	10,696,755	8,056,530	2,640,226	32.8
Noncapital Grants and Gifts	1,992,146	2,279,999	(287,853)	(12.6) %
Interest Income (net)	131,704	97,889		
Other Nonoperating Revenues (Expenses)	(100,176)	(6,900)	(93,276)	0.0 %
Net Nonoperating Revenues	43,169,505	39,031,281	4,104,409	10.5 %
Income (Loss) Before Other Revenues	(5,757,794)	(3,063,580)	(2,728,030)	89.0 %
State Capital Aid	3,688,579	6,157,144	(2,468,565)	(40.1) %
County Capital Aid	12,240,592	8,717,684	3,522,908	40.4 %
Capital Grants and Gifts	1,432,693	263,274	1,169,419	0.0 %
Increase (Decrease) in Net Position	11,604,071	12,074,522	(504,267)	(4.2) %
NET POSITION				
Net Position, Beginning of Year as restated	67,650,963	55,576,441	12,074,522	21.7 %
Net Position, End of Year	$ 79,255,034	$ 67,650,963	$ 11,604,071	17.2 %

Following are some highlights of the College's Statement of Revenues, Expenses, and Changes in Net Position:

- Our report shows the College incurring an Operating Loss of over $49 million, which is an increase of $7 million from the loss experienced in the previous fiscal year. However, due to receiving more nonoperating revenues this year the college overall increase in net assets was $11,604,071 during FY 25. A reader should expect such an operating loss for a publicly funded educational institution because, as required, we report State and County support as nonoperating revenue.

- The Operating Loss increased primarily due to the need to support additional instructional costs related to serving an increased number of students. Total operating expenses increased by $7,594,396 with most of the increase in supplies and services as the College continues to serve the increase in the number of students as well as utilizing funds provided through the NC BioBetter program.

- Total Operating revenues increased for 2025 over fiscal year 2024 as the college continues to increase enrollment. More students led to increases in tuition and fees, sales and services, and other operating revenues.

Capital Assets and Long-Term Debt

At June 30, 2025, the College's investment in capital assets increased by $15,099,829. For additional details, see Note 5 in the Notes to the Financial Statements. Almost the entire increase is related to the nearly complete first phase of the Public Safety Training Center.

Long-term debt increased over the prior year due to a very significant increase in OPEB of 6,304,706. Compensated Absences liability also increased by $86,570. Leases liabilities did decrease by $45,103. For more details, see Note 7 in the Notes to the Financial Statements.

Economic Outlook

The College continues to designate funds for improvements to buildings and infrastructure; purchase of educational supplies and materials; and technology enhancements; all of which are designed to address not only the current demands, but also the anticipated needs of our community in the years to come.

While the current economic outlook both for Alamance County and for North Carolina is positive, we believe that the College is well positioned to continue to provide the educational services needed by our constituents.

In summary, this annual financial statement report is designed to provide our community, students, donors, and creditors with a general overview of the College's finances and to demonstrate the College's accountability for the funding it receives.

Financial Statements

(see exhibits in excel format)

Notes to the Financial Statements

Note 1 - Significant Accounting Policies

A. Financial Reporting Entity - The concept underlying the definition of the financial reporting entity is that elected officials are accountable to their constituents for their actions. As required by accounting principles generally accepted in the United States of America (GAAP), the financial reporting entity includes both the primary government and all of its component units. An organization other than a primary government serves as a nucleus for a reporting entity when it issues separate financial statements. *1 (College) is a component unit of the State of North Carolina and an integral part of the State's *Annual Comprehensive Financial Report*.

The accompanying financial statements present all funds for which the College's Board of Trustees is financially accountable. Related foundations and similar nonprofit corporations for which the College is not financially accountable or for which the nature of their relationship is not considered significant to the College are not part of the accompanying financial statements.

Discretely Presented Component Unit-Alamance Community College Foundation are legally separate, nonprofit corporations and are reported as discretely presented component units based on the nature and significance of their relationship to the College.

The Alamance Community College Foundation acts primarily as a fundraising organization to supplement the resources that are available to the College in support of its programs. The Foundation board consists of 30 local community and business leaders. Although the College does not control the timing or amount of receipts from the Foundation, the majority of resources, or income thereon, that the Foundation holds and invests are restricted to the activities of the College by the donors. Because these restricted resources held by the Foundation can only be used by, or for the benefit of the College, the Foundation is considered a component unit of the College and is reported in separate financial statements because of the difference in its reporting model, as described below.

The Alamance Community College Foundation is a private nonprofit organization that reports its financial results under the Financial Accounting Standards Board (FASB) Codification. As such, certain revenue recognition criteria and presentation features are different from the Governmental Accounting Standards Board (GASB) revenue recognition criteria and presentation features. No modifications have been made to the Foundation's financial information in the College's financial reporting entity for these differences.

B. Basis of Presentation - The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB). Pursuant to the provisions of GASB Statement No. 34, *Basic Financial Statements - and Management's Discussion and Analysis - for State and Local Governments*, as amended by GASB Statement No. 35, *Basic Financial Statements - and Management's Discussion and Analysis - for Public Colleges and Universities,* and GASB Statement No. 84, *Fiduciary Activities,* the full scope of the College's activities is considered to be a single business-type activity and accordingly, is reported within a single column in the basic financial statements.

C. Basis of Accounting - The financial statements of the College have been prepared using the economic resource measurement focus and the accrual basis of accounting. Under the accrual basis, revenues are recognized when earned, and expenses are recorded when an obligation has been incurred, regardless of the timing of the cash flows.

Nonexchange transactions, in which the College receives (or gives) value without directly giving (or receiving) equal value in exchange, include state aid, certain grants, and donations. Revenues are recognized, net of estimated uncollectible amounts, as soon as all eligibility requirements imposed by the provider have been met, if probable of collection.

D. Cash and Cash Equivalents - This classification includes undeposited receipts, petty cash, cash on deposit with private bank accounts, and deposits held by the State Treasurer in the Short-Term Investment Fund (STIF). The STIF maintained by the State Treasurer has the general characteristics of a demand deposit account in that participants may deposit and withdraw cash at any time without prior notice or penalty.

E. Receivables - Receivables consist of tuition and fees charged to students and charges for auxiliary enterprises' sales and services. Receivables also include amounts due from the federal government, state and local governments, private sources in connection with reimbursement of allowable expenditures made pursuant to contracts and grants, and pledges that are verifiable, measurable, and expected to be collected and available for expenditures for which the resource provider's conditions have been satisfied. Receivables are recorded net of estimated uncollectible amounts.

F. Inventories - Inventories, consisting of expendable supplies, are valued at cost using either the first-in, first-out, last invoice cost, or average cost method. Merchandise for resale is valued at the lower of cost or market using the retail inventory method

G. Capital Assets - Capital assets are stated at cost at date of acquisition or acquisition value at date of donation in the case of gifts. Donated capital assets acquired prior to July 1, 2015 are stated at fair value as of the date of donation. The value of assets constructed includes all material direct and indirect construction costs.

The College capitalizes assets that have a value or cost of $5,000 or greater at the date of acquisition and an estimated useful life of more than one year except for internally generated computer software which is capitalized when the value or cost is $1,000,000 or greater and other intangible assets which are capitalized when the value or cost is $100,000 or greater. In addition, grouped acquisitions of machinery and equipment that have an estimated useful life of more than one year but are individually below the $5,000 threshold are capitalized when grouped purchases from each individual vendor exceed 5% of the total capitalized expense for the year.

Depreciation computed using the straight-line and/or units of output method over the estimated useful lives of the assets in the following manner:

Asset Class	Estimated Useful Life
Buildings	10-100 years
Machinery and Equipment	2-30 years
Art, Literature, and Artifacts	2-25 years
General Infrastructure	10-75 years
Computer Software	2-30 years
Other Intangible Assets	2-100 years

H. Restricted Assets - Certain resources are reported as restricted assets because restrictions on asset use change the nature or normal understanding of the availability of the asset. Resources that are not available for current operations and are reported as restricted include resources restricted for the acquisition or construction of capital assets, resources whose use is limited by external parties or statute, and endowment and other restricted investments.

I. Accounting and Reporting of Fiduciary Activities - Pursuant to the provisions of GASB Statement No. 84, *Fiduciary Activities*, custodial funds that are normally expected to be received and disbursed within a 3-month period or otherwise do not meet the fiduciary activity criteria defined by GASB Statement No. 84 continue to be reported in the Statement of Net Position as funds held for others and as operating activities in the Statement of Cash Flows.

There are no other trust or custodial funds meeting the criteria of a fiduciary activity that are required to be reported in separate fiduciary fund financial statements.

J. Noncurrent Long-Term Liabilities - Noncurrent long-term liabilities include principal amounts of long-term debt and other long-term liabilities that will not be paid within the next fiscal year. Debt is defined as a liability that arises from a contractual obligation to pay cash (or other assets that may be used in lieu of cash) in one or more payments to settle an amount that is fixed at the date the contractual obligation is established. Long-term debt includes notes from direct borrowings and anticipation notes. Other long-term liabilities include: annuities payable, pollution remediation payable, asset retirement obligations, lease liabilities, subscription liabilities, compensated absences, net pension liability, and net other postemployment benefits (OPEB) liability.

The net pension liability represents the College's proportionate share of the collective net pension liability reported in the State of North Carolina's 2024 *Annual Comprehensive Financial Report.* This liability represents the College's portion of the collective total pension liability less the fiduciary net position of the Teachers' and State Employees' Retirement System. See Note 11 for further information regarding the College's policies for recognizing liabilities, expenses, deferred outflows of resources, and deferred inflows of resources related to pensions.

The net OPEB liability represents the College's proportionate share of the collective net OPEB liability reported in the State of North Carolina's 2024 *Annual Comprehensive Financial Report*. This liability represents the College's portion of the collective total OPEB liability less the fiduciary net position of the Retiree Health Benefit Fund. See Note 12 for further information regarding the College's policies for recognizing liabilities, expenses, deferred outflows of resources, and deferred inflows of resources related to OPEB.

K. Compensated Absences – The College accrues a liability for earned leave that carries over to future periods and is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. When determining the liability, leave is considered taken on a last in, first out (LIFO) basis. Any vacation leave in excess of 30 days t year-end is converted to sick leave.

Vacation Leave – Leave policies vary by employee group. For employees exempt from the State Human Resource Act, vacation is earned through the annual or personal leave programs established by the State Board of Community Colleges. Leave is earned monthly and is subject to a maximum accumulated unused amount as of the end of each calendar year. The maximum amounts and the ability to convert amounts over the maximum to sick leave vary based on the program.

Bonus Leave – Bonus leave includes the special annual leave bonuses awarded by the North Carolina General Assembly. The bonus leave balance on December 31 is retained by employees and transferred to the next calendar year. It is not subject to the limitation on annual leave carried forward described above and is not subject to conversion to sick leave.

Sick Leave – Sick leave is earned monthly by eligible employees. The policy provides for the accumulation of unused sick leave to be carried forward until used. When employment is terminated, unused leave is forfeited or used to increase a member's creditable service for employees participating in the North Carolina Teachers' and State Employees' Retirement System (TSERS). Based on a historical analysis of sick leave taken compared to sick leave earned, the liability for unused sick leave using the LIFO method was determined to be insignificant. Therefore, no sick leave liability is recognized on the financial statements

L. **Deferred Outflows/Inflows of Resources** - Deferred outflows of resources represent a consumption of net assets that applies to a future period(s) and so will not be recognized as an outflow of resources (expense) until then. Deferred inflows of resources represent an acquisition of net assets that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until then.

M. **Net Position** - The College's net position is classified as follows:

Net Investment in Capital Assets - This represents the College's total investment in capital assets, net of outstanding liabilities related to those capital assets

Restricted Net Position - **Nonexpendable** - Nonexpendable restricted net position includes endowments and similar type assets whose use is limited by donors or other outside sources, and, as a condition of the gift, the principal is to be maintained in perpetuity.

Restricted Net Position - **Expendable** - Expendable restricted net position includes resources for which the College is legally or contractually obligated to spend in accordance with restrictions imposed by external parties.

Unrestricted Net Position - Unrestricted net position includes resources derived from student tuition and fees, sales and services, unrestricted gifts, and interest income. It also includes the net position of accrued employee benefits such as compensated absences, pension plans, and other postemployment benefits.

Restricted and unrestricted resources are tracked using a fund accounting system and are spent in accordance with established fund authorities. Fund authorities provide rules for the fund activity and are separately established for restricted and unrestricted activities. When both restricted and unrestricted funds are available for expenditure, the decision for funding is transactional based within the departmental management system in place at the College. Both restricted and unrestricted net position include consideration of deferred outflows of resources and deferred inflows of resources. See Note 9 for further information regarding deferred outflows of resources and deferred inflows of resources that had a significant effect on unrestricted net position.

N. Scholarship Discounts - Student tuition and fees revenues and auxiliary service revenues from College charges are reported net of scholarship discounts in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. The scholarship discount is the difference between the actual charge for goods and services provided by the College and the amount that is paid by students or by third parties on the students' behalf. Student financial assistance grants, such as Pell grants, and other federal, state, or nongovernmental programs, are recorded as nonoperating revenues in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. To the extent that revenues from these programs are used to satisfy tuition, fees, and other charges, the College has recorded a scholarship discount. The allocation of the scholarship discounts to tuition and fees revenues and auxiliary service revenues was changed in fiscal year 2025 to follow updated guidance from the National Association of College and University Business Officers (NACUBO). The updated guidance recommended the allocation of scholarship discounts be based on an analysis of individual student account charges and financial aid payments from the student management information system versus the use of aggregated student financial aid and aggregated revenue amounts.

O. Revenue and Expense Recognition - The College classifies its revenues and expenses as operating or nonoperating in the accompanying Statement of Revenues, Expenses, and Changes in Net Position. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with the College's principal ongoing operations. Operating revenues include activities that have characteristics of exchange transactions, such as (1) student tuition and fees, (2) sales and services of auxiliary enterprises, and (3) certain federal, state, and local grants and contracts. Operating expenses are all expense transactions incurred other than those related to capital and noncapital financing or investing activities as defined by GASB Statement No. 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting*.

Nonoperating revenues include activities that have the characteristics of nonexchange transactions. Revenues from nonexchange transactions that represent subsidies or gifts to the College, as well as investment income, are considered nonoperating since these are either investing, capital, or noncapital financing activities. Capital contributions are presented separately after nonoperating revenues and expenses.

P. Internal Sales Activities - Certain institutional auxiliary operations provide goods and services to College departments, as well as to its customers. These institutional auxiliary operations include activities such as copy centers. In addition, the College has other miscellaneous sales and service units that operated either on a reimbursement or charge basis. All internal sales activities to College departments from auxiliary operations and sales and service units have been eliminated in the accompanying financial statements. These eliminations are recorded by removing the revenue and expense in the auxiliary operations and sales and service units and, if significant, allocating any residual balances to those departments receiving the goods and services during the year.

Q. County Appropriations - County appropriations are provided to the College primarily to fund its plant operation and maintenance function and to fund construction projects, motor vehicle purchases, and maintenance of equipment. Unexpended county current appropriations and county capital appropriations do not revert and are available for future use by the college

Note 2 - Deposits and Investments

College - The College is required by North Carolina General Statute 147-77 to deposit any funds collected or received that belong to the State of North Carolina with the State Treasurer or with a depository institution in the name of the State Treasurer. All funds of the College, other than those required to be deposited with the State Treasurer, are deposited in board-designated official depositories and are required to be collateralized in accordance with North Carolina General Statute 115D-58.7. Official depositories may be established with any bank, savings and loan association, or trust company whose principal office is located in North Carolina. Also, the College may establish time deposit accounts, money market accounts, and certificates of deposit. The amount shown on the Statement of Net Position as cash and cash equivalents includes cash on hand totaling $2,050, and deposits in private financial institutions with a carrying value of $4,306,661 and a bank balance of $5,525,003.

The North Carolina Administrative Code (20 NCAC 7) requires all depositories to collateralize public deposits in excess of federal depository insurance coverage by using one of two methods, dedicated or pooled. Under the dedicated method, a separate escrow account is established by each depository in the name of each local governmental unit and the responsibility of monitoring collateralization rests with the local unit. Under the pooling method, each depository establishes an escrow account in the name of the State Treasurer to secure all of its public deposits. This method shifts the monitoring responsibility from the local unit to the State Treasurer.

Custodial credit risk is the risk that in the event of a bank failure, the College's deposits may not be returned to it. As of June 30, 2025, the College's bank balance in excess of federal depository insurance coverage was covered under pooling method.

The College is authorized to invest idle funds as provided by G.S. 115D-58.6. In accordance with this statute, the College and the Board of Trustees manage investments to ensure they can be converted into cash when needed.

Generally, funds belonging to the College may be invested in any form of investment established or managed by certain investment advisors pursuant to G.S. 115D-58.6(d1) or in the form of investments pursuant to G.S. 159-30(c), as follows: a commingled investment pool established and administered by the State Treasurer pursuant to G.S. 147-69.3 (STIF); obligations of or fully guaranteed by the United States; obligations of the State of North Carolina; bonds and notes of any North Carolina local government or public authority; obligations of certain nonguaranteed federal agencies; prime quality commercial paper bearing specified ratings; specified bills of exchange; certain savings certificates; The North Carolina Capital Management Trust, an SEC registered mutual fund; repurchase agreements; and evidences of ownership of, or fractional undivided interests in, future interest and principal payments on either direct obligations of or fully guaranteed by the United States government, which are held by a specified bank or trust company or any state in the capacity of custodian.

At June 30, 2025, the amount shown on the Statement of Net Position as cash and cash equivalents includes $1,744,438 which represents the College's equity position in the State Treasurer's Short-Term Investment Fund (STIF). The STIF (a portfolio within the State Treasurer's Investment Pool, an external investment pool that is not registered with the Securities and Exchange Commission or subject to any other regulatory oversight and does not have a credit rating) had a weighted average maturity of 2.1 years as of June 30, 2025. Assets and shares of the STIF are valued at fair value. Deposit and investment risks associated with the State Treasurer's Investment Pool (which includes the State Treasurer's STIF) are included in the North Carolina Department of State Treasurer Investment Programs' separately issued audit report. This separately issued report can be obtained from the Department of State Treasurer, 3200 Atlantic Avenue, Raleigh, NC 27604 or can be accessed from the Department of State Treasurer's website at https://www.nctreasurer.com/ in the Audited Financial Statements section.

Component Unit - Investments of the College's discretely presented component unit, Alamance Community College Foundation are subject to and restricted by G.S. 36E Uniform Prudent Management of Institutional Funds Act (UPMIFA) and any requirements placed on them by contract or donor agreements. Because the Foundation reports under the FASB reporting model, disclosures of the various investment risks are not required. The following is an analysis of investments by type:

Investments	Fair Market Value (U.S. Dollars)
Cash and Cash Equivalents	$ 2,515,799
Investments	17,106,143
Assets in charitable trust and annuities	177,953
Total	$ 19,799,895

Note 3 - Fair Value Measurements

College - To the extent available, the College's investments are recorded at fair value as of June 30, 2025. GASB Statement No. 72, *Fair Value Measurement and Application*, defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. This statement establishes a hierarchy of valuation inputs based on the extent to which the inputs are observable in the marketplace. Inputs are used in applying the various valuation techniques and take into account the assumptions that market participants use to make valuation decisions. Inputs may include price information, credit data, interest and yield curve data, and other factors specific to the financial instrument. Observable inputs reflect market data obtained from independent sources. In contrast, unobservable inputs reflect the entity's assumptions about how market participants would value the financial instrument. Valuation techniques should maximize the use of observable inputs to the extent available.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. The following describes the hierarchy of inputs used to measure fair value and the primary valuation methodologies used for financial instruments measured at fair value on a recurring basis:

Level 1 — Investments whose values are based on quoted prices (unadjusted) for identical assets in active markets that a government can access at the measurement date.

Level 2 — Investments with inputs - other than quoted prices included within Level 1 - that are observable for an asset, either directly or indirectly.

Level 3 — Investments classified as Level 3 have unobservable inputs and may require a degree of professional judgment.

Short-Term Investment Fund - At year-end, all of the College's investments valued at $1,744,438 were held in the Ownership interests of the STIF are determined on a fair market valuation basis as of fiscal year end in accordance with the STIF operating procedures. Valuation of the underlying assets is performed by the custodian. Pool investments are measured at fair value in accordance with GASB Statement No. 72. The College's position in the pool is measured and reported at fair value and the STIF is not required to be categorized within the fair value hierarchy.

Note 4 - Receivables

Receivables at June 30, 2025, were as follows:

	Gross Receivables	Less Allowance for Doubtful Accounts	Net Receivables
Current Receivables:			
Students	$ 1,636,112.75	$ 1,271,510.22	$ 364,602.53
Student Sponsors	32,931.78	31,763.58	1,168.20
Accounts	507,213.15	-	507,213.15
Intergovernmental	28,022.93	-	28,022.93
Total Current Receivables	$ 2,204,280.61	$ 1,303,273.80	$ 901,006.81

Note 5 - Capital Assets

A summary of changes in the capital assets for the year ended June 30, 2025, is presented as follows:

	Balance July 1, 2024 (as Restated)	Increases	Decreases	Balance June 30, 2025
Capital Assets, Nondepreciable:				
Land and Permanent Easements	$ 2,140,546.00	$ -	$ -	$ 2,140,546.00
Construction in Progress	5,983,221.10	16,369,348.76	592,072.01	21,760,497.85
Total Capital Assets, Nondepreciable	8,123,767.10	16,369,348.76	592,072.01	23,901,043.85
Capital Assets, Depreciable:				
Buildings	88,314,170.61	-	-	88,314,170.61
Machinery and Equipment	15,460,179.74	1,765,960.93	712,016.80	16,514,123.87
General Infrastructure	4,749,709.44	592,072.01	-	5,341,781.45
Right-to-Use Leased Machinery and Equipment	221,550.27	-	-	221,550.27
	-	-	-	-
Total Capital Assets, Depreciable	108,745,610.06	2,358,032.94	712,016.80	110,391,626.20
Less Accumulated Depreciation/Amortization for:				
Buildings	22,826,373.07	1,815,567.97	-	24,641,941.04
Machinery and Equipment	5,530,030.57	1,009,871.38	611,840.39	5,928,061.56
General Infrastructure	1,312,607.50	147,604.55	-	1,460,212.05
Right-to-Use Leased Machinery and Equip	114,467.00	44,310.05	-	158,777.05
Total Accumulated Depreciation/Amortization	29,783,478.14	3,017,353.95	611,840.39	32,188,991.70
Total Capital Assets, Depreciable, Net	78,962,131.92	(659,321.01)	100,176.41	78,202,634.50
Capital Assets, Net	$ 87,085,899.02	$ 15,710,027.75	$ 692,248.42	$ 102,103,678.35

Note 6 - Accounts Payable and Accrued Liabilities

Accounts payable and accrued liabilities at June 30, 2025, were as follows:

	Amount
Current Accounts Payable and Accrued Liabilities:	
Accounts Payable	$ 519,672.53
Accounts Payable - Capital Assets	184,191.65
Accrued Payroll	458,357.95
Other	(37,804.21)
Total Current Accounts Payable and Accrued Liabilities	$ 1,124,417.92

Note 7 - Long-Term Liabilities

A. Changes in Long-Term Liabilities - A summary of changes in the long-term liabilities for the year ended June 30, 2025, is presented as follows:

	Balance July 1, 2024 (as Restated)	Additions	Reductions	Balance June 30, 2025	Current Portion
Long-term liabilities					
Lease Liabilities	111,543.03	-	45,103.00	66,440.03	46,939.00
Compensated Absences	683,038.57	676,709.50	590,139.43	769,608.64	92,096.96
Net Pension Liability	13,429,282.00	-	1,180,334.00	12,248,948.00	-
Net Other Postemployment Benefits Liability	18,294,566.00	6,304,706.00	-	24,599,272.00	-
Total Other Long-Term Liabilities	32,518,429.60	6,981,415.50	1,815,576.43	37,684,268.67	139,035.96
Total Long-Term Liabilities	32,518,429.60	$ 6,981,415.50	$ 1,815,576.43	$ 37,684,268.67	$ 139,035.96

Additional information regarding lease and subscription (SBITA) liabilities is included in Note 8.
Additional information regarding the net pension liability is included in Note 11.
Additional information regarding the net other postemployment benefits liability is included in Note 12.

Note 8 - Leases and Subscription-Based Information Technology Arrangements

A. Lessee Arrangements - The College has a lease. The lease expires November 30, 2027 and has no renewal options. Lease liabilities and right-to-use leased assets are recorded at the present value of payments expected to be made during the lease term, plus any upfront payments and ancillary charges paid to place the underlying right-to-use asset into service. The expected payments are discounted using the interest rate stated per the lease contract, or the College's estimated incremental borrowing rate if there is no stated contractual interest rate.

The College had commitments under leases before the lease term as follows: a **five**-year lease agreement for the right-to-use copier lease beginning December 1, 2021 with total payments over the period of $221,570.00.

The College's lessee arrangements at June 30, 2025, are summarized below (excluding short-term leases):

Classification:	Number of Lease Contracts	Lease Liabilities June 30, 2025	Current Portion	Lease Terms (1)	Interest Rate/ Ranges
Lessee:					
Right-to-Use Leased M&E	-	113,058.57	46,939.00	60 months	4%
	1	-	-		
Total	1	$ 113,058.57	$ 46,939.00		

(1) The lease terms were calculated using weighted averages based on lease payable amounts.

B. Annual Requirements - The annual requirements to pay principal and interest on leases and SBITAs at June 30, 2025, are as follows:

	Annual Requirements			
	Lease Liabilities		SBITA Liabilities	
Fiscal Year	Principal	Interest	Principal	Interest
2026	$ 46,939.00	$ 1,865.00	$ -	$ -
2027	20,119.00	216.00	-	-
Total Requirements	$ 67,058.00	$ 2,081.00	$ -	$ -

Note 9 - Net Position

Unrestricted net position has been significantly affected by transactions resulting from the recognition of deferred outflows of resources, deferred inflows of resources, and related long-term liabilities, as shown in the following table:

	Amount
Net Pension Liability and Related Deferred Outflows of Resources and Deferred Inflows of Resources	$ (5,944,225.00)
Net OPEB Liability (Retiree Health Benefit Fund) and Related Deferred Outflows of Resources and Deferred Inflows of Resources	(19,787,738.00)
Effect on Unrestricted Net Position	(25,731,963.00)
Total Unrestricted Net Position Before Recognition of Deferred Outflows of Resources, Deferred Inflows of Resources, and Related Long-Term Liabilities	2,350,080.27
Total Unrestricted Net Position	$(23,381,882.73)

See Notes 12 and 13 for detailed information regarding the amortization of the deferred outflows of resources and deferred inflows of resources relating to pensions and OPEB, respectively.

Note 10 - Revenues

A summary of discounts and allowances by revenue classification is presented as follows:

	Gross Revenues	Less Scholarship Discounts and Allowances	Less Allowance for Uncollectibles	Net Revenues
Operating Revenues:				
Student Tuition and Fees, Net	$ 6,645,592.79	$ 3,045,367.78	$ 342,419.62	$ 3,257,805.39
Sales and Services:				
Sales and Services of Auxiliary Enterprises:	922,721.17			922,721.17
Total Sales and Services, Net	$ 922,721.17	$ -	$ -	$ 922,721.17

Note 11 - Operating Expenses by Function

The College's operating expenses by functional classification are presented as follows

	Salaries and Benefits	Supplies and Services	Scholarships and Fellowships	Utilities	Depreciation/ Amortization	Total
Instruction	$ 20,878,412.00	$ 4,402,191.21	$ -	$ -	$ -	$ 25,280,603.21
Academic Support	2,864,287.32	534,083.35	-	-	-	3,398,370.67
Student Services	2,231,056.43	925,679.60	-	-	-	3,156,736.03
Instituional Support	3,953,960.19	2,749,091.18	-	-	-	6,703,051.37
Operations & Maintenance	216,144.00	4,844,091.18		963,181.19		6,023,416.37
Student Financial Aid	-	-	6,377,400.17	-	-	6,377,400.17
Depreciation/Amortization	-	-	-	-	3,117,527.36	3,117,527.36
Total Operating Expenses	$ 30,143,859.94	$ 13,455,136.52	$ 6,377,400.17	$ 963,181.19	$ 3,117,527.36	$ 54,057,105.18

Note 12 - Retirement Plans

Defined Benefit Plan

Plan Administration: The State of North Carolina administers the Teachers' and State Employees' Retirement System (TSERS) plan. This plan is a cost-sharing, multiple-employer, defined benefit pension plan established by the State to provide pension benefits for general employees and law enforcement officers (LEOs) of the State, general employees and LEOs of its component units, and employees of Local Education Agencies (LEAs) and charter schools not in the reporting entity. Membership is comprised of employees of the State (state agencies and institutions), universities, community colleges, LEAs, and certain proprietary component units along with charter schools that elect to join the Retirement System. Effective January 1, 2024, new employees hired by UNC Health Care or by certain components of East Carolina University, who were not actively contributing to TSERS immediately before they were hired by those entities, are not eligible to join TSERS. Benefit provisions are established by General Statute 135-5 and may be amended only by the North Carolina General Assembly.

Benefits Provided: TSERS provides retirement and survivor benefits. Retirement benefits are determined as 1.82% of the member's average final compensation times the member's years of creditable service. A member's average final compensation is calculated as the average of a member's four highest consecutive years of compensation. General employee plan members are eligible to retire with unreduced retirement benefits at age 65 with five years of membership service, at age 60 with 25 years of creditable service, or at any age with 30 years of creditable service. General employee plan members are eligible to retire with reduced retirement benefits at age 50 with 20 years of creditable service or at age 60 with five years of membership service. Survivor benefits are available to eligible beneficiaries of general members who die while in active service or within 180 days of their last day of service and who also have either completed 20 years of creditable service regardless of age or have completed five years of service and have reached age 60. Eligible beneficiaries may elect to receive a monthly Survivor's Alternate Benefit for life in lieu of the return of the member's contributions that is generally available to beneficiaries of deceased members. The plan does not provide for automatic post-retirement benefit increases.

Contributions: Contribution provisions are established by General Statute 135-8 and may be amended only by the North Carolina General Assembly. Plan members are required to contribute 6% of their annual pay. The contribution rate for employers is set each year by the North Carolina General Assembly in the Appropriations Act and may not be less than the contribution rate required of plan members. The TSERS Board of Trustees establishes a funding policy from which an accrued liability rate and a normal contribution rate are developed by the consulting actuary. The sum of those two rates developed under the funding policy is the actuarially determined contribution rate (ADC). The TSERS Board of Trustees may further adopt a contribution rate policy that is higher than the ADC known as the required employer contribution to be recommended to the North Carolina General Assembly. The College's contractually-required contribution rate for the year ended June 30, 2025 was 16.79% of covered payroll. Plan members' contributions to the pension plan were $1,020,093.16, and the College's contributions were $2,854,561 for the year ended June 30, 2025.

The TSERS plan's financial information, including all information about the plan's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and fiduciary net position, is included in the State of North Carolina's fiscal year 2024 *Annual Comprehensive Financial Report*. An electronic version of this report is available on the North Carolina Office of the State Controller's website at https://www.ncosc.gov/ or by calling the State Controller's Financial Reporting Section at 919-707-0500.

TSERS Basis of Accounting: The financial statements of the TSERS plan are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has a legal requirement to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of each plan. For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the TSERS plan, and additions to/deductions from the TSERS plan's fiduciary net position have been determined on the same basis as they are reported by TSERS.

Methods Used to Value TSERS Investment: Pursuant to North Carolina General Statutes, the State Treasurer is the custodian and administrator of the retirement systems. The State Treasurer maintains various investment portfolios in its External Investment Pool. TSERS and other pension plans of the State of North Carolina participate in the Long-Term Investment, Fixed Income Investment, Equity Investment, Real Estate Investment, Alternative Investment, Opportunistic Fixed Income Investment, and Inflation Sensitive Investment portfolios. The Fixed Income Asset Class includes the Long-Term Investment and Fixed Income Investment portfolios. The Global Equity Asset Class includes the Equity Investment portfolio. The investment balance of each pension trust fund represents its share of the fair value of the net position of the various portfolios within the External Investment Pool. Detailed descriptions of the methods and significant assumptions regarding investments of the State Treasurer are provided in the 2024 *Annual Comprehensive Financial Report*.

Net Pension Liability: At June 30, 2025, the College reported a liability of $12,248,948 for its proportionate share of the collective net pension liability. The net pension liability was measured as of June 30, 2024. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2023, and update procedures were used to roll forward the total pension liability to June 30, 2024. The College's proportion of the net pension liability was based on a projection of the present value of future salaries for the College relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2024, the College's proportion was 0.08267%, which was an increase of 0.00212 from its proportion measured as of June 30, 2023, which was 0.08055%.

Actuarial Assumptions: The following table presents the actuarial assumptions used to determine the total pension liability for the TSERS plan at the actuarial valuation date:

Valuation Date	12/31/2023
Inflation	2.5%
Salary Increases*	3.25% - 8.05%
Investment Rate of Return**	6.5%

* Salary increases include 3.25% inflation and productivity factor.
** Investment rate of return includes inflation assumption and is net of pension plan investment expense.

TSERS currently uses mortality tables that vary by age, gender, employee group (i.e., teacher, general, law enforcement officer) and health status (i.e., disabled and healthy). The current mortality rates are based on published tables and based on studies that cover significant portions of the U.S. public plan population. The mortality rates also contain a provision to reflect future mortality improvements.

The actuarial assumptions used in the December 31, 2023 valuation were based on the results of an actuarial experience review for the period January 1, 2015 through December 31, 2019.

Future ad hoc cost-of-living adjustment amounts are not considered to be substantively automatic and are therefore not included in the measurement. The projected long-term investment returns and inflation assumptions are developed through review of current and historical capital markets data, sell-side investment research, consultant whitepapers, and historical performance of investment strategies. Fixed income returns projections reflect current yields across the U.S. Treasury yield curve and market expectations of forward yields projected and interpolated for multiple tenors and over multiple year horizons. Global public equity return projections are established through analysis of the equity risk premium and the fixed income return projections. Other asset categories and strategies' return projections reflect the foregoing and historical data analysis. These projections are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2024 (the measurement date) are summarized in the following table:

Fixed Income	2.4%
Global Equity	6.9%
Real Estate	6.0%
Alternatives	8.6%
Opportunistic Fixed Income	5.3%
Inflation Sensitive	4.3%

The information in the preceding table is based on 30-year expectations developed with an investment consulting firm. The long-term nominal rates of return underlying the real rates of return are arithmetic annual figures. The real rates of return are calculated from nominal rates by multiplicatively subtracting a long-term inflation assumption of 2.38%. Return projections do not include any excess return expectations over benchmark averages for public markets. All rates of return and inflation are annual amounts. The long-term expected real rate of return for the Bond Index Investment Pool as of June 30, 2024 is 2.76%.

Discount Rate: The discount rate used to measure the total pension liability was 6.5% for the December 31, 2023 valuation. The discount rate is in line with the long-term nominal expected return on pension plan investments. The calculation of the net pension liability is a present value calculation of the future net pension payments. These net pension payments assume that contributions from plan members will be made at the current statutory contribution rate and that contributions from employers will be made at the contractually required rates, actuarially determined. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of the current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate: The following presents the net pension liability of the plan at June 30, 2024 calculated using the discount rate of 6.5%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.5%) or 1-percentage-point higher (7.5%) than the current rate:

Net Pension Liability		
1% Decrease (5.5%)	Current Discount Rate (6.5%)	1% Increase (7.5%)
$22,469,336.46	$12,248,947.70	$ 3,820,739.55

Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions: For the year ended June 30, 2025, the College recognized pension expense of $3,552,703. At June 30, 2025, the College reported deferred outflows of resources and deferred inflows of resources related to TSERS from the following sources:

Employer Balances of Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions by Classification:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference Between Actual and Expected Experience	$ 1,103,843.00	$ 36,209.00
Changes of Assumptions	-	-
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	2,019,793.00	-
Change in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	372,992.00	10,257.00
Contributions Subsequent to the Measurement Date	2,854,561.00	-
Total	$ 6,351,189.00	$ 46,466.00

The amount reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to TSERS will be recognized as pension expense as follows:

Schedule of the Net Amount of the Employer's Balances of Deferred Outflows of Resources and Deferred Inflows of Resources That will be Recognized in Pension Expense:

Year Ending June 30:	Amount
2026	$ 1,122,463.00
2027	2,596,138.00
2028	(52,236.00)
2029	(216,204.00)
2030	-
Total	$ 3,450,161.00

Note 13 - Other Postemployment Benefits

The College participates in two postemployment benefit plans, the Retiree Health Benefit Fund and the Disability Income Plan of North Carolina, that are administered by the State of North Carolina as pension and other employee benefit trust funds. Each plan's financial information, including all information about the plans' assets, deferred outflows of resources, liabilities, deferred inflows of resources, and fiduciary net position, is included in the State of North Carolina's fiscal year 2024 *Annual Comprehensive Financial Report.* An electronic version of this report is available on the North Carolina Office of the State Controller's website at https://www.ncosc.gov/ or by calling the State Controller's Financial Reporting Section at 919-707-0500.

A. Summary of Significant Accounting Policies and Plan Asset Matters

Basis of Accounting: The financial statements of these plans were prepared using the accrual basis of accounting. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits are recognized when due and payable in accordance with the terms of each plan. For purposes of measuring the net other postemployment benefits (OPEB) liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of each plan, and additions to/deductions from each plans' fiduciary net position have been determined on the same basis as they are reported by the plans.

Methods Used to Value Plan Investments: Pursuant to North Carolina General Statutes, the State Treasurer is the custodian and administrator of the other postemployment benefit funds. The State Treasurer maintains various investment portfolios in its External Investment Pool. The Retiree Health Benefit Fund participates in the External Investment Pool. The Disability Income Plan is invested in the Short-Term Investment Portfolio of the External Investment Pool and the Bond Index External Investment Pool. Detailed descriptions of the methods and significant assumptions regarding investments of the State Treasurer are provided in the 2024 *Annual Comprehensive Financial Report.*

B. Plan Descriptions

1. Health Benefits

Plan Administration: The State of North Carolina administers the North Carolina State Health Plan for Teachers and State Employees, referred to as the State Health Plan (the Plan), a healthcare plan exclusively for the benefit of employees of the State, the University of North Carolina System, community colleges, and certain other component units. In addition, Local Education Agencies (LEAs), charter schools, and some select local governments that are not part of the State's financial reporting entity also participate. Health benefit programs and premium rates are determined by the State Treasurer upon approval of the Plan Board of Trustees.

The Retiree Health Benefit Fund (RHBF) has been established by Chapter 135-7, Article 1 of the General Statutes as a fund to provide health benefits to retired and disabled employees and their applicable beneficiaries. RHBF is a cost-sharing, multiple-employer, defined benefit healthcare plan, exclusively for the benefit of former employees of the

State, the University of North Carolina System, and community colleges. In addition, LEAs, charter schools, and some select local governments that are not part of the State's financial reporting entity also participate.

By statute, RHBF is administered by the Board of Trustees of the Teachers' and State Employees' Retirement System (TSERS). RHBF is supported by a percent of payroll contribution from participating employing units. Each year the percentage is set in legislation, as are the maximum per retiree contributions from RHBF to the Plan. The State Treasurer, with the approval of the Plan Board of Trustees, then sets the employer contributions (subject to the legislative cap) and the premiums to be paid by retirees, as well as the health benefits to be provided through the Plan.

Benefits Provided: Plan benefits received by retired employees and disabled employees from RHBF are OPEB. The healthcare benefits for retired and disabled employees who are not eligible for Medicare are the same as for active employees as described in Note 14. The plan options change when the former employees become eligible for Medicare. The benefits provided include medical and pharmacy coverage for employees and their dependents. Non-Medicare eligible members have two self-funded options administered by the Plan while Medicare members have three options, including one self-funded option and two fully-insured Medicare Advantage/Prescription Drug Plan options. Self-funded medical and pharmacy claims costs are shared between the covered member and the Plan. If the self-funded plan is elected by a Medicare eligible member, the coverage is secondary to Medicare. Fully-insured claims include cost sharing from covered members with the remaining balance paid by the fully-insured carrier.

Those former employees who are eligible to receive medical benefits from RHBF are long-term disability beneficiaries of the Disability Income Plan of North Carolina and retirees of TSERS, the Consolidated Judicial Retirement System (CJRS), the Legislative Retirement System (LRS), the University Employees' Optional Retirement Program (ORP), and a small number of local governments, with five or more years of contributory membership service in their retirement system prior to disability or retirement, with the following exceptions: for employees first hired on or after October 1, 2006, and members of the North Carolina General Assembly first taking office on or after February 1, 2007, future coverage as retired employees and retired members of the North Carolina General Assembly is subject to the requirement that the future retiree have 20 or more years of retirement service credit in order to receive coverage on a noncontributory basis. Employees first hired on or after October 1, 2006 and members of the North Carolina General Assembly first taking office on or after February 1, 2007 with 10 but less than 20 years of retirement service credit are eligible for coverage on a partially contributory basis. For such future retirees, the State will pay 50% of the Plan's total noncontributory premium. Employees first hired on or after October 1, 2006 and members of the North Carolina General Assembly first taking office on or after February 1, 2007 with five but less than 10 years of retirement service credit are eligible for coverage on a fully contributory basis.

Section 35.21 (c) & (d) of Session Law 2017-57 repealed retiree medical benefits for employees first hired on or after January 1, 2021. The legislation amended Chapter 135, Article 3B of the General Statutes to require that retirees must earn contributory retirement service in the TSERS (or in an allowed local system unit), CJRS, or LRS prior to January 1, 2021, and not withdraw that service, in order to be eligible for retiree medical benefits under the amended law. Consequently, members first hired on and after January 1, 2021 will not be eligible to receive retiree medical benefits.

RHBF's benefit and contribution provisions are established by Chapter 135-7, Article 1, and Chapter 135, Article 3B of the General Statutes and may be amended only by the North Carolina General Assembly. RHBF does not provide for automatic post-retirement benefit increases.

Contributions: Contribution rates to RHBF, which are intended to finance benefits and administrative expenses on a pay-as-you-go basis, are determined by the North Carolina General Assembly in the Appropriations Act. The College's contractually-required contribution rate for the year ended June 30, 2025 was 6.99% of covered payroll. The College's contributions to the RHBF were $1,189,400.00 for the year ended June 30, 2025.

In fiscal year 2023, the Plan transferred $35 million to RHBF as a result of cost savings to the Plan over a span of six years. For financial reporting purposes, the transfer was recognized as a non-employer contributing entity contribution. The contribution was allocated among the RHBF employers and recorded as noncapital contributions. For the fiscal year ended June 30, 2025, the College recognized noncapital contributions for RHBF of $7,484.

2. Disability Income

Plan Administration: As discussed in Note 13, short-term and long-term disability benefits are provided through the Disability Income Plan of North Carolina (DIPNC), a cost-sharing, multiple-employer defined benefit plan, to the eligible members of TSERS which includes employees of the State, the University of North Carolina System, community colleges, certain participating component units and LEAs which are not part of the State's reporting entity, and the University Employees' ORP. By statute, DIPNC is administered by the Department of State Treasurer and the Board of Trustees of TSERS.

Benefits Provided: Long-term disability benefits are payable as an OPEB from DIPNC after the conclusion of the short-term disability period or after salary continuation payments cease, whichever is later, while the employee is disabled and does not meet the TSERS conditions for unreduced service retirement. An employee is eligible to receive long-term disability benefits provided the following requirements are met: (1) the employee has five or more years of contributing membership service in TSERS or the University Employees' ORP, earned within 96 months prior to becoming disabled or cessation of salary continuation payments, whichever is later; (2) the employee must make application to receive long-term benefits within 180 days after the conclusion of the short-term disability period or after salary continuation payments cease or after monthly payments for Workers' Compensation cease (excluding monthly payments for permanent partial benefits), whichever is later; (3) the employee must be certified by the Medical Board to be mentally or physically disabled for the further performance of his/her usual occupation; (4) the disability must have been continuous, likely to be permanent, and incurred at the time of active employment; (5) the employee must not be eligible to receive an unreduced retirement benefit from TSERS; and (6) the employee must terminate employment as a permanent, full-time employee. A general employee is eligible to receive an unreduced retirement benefit from TSERS after: (1) reaching the age of 65 and completing five years of membership service; (2) reaching the age of 60 and completing 25 years of creditable service; or (3) completing 30 years of creditable service, at any age.

For employees who had five or more years of membership service as of July 31, 2007, during the first 36 months of the long-term disability period, the monthly long-term disability benefit is equal to 65% of one-twelfth of an employee's annual base rate of compensation last payable to the participant or beneficiary prior to the beginning of the short-term disability period, plus the like percentage of one-twelfth of the annual longevity payment and local supplements to which the participant or beneficiary would be eligible. The monthly benefits are subject to a maximum of $3,900 per month reduced by any primary Social Security disability benefits, by an amount equal to the monthly primary Social Security retirement benefit to which the employee might be entitled should the employee be at least age 62, and by monthly payments for Workers' Compensation to which the participant or beneficiary may be entitled, but the benefits payable shall be no less than $10 a month. After the first 36 months of the long-term disability, the long-term benefit is calculated in the same manner as described above except the monthly benefit is reduced by an amount equal to a monthly primary Social Security disability benefit to which the participant or beneficiary might be entitled had Social Security disability benefits been awarded. When an employee qualifies for an unreduced service retirement allowance from TSERS, the benefits payable from DIPNC will cease, and the employee will commence retirement under TSERS or the University Employees' ORP.

For employees who had less than five years of membership service as of July 31, 2007, and meet the requirements for long-term disability on or after August 1, 2007, benefits are calculated in the same manner as described above except that after the first 36 months of the long-term disability, no further long-term disability benefits are payable unless the employee has been approved and is in receipt of primary Social Security disability benefits.

Benefit and contribution provisions are established by Chapter 135, Article 6, of the General Statutes and may be amended only by the North Carolina General Assembly. The plan does not provide for automatic post-retirement benefit increases.

Contributions: Disability income benefits are funded by actuarially determined employer contributions that are established in the Appropriations Act by the North Carolina General Assembly and coincide with the State's fiscal year. The College's contractually-required contribution rate for the year ended June 30, 2025 was 0.13% of covered payroll. The College's contributions to DIPNC were $22,102.00 for the year ended June 30, 2025.

C. Net OPEB Liability (Asset)

Retiree Health Benefit Fund: At June 30, 2025, the College reported a liability of $24,599,72.00 for its proportionate share of the collective net OPEB liability for RHBF. The net OPEB liability was measured as of June 30, 2024. The total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2023, and update procedures were used to roll forward the total OPEB liability to June 30, 2024. The College's proportion of the net OPEB liability was based on a projection of the present value of future salaries for the College relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2024, the College's proportion was .07232%, which was an increase of .0373 from its proportion measured as of June 30, 2023, which was 006859%.

Disability Income Plan of North Carolina: At June 30, 2025, the College reported an asset of $(23,341) for its proportionate share of the collective net OPEB asset for DIPNC. The net OPEB asset was measured as of June 30, 2024. The total OPEB liability used to calculate the net OPEB asset was determined by an actuarial valuation as of December 31, 2023, and update procedures were used to roll forward the total OPEB liability to June 30, 2024. The College's proportion of the net OPEB asset was based on a projection of the present value of future salaries for the College relative to the projected present value of future salaries for all participating employers, actuarially-determined. As of June 30, 2024, the College's proportion was .07089%, which was an increase of .00192 from its proportion measured as of June 30, 2023, which was .06897%.

Actuarial Assumptions: The total OPEB liabilities for RHBF and DIPNC were determined by actuarial valuations as of December 31, 2023, using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified. The total OPEB liabilities were then rolled forward to June 30, 2024 utilizing update procedures incorporating the actuarial assumptions.

	Retiree Health Benefit Fund	Disability Income Plan of N.C.
Valuation Date	12/31/2023	12/31/2023
Inflation	2.5%	2.5%
Salary Increases*	3.25% - 8.05%	3.25% - 8.05%
Investment Rate of Return**	6.5%	3.0%
Healthcare Cost Trend Rate - Medical***	6.5% grading down to 5% by 2030	N/A
Healthcare Cost Trend Rate - Prescription Drug***	10% grading down to 5% by 2033	N/A
Healthcare Cost Trend Rate - Prescription Drug Rebates***	7% through 2030 grading down to 5% by 2033	N/A
Healthcare Cost Trend Rate - Medicare Advantage***	Premium adjustments for IRA impact through 2027, 6.17% in 2028 down to 5% by 2034	N/A
Healthcare Cost Trend Rate - Administrative***	3.0%	N/A

* Salary increases include 3.25% inflation and productivity factor.

** Investment rate of return is net of OPEB plan investment expense, including inflation.

*** Disability Income Plan of NC eliminated employer reimbursements from the Plan (which included State Health Plan premiums) effective July 1, 2019.

N/A - Not Applicable

The OPEB plans currently use mortality tables that vary by age, gender, employee group (i.e., teacher, other educational employee, general employee, or law enforcement officer) and health status (i.e., disabled or not disabled). The current mortality rates are based on published tables and studies that cover significant portions of the U.S. public plan population. The healthy mortality rates also contain a provision to reflect future mortality improvements.

The projected long-term investment returns and inflation assumptions are developed through review of current and historical capital markets data, sell-side investment research, consultant whitepapers, and historical performance of investment strategies. Fixed income return projections reflect current yields across the U.S. Treasury yield curve and market expectations of forward yields projected and interpolated for multiple tenors and over multiple year horizons. Global public equity return projections are established through analysis of the equity risk premium and the fixed income return projections. Other asset categories and strategies' return projections reflect the foregoing and historical data analysis. These projections are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. DIPNC is primarily invested in the Bond Index Investment Pool as of June 30, 2024.

Best estimates of real rates of return for each major asset class included in RHBF's target asset allocation as of June 30, 2024 (the measurement date) are summarized in the following table:

Asset Class	Long-Term Expected Real Rate of Return
Fixed Income	2.4%
Global Equity	6.9%
Real Estate	6.0%
Alternatives	8.6%
Opportunistic Fixed Income	5.3%
Inflation Sensitive	4.3%

The information in the preceding table is based on 30-year expectations developed with an investment consulting firm. The long-term nominal rates of return underlying the real rates of return are arithmetic annual figures. The real rates of return are calculated from nominal rates by multiplicatively subtracting a long-term inflation assumption of 2.38%. Return projections do not include any excess return expectations over benchmark averages for public markets. All rates of return and inflation are annual amounts. The long-term expected real rate of return for the Bond Index Investment Pool as of June 30, 2024 is 2.76%.

Actuarial valuations of the plans involve estimates of the value of reported amounts and assumptions about the probability of occurrence of events far into the future. The results of the valuations fluctuate from year to year as actual experience differs from assumptions. This includes demographic experiences (i.e., mortality and retirement) that differ from expected. This also includes financial experiences (i.e., member medical costs and contributions) that vary from expected trends. Actuarially determined amounts are subject to continual revision as actual results are compared to past expectations and new estimates are made about the future.

The actuarial assumptions used for RHBF are consistent with those used to value the pension benefits of TSERS where appropriate. These assumptions are based on the most recent pension valuations available. The discount rate used for RHBF reflects a pay-as-you-go approach.

Projections of benefits for financial reporting purposes of the plans are based on the substantive plan (the plan as understood by the employer and plan members) and include the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the employer and plan members to that point. The RHBF is funded solely by employer contributions and benefits are dependent on membership requirements.

The actuarial methods and assumptions used for DIPNC include techniques that are designed to reduce the effects of short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations.

The actuarial assumptions used in the December 31, 2023 valuations were generally based on the results of an actuarial experience study prepared as of December 31, 2019, as amended for updates to certain assumptions (such as medical claims and medical trend rate assumptions) implemented based on annual reviews that have occurred since that experience study.

Discount Rate: The discount rate used to measure the total OPEB liability for RHBF was 3.93% at June 30, 2024 compared to 3.65% at June 30, 2023. The projection of cash flow used to determine the discount rate assumed that contributions from employers would be made at the current statutorily determined contribution rate. Based on the above assumptions, the plan's fiduciary net position was not projected to be available to make projected future benefit payments to current plan members. As a result, a municipal bond rate of 3.93% was used as the discount rate used to measure the total OPEB liability. The 3.93% rate is based on the Bond Buyer 20-year General Obligation Index as of June 30, 2024.

The discount rate used to measure the total OPEB liability for DIPNC was 3.00% at June 30, 2024 and at June 30, 2023. The projection of cash flow used to determine the discount rate assumed that contributions from plan members would be made at the current contribution rate and that contributions from employers would be made at statutorily required rates, actuarially determined. Based on those assumptions, the plan's fiduciary net position was projected to be available to make all projected future benefit payments to the current plan members.

Sensitivity of the Net OPEB Liability (Asset) to Changes in the Discount Rate: The following presents the College's proportionate share of the net OPEB liability (asset) of the plans, as well as what each plans' net OPEB liability (asset) would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current discount rate:

Net OPEB Liability (Asset)			
	1% Decrease (2.93%)	Current Discount Rate (3.93%)	1% Increase (4.93%)
RHBF	$ 29,250,686.65	$ 24,599,272.00	$ 20,850,522.07
	1% Decrease (2.00%)	Current Discount Rate (3.00%)	1% Increase (4.00%)
DIPNC	$ 20,812.60	$ 23,341.00	$ 25,998.91

Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rates: The following presents the net OPEB liability of the plans, as well as what the plans' net OPEB liability would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

Net OPEB Liability			
	1% Decrease (Medical - 4% - 5.5%, Pharmacy - 4% - 9%, Pharmacy Rebate - 4% - 6%, Med. Advantage - 4% - 5.17%, Administrative - 2%)	Current Healthcare Cost Trend Rates (Medical - 5% - 6.5%, Pharmacy - 5% - 10%, Pharmacy Rebate - 5% - 7%, Med. Advantage - 5% - 6.17%, Administrative - 3%)	1% Increase (Medical - 6% - 7.5%, Pharmacy - 6% - 11%, Pharmacy Rebate - 6% - 8%, Med. Advantage - 6% - 7.17%, Administrative - 4%)
RHBF	$ 20,303,804.56	$ 24,559,272.00	$ 30,157,928.18

The sensitivity to changes in the healthcare cost trend rates is not applicable for DIPNC.

OPEB Expense: For the fiscal year ended June 30, 2025, the College recognized OPEB expense as follows:

OPEB Plan	Amount
RHBF	$ 388,343.00
DIPNC	15,137.00
Total OPEB Expense	$ 403,480.00

Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB: At June 30, 2025, the College reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

Employer Balances of Deferred Outflows of Resources Related to OPEB by Classification:

	RHBF	DIPNC	Total
Differences Between Actual and Expected Experience	$ 200,498.00	$ 9,410.00	$ 209,908.00
Changes of Assumptions	5,924,509.00	348.00	5,924,857.00
Net Difference Between Projected and Actual Earnings on OPEB Plan Investments	105,412.00	-	105,412.00
Change in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	564,961.00	-	564,961.00
Contributions Subsequent to the Measurement Date	1,138,483.00	17,540.00	1,156,023.00
Total	$ 7,933,863.00	$ 27,298.00	$ 7,961,161.00

Employer Balances of Deferred Inflows of Resources Related to OPEB by Classification:

	RHBF	DIPNC	Total
Differences Between Actual and Expected Experience	$ -	$ 26,847.00	$ 26,847.00
Changes of Assumptions	3,207,243.00	10,875.00	3,218,118.00
Change in Proportion and Differences Between Employer's Contributions and Proportionate Share of Contributions	564,961.00	-	564,961.00
Total	$ 3,772,204.00	$ 37,722.00	$ 3,809,926.00

Amounts reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net OPEB liability related to RHBF and an increase of the net OPEB asset related to DIPNC in the fiscal year ending June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized as OPEB expense as follows:

Schedule of the Net Amount of the Employer's Balances of Deferred Outflows of Resources and Deferred Inflows of Resources That will be Recognized in OPEB Expense:

Year Ending June 30:	RHBF	DIPNC
2026	$ (288,891.00)	$ (6,387.00)
2027	814,603.00	(4,219.00)
2028	1,679,534.00	4,897.00
2029	1,397,838.00	2,400.00
2030	-	1,250.00
Thereafter	-	-
Total	$ 3,603,084.00	$ (2,059.00)

Note 14 - Risk Management

The College is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. These exposures to loss are handled via a combination of methods, including participation in state-administered insurance programs, purchase of commercial insurance, and self-retention of certain risks. There have been no significant reductions in insurance coverage from the previous year and settled claims have not exceeded coverage in any of the past three fiscal years.

A. Employee Benefit Plans

1. State Health Plan

College employees are provided comprehensive major medical care benefits. Coverage is funded by contributions to the State Health Plan (Plan), a discretely presented component unit of the State of North Carolina. The Plan is funded by employer and employee contributions. The Plan has contracted with third parties to process claims. See Note , Other Postemployment Benefits, for additional information regarding retiree health benefits.

2. Death Benefit Plan of North Carolina

Term life insurance (death benefits) of $25,000 to $50,000 is provided to eligible workers who enroll in the Teachers' and State Employees' Retirement System. This Death Benefit Plan is administered by the State Treasurer and funded via employer contributions. The employer contribution rate was 0.13% for the current fiscal year.

3. Disability Income Plan

Short-term and long-term disability benefits are provided to College employees through the Disability Income Plan of North Carolina (DIPNC), part of the State's Pension and Other Employee Benefit Trust Funds. Short-term benefits are paid by the College for up to twelve months. The Board of Trustees of the DIPNC may extend the short-term disability benefits for up to an additional twelve months. During the extended period of short-term disability benefits, payments are made directly by the DIPNC to the beneficiary. As discussed in Note 13, long-term disability benefits are payable as other postemployment benefits from DIPNC after the conclusion of the short-term disability period or after salary continuation payments cease, whichever is later, for as long as an employee is disabled.

B. Other Risk Management and Insurance Activities

1. Public Officers' and Employees' Liability Insurance

The risk of tort claims of up to $1,000,000 per claimant is retained under the authority of the State Tort Claims Act. In addition, the State provides excess public officers' and employees' liability insurance up to $2,000,000 per claim and $5,000,000 in the aggregate per fiscal year via contract with private insurance companies. The North Carolina Community College System Office pays the premium, based on a composite rate, directly to the private insurer.

2. Employee Dishonesty and Computer Fraud

The College is protected for losses from employee dishonesty and computer fraud for employees paid in whole or in part from state funds. This coverage is with a private insurance company and is handled by the North Carolina Department of Insurance. The North Carolina Community College System Office is charged a premium by the private insurance company. Coverage limit is $5,000,000 per occurrence. The private insurance company pays 90% of each loss less a $100,000 deductible. County and Institutional employees are covered same as employees paid from state funds.

3.Statewide Workers' Compensation Program

The State Board of Community Colleges makes the necessary arrangements to carry out the provisions of the Workers' Compensation Act which are applicable to employees whose wages are paid in whole or in part from state funds. The College purchases workers' compensation insurance for employees whose salaries or wages are paid by the Board in whole or in part from county or institutional funds.

Additional details on the state-administered risk management programs are disclosed in the State's *Annual Comprehensive Financial Report*, issued by the Office of the State Controller.

1. Other Insurance Held by the College

The College purchased Cyber Liability coverage from private insurance companies through the North Carolina Department of Insurance. In the event of a cyber-attack, the policy covers expenses up to a $3,000,000 limit with a $25,000 deductible.

Note 15 - Commitments and Contingencies

A. Commitments - The College has established an encumbrance system to track its outstanding commitments on construction projects and other purchases. Outstanding commitments on construction contracts were $186,625 and on other purchases were $305,535 at June 30, 2025.

Note 16 - Related Parties

Foundation - The **Alamance Community College Foundation** is a separately incorporated, nonprofit foundation associated with the College. This organization serves as the primary fundraising arm of the College through which individuals, corporations, and other organizations support College programs by providing scholarships, fellowships, faculty salary supplements, and unrestricted funds to specific departments and the College's overall academic environment. The College's financial statements do not include the assets, liabilities, net position, or operational transactions of the Foundation, except for support from the Foundation. This support approximated $1,945,939 for the year ended June 30, 2025.

Note 17 - Changes in Financial Accounting and Reporting

For the fiscal year ended June 30, 2025, the College implemented the following pronouncement issued by the Governmental Accounting Standards Board (GASB):

GASB Statement No. 101, Compensated Absences

GASB Statement No. 102, Certain Risk Disclosures

GASB Statement No. 101 updates the recognition, measurement, and disclosure requirements for compensated absences. This Statement supersedes GASB Statement No. 16, *Accounting for Compensated Absences*, which was issued in 1992, and aims to better meet the information needs of financial statement users by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. The unified recognition and measurement model in this Statement will result in a liability for compensated absences that more appropriately reflects when a government incurs an obligation. In addition, the model can be applied consistently to any type of compensated absence and will eliminate potential comparability issues between governments that offer different types of leave. Lastly, the model also will result in a more robust estimate of the amount of compensated absences that a government will pay or settle, which will enhance the relevance and reliability of information about the liability for compensated absences.

GASB Statement No. 102 improves financial reporting by providing users of financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints. This Statement defines a *concentration* as a lack of diversity related to an aspect of a significant inflow of resources or outflow of resources. A *constraint* is a limitation imposed on a government by an external party or by formal action of the government's highest level of decision-making authority. The disclosures will provide users with timely information regarding certain concentrations or constraints and related events that have occurred or have begun to occur that make a government vulnerable to a substantial impact.

Note 18 - Subsequent Events

The College has evaluated subsequent events through September 19, 2025, which is the date the financial statements were available to be issued

Required Supplementary Information

Curriculum Committee
October, 2025

Action Item (1 of 1):
Termination of Histotechnology Program

Summary:
Curriculum Faculty, Department Heads, and Deans propose the termination of the Histotechnology AAS program.

Action:
College Administration respectfully requests approval of the academic program termination as outlined in the attached table of changes.

PROGRAM

Histotechnology AAS Program: A45370

BACKGROUND/RATIONALE

Histotechnology Diploma was opened as a new program of study in 2017.

- This program has seen declining enrollment and completion over the last 3 academic years.

	Headcount by Academic Year	Completion by Academic Year
2022-23	30	7
2023-24	25	5
2024-25	21	6

- We are proposing to end the Histotechnology program due to declining enrollment, program completion rates, and lack of industry support for the educational route over the last three academic years.
- The profession of Histology in the state of North Carolina does not require a histotechnology degree to become a certified Histotechnician.
    - Individuals interested in becoming a histotechnician can be hired at a facility, participate in on the job training for one year, and then sit for the ASCP certification exam to become a histotechnician.
    - Due to this apprenticeship type of route, many students are choosing the on the job training route and not pursue a degree in Histotechnology.
- The profession of Histology does not require technicians to analyze or diagnose disease, therefore causing low wages compared to other medical professions with similar educational requirements.
- This program will not affect any other programs.

Effective Date: *Spring 2026*

NCCCS Curriculum Program Termination Form: Histotechnology AAS A45370

Curriculum Program Termination Form Attachment A

Please be aware that if a college decides to reinstate a terminated program, a full program application must be submitted to the System Office for State Board approval.

College Name: Alamance Community College

Curriculum Title: Histotechnology Curriculum Code: A45370

Contact Person: Sonya McCook Phone Number: (336) 506 - 4278

Email Address: sonya.mccook@alamancecc.edu

Termination Semester: ☐ Fall X Spring ☐ Summer 2026

Termination is for (check appropriate settings): __X__ Campus ____ Captive/Co-opted Facility

If termination is for captive/co-opted setting, please list facility name: ____________

Date that captive/co-opted facility was notified of termination of program: __________

Reason(s) for Terminating Curriculum: _X_ Low Enrollment* ___ No Enrollment*

___ Other* *College must include factors below in addition to reason checked.*

*Describe what factors contributed to low/no enrollment:

(Required in order to proceed with termination):

Due to the lack of enrollment, employability trends in the service area of the college, and lack of industry support for the educational route the program is being terminated.

The profession of Histology in the state of North Carolina does not require a histotechnology degree to become a certified Histotechnician.

Individuals interested in becoming a histotechnician can be hired at a facility, participate in on the job training for one year, and then sit for the ASCP certification exam to become a histotechnician.

Due to this apprenticeship type of route, many students are choosing the on the job training route and not pursue a degree in Histotechnology.

The profession of Histology does not require technicians to analyze or diagnose disease, therefore causing low wages compared to other medical professions with similar educational requirements.

No other programs are offered under this credential. A teach out plan has been submitted and approved by SACAS and NAACLS-HTO accreditor.

Is the curriculum program part of a collaborative/Level III ISA plan? ____ Yes __X__ No

If so, have participating colleges been notified of termination? ____ Yes ____ No

Please see section 6 of the CPRM for information concerning termination of ISAs.

Will the program or any courses in the program be moved to Continuing Education?

____ Yes __X__ No

Is equipment available for transfer? __X__ Yes ____ No

(Please note that if equipment is to be transferred to another department within the college or to another institution, the Equipment Coordinator at your college will need to be notified.)

This is a formal notice to terminate the curriculum program as identified above.

______________________________ ____________

Signature, President *Date*

______________________________ ____________

Signature, Board of Trustees Chair *Date*

Please scan/email this form to: Director of Academic Programs, NC Community College System Office, programs@nccommunitycolleges.edu

Office of the Senior Vice President of Student Learning & Workforce Development

PO BOX 8000
1247 Jimmie Kerr Road
Graham, NC 27253-8000

www.alamancecc.edu

Approval of New Program

Summary:
Curriculum Faculty, Department Heads, and Deans proposed the implementation of a new program to ACC's Curriculum & Instruction Committee, which has vetted and approved the program as presented.

1. BioPharma Quality Associate in Applied Science

The proposed program is intended to improve student success and completion, prepare work-ready graduates, and increase learning opportunities for students while meeting the demands of local industry partners

Action:
College Administration respectfully requests approval of the Biopharma Quality Associate in Applied Sciences Program.

HEALTH AND PUBLIC SERVICES DIVISION	
PROPOSED CHANGE	**EXPLANATION**
HEALTH SCIENCES	
1. Add the BioPharma Quality AAS (A20100P) The AAS degree will consist of 6 new course offerings at ACC. All other general education and work based learning courses are currently offered. **New Courses to ACC:** **BTC 182** Pharma Lab Techniques I **BTC 183** Pharma Lab Techniques II **BTC 275** Industrial Microbiology **PTC 120** Pharm Quality Control **PTC 222** Pharm Process Control **PTC 226** Validation	*Enhance resources and programming to help students transition successfully from ACC to the workplace and four-year institutions.* • The Piedmont region of North Carolina has a vibrant biotechnology industry with rapidly growing career opportunities for skilled technicians. However, a gap exists between the demand for these positions and the number of qualified applicants (NCBC WoW). • Addressing this critical shortage will require rapid development of programs that (1) produce new

Proposed Course Schedule

Fall 1st Semester
BIO 110 Principles of Biology
BTC 181 Basic Lab Techniques (3-3-4)
CHEM 131/131A Introduction to Chemistry (3-0-3) and Introduction to Chemistry Lab (0-3-1)
MAT 110 Math Measurement and Literacy (2-2-3) OR Higher

Spring 2nd Semester
BTC 275 Industrial Microbiology (3-3-4)
BTC 281 Bioprocess Techniques (2-6-4)
CHM 132 Organic and Biochemistry (3-3-4)
ENG 111 Writing and Inquiry (3-0-3)

Summer 3rd Semester
BTC 150 Bioethics (3-0-3)
ENG 114 Professional Research and Reporting (3-0-3) *OR*
ENG 112 Writing and Research in the Disciplines (3-0-3) *OR*
COM 110 Introductions to Communications (3-0-3) *OR*
COM 231 Public Speaking (3-0-3)

Fall 4th Semester
BTC 182 Pharma Lab Techniques I (2-6-4)
PTC 110 Industrial Environments (3-0-3)
OR Biowork
PTC 222 Pharm Process Control (2-2-3)
Humanities/Fine Arts Elective (3-0-3)

Spring 5th Semester
BTC 183 Pharma Lab Techniques II (2-6-4)
PTC 120 Pharm Quality Control (3-2-4)
PTC 226 Validation (3-0-3)
Social/Behavioral Science Elective (3-0-3)

Summer 6th Semester
BTC 288 Biotechnology Laboratory Experience (0-6-2) *OR*

technicians for various levels of biopharma quality jobs, and (2) provide on-the-job training for biopharma employees who need quality-based skills. (The lack of quality-based skills is part of a broader staffing problem in the industry. In recent nationwide polls, 80% of the pharmaceutical manufacturers reported a mismatch between existing and required skills among their incumbent workers (Burkhalter)).

How the BioPharma Quality AAS Solves This Issue:

- The Alamance Community College (ACC) Biotechnology Department will develop the BioQuest project to address the unmet demand for skilled technicians in a critical aspect of the industry - biopharma quality.
- As specialists in quality control and quality assurance, these technicians serve critical roles in the pharmaceutical workforce by certifying that all products meet company standards and specific Food and Drug Administration (FDA) requirements. In doing so, they ensure the quality, safety and efficacy of the pharmaceutical drugs that are manufactured in the United States.

Career Opportunities:

- The job vacancies for biopharmaceutical quality jobs in North Carolina currently exceed 1,000 positions, with over 400

WBL 112 Work Based Learning I **<u>Total: 65 Credit Hours</u>** **Fall 2026**	within a 30 minute commute from ACC (NCBC Career Center). ● Our BILT advisory board anticipates that these jobs will increase by 38% over the next five years. **Designed with Input from CC Faculty, CC Leadership, and Industry:** ● Michelle Sabaoun, Biotechnology Department Head ● Dr. Melanie Lewis, Dean Health and Public Services ● BILT Advisory Board ***<u>Curriculum Change Proposal Form 2025 BioPharma Quality</u>***

Office of the Senior Vice President of Student Learning & Workforce Development

PO BOX 8000
1247 Jimmie Kerr Road
Graham, NC 27253-8000

www.alamancecc.edu

Approval of New Program

Summary:
Curriculum Faculty, Department Heads, and Deans proposed the implementation of a new program to ACC's Curriculum & Instruction Committee, which has vetted and approved the program as presented.

1. Health Sciences Associate in Applied Science

The proposed program is intended to improve student success and completion, prepare work-ready graduates, and increase learning opportunities for students while meeting the demands of local industry partners

Action:
College Administration respectfully requests approval of the Health Sciences Associate in Applied Sciences Program.

HEALTH AND PUBLIC SERVICES DIVISION	
PROPOSED CHANGE	**EXPLANATION**
HEALTH SCIENCES	
1. Add the Health Sciences AAS (A45230) The AAS degree will consist of 6 new course offerings at ACC. All other general education and work based learning courses are currently offered. **New Courses to ACC:** **PTE 121** Pathway to Employment: Health **HSC 112** Health Science Pharmacology **HSC 115** Health Career Concepts **HSC 121** Healthcare Interpersonal Skills **HSC 111** Intro to Healthcare Careers	*Enhance resources and programming to help students programming to help students transition successfully from ACC to the workplace and four-year institutions.* • The Health Science degree is designed to address North Carolina's healthcare shortages, by offering flexible credentials, stackable learning options, and multiple career entry points. • Without structured alternatives, students who do not enter selective health programs often leave college entirely, change fields outside of healthcare, and or lose momentum in their

Proposed Course Schedule

(Program Major Choice - Nursing Assistant)

Fall 1st Semester
ENG 111 Writing & Inquiry (3-0-3)
COM 231 Public Speaking (3-0-3)
BIO 168 A&P I (3-3-4)
MAT 143 or higher Quantitative Literacy (2-2-3)
PTE 121 Pathway to Employment: Health (3-0-3)

Spring 2nd Semester
BIO 169 A&P II (3-3-4)
HUM 115 Critical Thinking (3-0-3)
PSY 150 General Psychology (3-0-3)
HSC 112 Health Science Pharmacology (3-0-3)
HSC 115 Health Career Concepts (4-0-4)

Fall 3rd Semester
HSC 140 Transcultural Healthcare (3-0-3)
HSC 121 Healthcare Interpersonal Skills (3-0-3)
MED 121 Medical Terminology I (3-0-3)
NAS 111 Nurse Aide I (3-4-6)

Spring 4th Semester
MED 122 Medical Terminology II (3-0-3)
NAS 112 Nurse Aide II (3-2-6)
HSC 111 Intro to Healthcare Careers (3-0-0)
BIO 275 Microbiology (3-3-0)

Total Semester Hours: 64

OR

education and career goals.

- A March 2025 survey of North Carolina Community College Health Science Deans revealed inconsistent tracking mechanisms, including:
  - Associate in General Education (AGE) and Associate in Arts (AA) codes for pre-health students in programs like Nursing, Radiography, and Dental Assisting
  - Therapeutic and Diagnostic Services diplomas, which lack financial aid eligibility
  - General Occupational Technology (GOT) degrees, often used as a catch-all without a defined career outcome.
  - These pathways do not lead to a workforce-ready degree, leaving students who are unsuccessful in selective programs without a clear next step. 13,800 students are competing for just 4,500 available seats in Health Science programs.

How the Health Sciences AAS Solves This Issue:
- Provides a structured career pathway for pre-health students
- Retains students in healthcare education, preventing dropouts
- Offers stackable credentials for employment while reapplying to selective-entry programs

Career Pathways and Opportunities:
- Entry-Level Certifications: Phlebotomy, EKG, Nurse Aide, Patient Care Technician
- Associate Degree Pathway: Broader healthcare roles and career development

(Program Major Choice - Nursing) **<u>Fall 1st Semester</u>** **ENG 111** Writing & Inquiry (3-0-3) **ENG 112** Writing/Research in the Disc (3-0-3) **BIO 168** A&P I (3-3-4) **MAT 143 or higher** Quantitative Literacy (2-2-3) **HSC 115** Health Career Concepts (4-0-4) **<u>Spring 2nd Semester</u>** **BIO 169** A&P II (3-3-4) **HUM 115** Critical Thinking (3-0-3) **PSY 150** General Psychology (3-0-3) **PSY 241** Developmental Psychology (3-0-3) **NAS 111** Nurse Aide I (3-4-6) **<u>Fall 3rd Semester</u>** **NAS 112** Nurse Aide II (3-2-6) **HSC 140** Transcultural Healthcare (3-0-3) **HSC 121** Healthcare Interpersonal Skills (3-0-3) **MED 121** Medical Terminology I (3-0-3) **<u>Spring 4th Semester</u>** **MED 122** Medical Terminology II (3-0-3) **BIO 275** Microbiology (3-3-0) **SOC 210** Intro to Sociology, **SOC 213** Sociology of the Family, **SOC 220** Social Problems, **SOC 225** Social Diversity, ***<u>OR</u>*** **SOC 240** Social Psychology (3-0-3) **HSC 112** Health Science Pharmacology (3-0-3) **PTE 121** Pathway to Employment - Health (3-0-3) ***<u>Total Semester Hours: 67</u>*** **<u>OR</u>**	• Bridge to Competitive Programs: Nursing, Radiography, Sonography • Bachelor's Degree Advancement: Healthcare Administration, Public Health, Allied Health **Designed with Input from CC Faculty, CC Leadership, and Industry:** • Hybrid, online, and/or in-person learning for accessibility • Credit for prior certifications to reduce completion time • Employer-aligned curriculum focusing on healthcare fundamentals, pharmacology, and communication • Strong industry support and employer demand • Expands educational access and career mobility ***<u>Curriculum Change Proposal Form 2025 Health Sciences</u>***

(Program Major Choice - Practical Nursing) **<u>Fall 1st Semester</u>** **ENG 111** Writing & Inquiry (3-0-3) **COM 231** Public Speaking (3-0-3) **BIO 163** Basic A&P (4-2-5) **MAT 110** Math Measurements & Literacy (2-2-3) **PSY 150** General Psychology (3-0-3) **<u>Spring 2nd Semester</u>** **NAS 111** Nurse Aide I (3-4-6) **MED 121** Medical Terminology I (3-0-3) **MED 122** Medical Terminology II (3-0-3) **HSC 112** Health Science Pharmacology (3-0-3) **PTE 121** Pathway to Employment - Health (3-0-3) **<u>Fall 3rd Semester</u>** **NAS 112** Nurse Aide II (3-2-6) **HSC 140** Transcultural Healthcare (3-0-3) **ENG 112** Writing/Research in the Disc (3-0-3) **HUM 115** Critical Thinking (3-0-3) **OST 148** Med Insurance and Billing (3-0-3) **<u>Spring 4th Semester</u>** **OST 136** Word Processing (2-2-3) **OST 243** Medical Office Simulation (2-2-3) **HSC 121** Healthcare Interpersonal Skills (3-0-3) **HSC 115** Health Career Concepts (4-0-4) ***<u>Total Semester Hours: 69</u>*** **<u>OR</u>**	

(Program Major Choice - Vet Med) **<u>Fall 1st Semester</u>** **ENG 111** Writing & Inquiry (3-0-3) **COM 231** Public Speaking (3-0-3) **MAT 110** Math Measurements & Literacy (2-2-3) **CHM 130** Gen, Org, & Biochemistry (3-0-3) **CHM 130A** Gen, Org, & Biochemistry Lab (0-2-1) **PTE 121** Pathway to Employment - Health (3-0-3) **<u>Spring 2nd Semester</u>** **HUM 115** Critical Thinking (3-0-3) **PSY 150** General Psychology (3-0-3) **HSC 112** Health Science Pharmacology (3-0-3) **HSC 115** Health Career Concepts (4-0-4) **VET 121** Vet Medical Terminology (3-0-3) **<u>Fall 3rd Semester</u>** **HSC 140** Transcultural Healthcare (3-0-3) **HSC 121** Healthcare Interpersonal Skills (3-0-3) **ACM 221** Applied Animal Behavior (3-0-3) **ANS 110** Animal Science (3-0-3) **ANS 111** Sustainable Livestock (2-23) **HSC 111** Intro to Healthcare Careers (3-0-0) **<u>Spring 4th Semester</u>** **ACM 111** Healthcare for Animals (3-0-3) **ACM 212** Community Health (3-0-3) **ANS 115** Animal Feeds & Nutrition (2-2-3) **NAS 111** Nurse Aide I (3-4-6) **BIO 163** Basic A&P (4-2-5) ***<u>Total Semester Hours: 70</u>***	

OR ***(Program Major Choice - Dental)*** **Fall 1st Semester** **ENG 111** Writing & Inquiry (3-0-3) **COM 231** Public Speaking (3-0-3) **BIO 163** Basic A&P (4-2-5) **PSY 150** General Psychology (3-0-3) **BIO 175** General Microbiology (2-2-3) **Spring 2nd Semester** **CHM 130** Gen, Org, & Biochemistry (3-0-3) **CHM 130A** Gen, Org, & Biochemistry Lab (0-2-1) **HUM 115** Critical Thinking (3-0-3) **HSC 112** Health Science Pharmacology (3-0-3) **HSC 115** Health Career Concepts (4-0-4) **MAT 110** Math Measurements & Literacy (2-2-3) **Fall 3rd Semester** **HSC 140** Transcultural Healthcare (3-0-3) **HSC 121** Healthcare Interpersonal Skills (3-0-3) **OST 137** Office Applications I (2-2-3) **OST 143** Dental Office Terminology (3-0-3) **OST 147** Dental Billing and Coding (3-0-3) **Spring 4th Semester** **MED 121** Medical Terminology I (3-0-3) **PTE 121** Pathway to Employment - Health (3-0-3) **HSC 111** Intro to Healthcare Careers (3-0-0) **NAS 111** Nurse Aide I (3-4-6) ***Total Semester Hours: 64*** **Spring 2026 Implementation Date**	

Office of the Senior Vice President of Student Learning & Workforce Development

PO BOX 8000
1247 Jimmie Kerr Road
Graham, NC 27253-8000
www.alamancecc.edu

September 17th, 2025

TO: Dr. Ken Ingle
FROM: Dr. Justin Snyder
REFERENCE: Internal Audit Plan Report for Summer 2025

According to the college's Internal Audit Plan (IAP) for Continuing Education:

> *Documentation of the application and maintenance of the Internal Audit Plan will be kept on file in the office of the Senior Continuing Education Administrator. The Senior Continuing Education Administrator will produce a written report of the Internal Audit Plan results for the President and the Board of Trustees after the end of each term. The Senior Continuing Education Administrator will maintain a file of these reports for audit review until they are released from audit.*

In compliance with our IAP, I have prepared this report for you and the Board of Trustees. I recommend that receipt and approval of this document be reflected in Board minutes to satisfy the internal auditing requirements.

The charted numbers below reflect only those classes that are required for official audit visitation. Many other classes were held and monitored but are exempt from the IAP and are therefore not included in the numbers. The following class groups are exempt from IAP:

- Classes of 12 or fewer hours
- Self-Supporting Classes (those with SBC prefix or those coded SEF 3001, SEF 3002, CSP 4000)

In the Continuing Education Division, the number of class visitations (internal audits) met or exceeded the percentages required by the IAP, as shown in the chart below. We are satisfied that we are in compliance with the IAP and that quality educational activities are taking place.

Continuing Education Division	**Total Classes:**	**Total Classes Eligible for Official IAP Visitation:**		
Visitation by the Basic Skills Supervisors	**Number on-campus classes**	**Required to visit**	**Number visited**	**Percentage Visited**
	40	At least 25% = 10 Classes	37	93%
	Number off-campus classes	**Required to visit**	**Number visited**	**percentage**
	11	At least 50% = 6 Classes	11	100%
Visitation by the Occupational Extension Supervisors	**Number on-campus classes**	**Required to visit**	**Number visited**	**Percentage Visited**
	52	At least 25% = 13 Classes	39	75%
	Number off-campus classes	**Required to visit**	**Number visited**	**Percentage Visited**
	93	At least 50% = 47 Classes	50	54%
Visitations by the Senior Continuing Education Administrator	**Number off-campus classes**	**Required to visit**	**Number visited**	**Percentage Visited**
	104	At least 10% = 6 Classes	18	17%

Policies and Procedures Request Form

- ☐ **Type of Request:**
  - ☐ **New Policy**
  - ☐ **New Procedure**
  - ☐ **Revised Policy**
  - ☐ **Revised Procedure**

- ☐ **Policy Chapter:**
  - ☐ **Chapter 1 Board of Trustees and Governance**
  - ☐ **Chapter 2 Administrative**
  - ☐ **Chapter 3 Human Resources**
  - ☐ **Chapter 4 Instructional**
  - ☐ **Chapter 5 Student Services**
  - ☐ **Chapter 6 Business Services**
  - ☐ **Chapter 7 Information Technology**

Title:

Summary of Proposed Changes:

This policy revision incorporates Leon's Law (Session Law 2025-46) into Policy 5.4.2 – Student Records (FERPA). Leon's Law requires North Carolina community colleges to provide education records of minor dependent students to parents/guardians and, when applicable, to the high school administrators and counselors of dually enrolled students.

If time sensitive, proposed effective date:

Leon's Law (Session Law 2025-46) became effective July 1, 2025 and applies beginning with the 2025-2026 academic year. Therefore, it is requested that the ACC Board of Trustees approve this policy revision at their October meeting.

All student records must be current and maintained with appropriate measures of security and confidentiality. The College is responsible for complying with all legal requirements pertaining to the maintenance, review, and release of records retained by the College.

I. COMPLIANCE WITH FERPA RIGHTS

A. The Family Educational Rights and Privacy Act (FERPA) provides students with certain rights to privacy of their educational records and rights of access by others to their educational records. College employees are expected to fully comply with this policy.

B. For purposes of this policy, "student" means an individual who is or has been in attendance at the College. It does not include persons who have not been admitted, or who have been admitted but did not attend the College. "Attendance" starts when the individual matriculates or declares his or her intention to enroll at the College, whichever comes first.

II. ANNUAL NOTIFICATION OF RIGHTS

The College shall provide every student with an annual notice of his or her rights under FERPA. The Vice President of Student Experience, or his or her designee, is responsible for preparing and delivering this annual notice.

III. RIGHT TO INSPECT RECORDS

A. Students who want to inspect their education records should direct that request to the individual and within the timeframe as designated in the annual notice. Records that are available for inspection shall be provided to the student during regular business hours.

B. Students may obtain copies of their educational records if circumstances make onsite inspection impractical and the student is in good standing. When copies are provided, the student may be charged a reasonable fee for the actual copying expense.

IV. DIRECTORY INFORMATION

A. The College may release Directory Information without student consent. The College designates the following information as Directory Information:

1. Student's name;
2. Program (major field) of study;
3. Dates of attendance, grade level, and enrollment status; and
4. Degrees, diplomas, certificates, honors, and awards received.

B. The College shall only release Directory Information to individuals and organizations that demonstrate, in the College's opinion, a legitimate, educational interest in the information or provide a direct service to the College. However, the College shall release information to military recruiters in compliance with the Solomon Amendment (10U.S.C.§983) including student addresses, telephone numbers, date of birth, and other required information.

College-issued photographs, videos, or other media containing a student's image or likeness are disclosed by the College and/or third parties contractually affiliated with the College (such as vendors and partner institutions with a joint memorandum of understanding) for purposes limited to:

1. Publication in print and/or on web sites/social media hosted by, on behalf of, or for the benefit of the College for purposes including but not limited to marketing, public relations, outreach, press releases, or College ID cards.
2. College events including but not limited to college fairs, job fairs, open houses, and student organization activities.

C. Students who do not wish to have their Directory Information released to the individuals and organizations identified above shall comply with the "opt out" provisions designated in the annual notice.

V. RELEASE OF EDUCATIONAL RECORDS

A. The College will not release a student's educational records, aside from Directory Information, to any third party unless the student consents to the release; this policy specifies otherwise; or a valid, legal exception applies.

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B. Disclosures may be made to school officials that include any of the following when that person has a legitimate educational interest in having access to the information:

1. Any administrator, certified staff member, or support staff member (including health, medical, safety, and security staff) employed by the College.
2. A member of the College's Board of Trustees.
3. A contractor, consultant, volunteer, or other party to whom the College has outsourced services or functions (including but not limited to an attorney, auditor, cloud storage provider, consultant, expert witness, hearing officer, law enforcement unit, investigator, insurer/insurance company adjuster, investigator, or any other claims representative, medical provider or consultant, or counselor/therapist) provided that the person is a) performing a service or function for which the College would otherwise use employees, b) is under the direct control of the College with respect to the use and maintenance of education records, and c) is subject to FERPA requirements governing the use and re-disclosure of PII from education records.
4. A person serving on a committee appointed by the College, such as a disciplinary or grievance committee or other review committee.

C. The College may~~shall~~ release a student's educational records to the student's parents or guardian when requested by the parents or guardian and: i) the student is listed as a dependent on the parents' tax returns; ii) the student violated a law or the College's policies regarding drugs and alcohol and the student is under the age of 21; or iii) the disclosure is needed to protect the health or safety of the eligible student or other individuals in an emergency situation.

D. In compliance with Session Law 2025-46 (Leon's Law), the College shall release the education records of minor students (under the age of 18 who are claimed as dependents under Section 152 of the Internal Revenue Code) to the student's parent(s)/legal guardian(s) unless the parent has formally opted out of receiving such records. In addition, the College shall provide the education records of dually enrolled minor students to the administrators and school counselors at the school in which the student is concurrently enrolled, to the extent permitted under FERPA.

E. Prior to registration in any course, minor students must complete the College's Leon's Law Student Education Records Acknowledgement Form, which documents the required disclosures under Leon's Law and FERPA.

VI. CORRECTING RECORDS

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A student has the right to challenge an item in his or her records believed to be inaccurate, misleading or otherwise in violation of the student's privacy rights. The student may file a grievance pursuant to Policy 5.3.6 – Student Grievance beginning at Step Three. If the final decision is that the information in the record is, in the College's determination, not inaccurate, misleading, or otherwise in violation of the privacy rights of the student, the Vice President of Student Experience shall inform the student of the right to place a statement in the record commenting on the contested information in the record or stating why he or she disagrees with the College's decision.

VII. MISCELLANEOUS

A. Students who believe their rights have been violated may file a complaint with the Student Privacy Policy Office, U.S. Department of Education, 400 Maryland Ave., SW, Washington D.C., 20202. The complaint must be filed within 180 days of the date of the alleged violation or the date the student knew or should have known of the alleged violation.

B. A hold may be applied to the release of an official transcript, diploma, or other information requested from an official record for a student who has an overdue indebtedness to the College. A hold may be applied for failure to comply with a disciplinary directive. Such a student continues to have the right to see and photocopy his official record upon request.

C. The College shall only destroy student records in accordance with federal and state laws and regulations and as allowed by the Records Retention & Disposition Schedule for North Carolina Community Colleges. The College shall not destroy student records if there is an outstanding request, grievance, or legal matter related to those records.

Adopted: June 13, 2022
Revised: August 11, 2025
Legal Reference: 10 U.S.C. § 983; 20 U.S.C. § 1232g; 34 C.F.R. pt. 99

(This policy replaces "Family Educational Rights and Privacy Act (FERPA) Policy" adopted June 9, 2008; revised January 11, 2016; revised February 12, 2018.)

Board Chair and Vice-Chair Nomination Guidelines

Term Structure and Succession

1. Officers are elected annually to serve one-year terms. Traditionally, the Board elects the same individual to serve as Chair for two consecutive one-year terms and the same individual to serve as Vice-Chair for two consecutive one-year terms.

2. It is customary for the Vice-Chair to be elected as Chair upon completion of the Vice Chair's second one-year term, subject to the selection criteria outlined below.

3. According to the Board's Bylaws, if a vacancy occurs in the office of the Chair, the Vice Chairperson shall become the Chairperson for the remainder of the term provided the Vice Chairperson has served as Vice Chairperson for at least one year. If the Vice Chairperson has less than one year of experience in that role, the Vice Chairperson shall serve as Interim Chairperson until such time that the Board elects a Chairperson to fill the remainder of the term. The Nominating Committee will be convened to recommend a Chairperson to replace the Interim Chairperson. Upon replacement of the Interim Chairperson, the Interim Chairperson will resume the role of Vice Chairperson for the remainder of the term.

Eligibility Preferences

1. To be nominated for Chair or Vice-Chair, typically a trustee should have served at least one full term (four years) on the Board, or a minimum of two years.

2. While trustees who have served on the Board for at least four years may be given priority consideration for Chair or Vice Chair positions, nominations shall be based on merit and qualifications rather than tenure alone.

Nomination Criteria

The recommendation of nominees for both Chair and Vice-Chair shall be guided by an assessment of each trustee's qualifications, including but not limited to:

1. **Participation and Engagement:**
    a. Attendance at Board meetings
    b. Involvement in committee work
    c. Participation in college events where trustees are invited
    d. Other relevant board-related activities

2. **Leadership Attributes:**
    a. Public speaking skills and ability to represent the Board publicly

b. Ability to work collaboratively with fellow trustees, administration, and stakeholders
c. Communication and facilitation skills
d. Strategic thinking and decision-making capabilities
e. Experience in leadership roles (on the Board or in other contexts)
f. Ability to manage meetings effectively and maintain productive discussions

3. **Professional and Personal Qualities:**
   a. Demonstrated commitment to the institution's mission and values
   b. Availability and willingness to dedicate the necessary time to the role
   c. Integrity, judgment, and professional standing
   d. Experience relevant to the responsibilities as outlined in the Board's Bylaws

Merit-Based Nomination Principles

1. The Nomination Committee shall recommend the candidates best qualified for the Chair and Vice Chair positions, regardless of seniority or previous service in leadership roles.

2. Recognizing that not all trustees may possess the necessary attributes for the Chair and Vice Chair roles and not all trustees may aspire to serve in these roles, the Nomination Committee and Board shall respect individual preferences and aptitudes.

3. While it would be unusual for a trustee to serve as Chair for more than two consecutive one-year terms, the Board reserves the right to re-elect a former Chair only under exceptional circumstances and if they are determined to be the best qualified candidate. A trustee who has completed two consecutive terms as Chair must wait at least four years before being eligible for consideration again.

Nomination Process

1. The Nominating Committee shall conduct an evaluation process that includes:
   a. Review of each candidate's qualifications against the established criteria
   b. Consideration of the duties and responsibilities for the Chair and Vice-Chair roles
   c. Assessment of each candidate's stated interest and availability for the role
   d. If needed, input from current Board leadership and relevant committees

2. The nomination process should avoid creating an expectation that the Chair position rotates automatically based on tenure ("it's my turn" mentality).

3. The Nominating Committee shall formally recommend a slate of officers annually for the Board's consideration. The Board will consider the Nominating Committee's recommendation for officers as well as nominations from the floor.

4. Officers will be elected through formal Board vote, ensuring all eligible candidates receive fair consideration based on merit and qualifications.

Student Government Association – President's Report
Submitted by: *Katherine Hackney, ACC SGA President & N4CSGA Central Division Representative*
Date: October 9, 2025

Activities & Engagement

Clubs and Subs (September 10, 2025)
Clubs on campus were invited to set up tables to share information and encourage student participation. Students received a "club card," and after visiting three clubs, they returned to the SGA table to receive a free sub sandwich from Firehouse Subs, chips, and a drink. This event was a huge success, serving over **240 students** and boosting student awareness of campus organizations.

Constitution Day & National Voter Registration Day (September 17, 2025)
SGA collaborated with the History Club to host a celebration of Constitution Day and National Voter Registration Day. Students enjoyed red, white, and blue cupcakes, received pocket-sized Constitutions, and participated in history trivia. The **League of Women Voters** also joined us on campus to support voter registration efforts.

Fall Central Division Meeting (September 20, 2025)
The Executive Board attended the Fall Central Division Meeting at South Piedmont Community College. We were extremely pleased that **11 out of 16 schools** in our division participated, bringing **66 attendees** in total. Students engaged in meaningful discussions, collaborated on statewide issues, and helped move forward several motions that will strengthen our collective student voice.

Town Hall & Student Representative Training (September 26, 2025)
The SGA hosted our first Town Hall and Student Representative Training for club members and students interested in participating in the SGA General Assembly. The event included icebreakers, team-building activities, and a **Robert's Rules of Order** training session. Students enjoyed lunch while participating in leadership-building activities designed to prepare them for active involvement.

Campus Resource Fair & Haw Fest (October 1, 2025)
SGA hosted the Campus Resource Fair in collaboration with community partners, where students could connect with campus and local resources. Afterwards, we held **Haw Fest**, featuring games, activities, and free Chick-fil-A sandwiches provided by SGA. The event created a lively, fun, and informative atmosphere for all who attended.

First General Assembly Meeting (October 7, 2025)
Our first General Assembly meeting for this academic year brought together representatives from **18 clubs**, with a total of **27 attendees**. Students shared concerns about food and meal options on campus, the structure of 8-week classes, and upcoming campus events. The open dialogue demonstrated the importance of this new forum, and we look forward to growing participation throughout the year.

Upcoming Events

- **Trunk-or-Treat** – October 30, 2025 in the front parking lot by the Powell Building.

Looking ahead, the Executive Board is preparing to attend the **N4CSGA Fall Conference at Cape Fear Community College, October 17–19**.

N4CSGA Involvement

Over the last month, I have been actively involved in several N4CSGA committees and meetings addressing important statewide student issues:

- **Local Interactions & Finance Committees**: Working together to design initiatives supporting student financial literacy. A survey was distributed to students, and results will be shared with the Presidents' Association and the State Board of Trustees once

  finalized.

- **G.S.115 Ad-Hoc Committee & Local Interactions Committee**: Collaborating to address issues with the current general statute. We aim to have recommended changes ready for legislators by the beginning of the year. Local Interactions is also tracking additional bills of interest to students and posting updates on the N4CSGA website.

- **Conference Planning Committee**: Preparing activities and programming for delegates attending the upcoming Fall Conference.

- **CCLA (Community College Legislative Assembly) Committee**: Working closely with Mrs. Erica Gallian and students from YLA to prepare for the **January 23–24 event**, which will give students the opportunity to read, present, and debate bills as if they were members of the legislature.

Respectfully submitted,
Katherine Hackney
President, ACC Student Government Association
Central Division Representative, N4CSGA Executive Board

STATE ETHICS COMMISSION
POST OFFICE BOX 27685
RALEIGH, NC 27611
PHONE: 919-814-3600

September 26, 2025

The Honorable John P. Paisley, Chair
Alamance County Board of Commissioners

Via Email

Re: **Biennial Evaluation of Statement of Economic Interest – William Paul Gomory**
Member – Alamance Community College Board of Trustees

Dear Chair Paisley:

Our office has received a 2025 Statement of Economic Interest from **Mr. Bill Gomory** as a member of **Alamance Community College Board of Trustees** ("the Board"). We have reviewed it for actual and potential conflicts of interest pursuant to Chapter 138A of the North Carolina General Statutes ("N.C.G.S."), also known as the State Government Ethics Act ("the Act"), which requires that SEIs be evaluated every two years after initial evaluation.

Compliance with the Act and avoidance of conflicts of interest in the performance of public duties are the responsibilities of every covered person, regardless of this letter's contents. This letter, meanwhile, is not meant to impugn the integrity of the covered person in any way. This letter is required by N.C.G.S. § 138A-28(a) and is designed to educate the covered person as to potential issues that could merit particular attention. Advice on compliance with the Act is available to certain public servants and legislative employees under N.C.G.S. § 138A-13.

Chapter 115D provides for the establishment, organization, and administration of a system of community colleges throughout the State. N.C.G.S. §115D-14 grants the board of trustees of each institution the authority to acquire, hold, and transfer real and personal property, enter into contracts, institute and defend legal actions and suits, and exercise such other rights and privileges as may be necessary for the management and administration of the institution in accordance with the provisions and purposes of Chapter 115D. In addition, under N.C.G.S. §115D-58.7, trustees can designate banks, savings and loan associations, or trust companies as official depositories of the institution's funds.

We did not find an actual conflict of interest, but found the potential for a conflict of interest. The potential conflict identified does not prohibit service on this entity.

The Act establishes ethical standards for certain public servants, and prohibits public servants from: (1) using their positions for their financial benefit or for the benefit of their extended family or business, N.C.G.S. § 138A-31; and (2) participating in official actions from which they or certain associated persons might receive a reasonably foreseeable financial benefit, N.C.G.S. § 138A-36(a). The Act also requires public servants to take appropriate steps to remove themselves from proceedings in which their impartiality might reasonably be questioned due to a familial, personal, or financial relationship with a participant in those proceedings. N.C.G.S. § 138A-36(c).

Mr. Gomory is an At Large member of the Board of Trustees. He is self-employed as a business consultant, providing financial advice. He and his spouse own stock in many publicly traded companies, including AT&T and Realty Income Corp. He sits on the board of directors for the Alamance Community College Foundation. Because his consultancy could seek to do business with the College, Mr. Gomory has the potential for a conflict of interest. Accordingly, he should exercise appropriate caution in the performance of his public duties should an entity in which he has a financial interest come before the Board for official action.

In addition to the conflicts standards noted above, the Act prohibits public servants from accepting gifts from (1) a lobbyist or lobbyist principal, (2) a person or entity that is seeking to do business with the public servant's agency, is regulated or controlled by that agency, or has financial interests that might be affected by their official actions, or (3) anyone in return for being influenced in the discharge of their official responsibilities. N.C.G.S. § 138A-32. Exceptions to the gifts restrictions are set out in N.C.G.S. § 138A-32(e).

Finally, the Act mandates that all public servants attend an ethics and lobbying education presentation. N.C.G.S. § 138A-14. Please review the attached document for additional information concerning this requirement.

Please contact our office if you have questions concerning our evaluation or the ethical standards governing public servants under the Act.

Sincerely,

Susanne L. Sing

Susanne L. Sing, Compliance Analyst
State Ethics Commission

cc: William Gomory
Ana Fleeman, Executive Assistant to the President and Ethics Liaison

Attachment: Ethics Education Guide

STATE ETHICS COMMISSION

POST OFFICE BOX 27685
RALEIGH, NC 27611
PHONE: 919-814-3600

September 26, 2025

The Honorable John P. Paisley, Chair
Alamance County Board of Commissioners

Via Email

Re: **Biennial Evaluation of Statement of Economic Interest – The Hon. Steven J. Carter**
Member – Alamance Community College Board of Trustees

Dear Chair Paisley:

Our office has received a 2025 Statement of Economic Interest from **Commissioner Steve Carter** as a member of **Alamance Community College Board of Trustees** ("the Board"). We have reviewed it for actual and potential conflicts of interest pursuant to Chapter 138A of the North Carolina General Statutes ("N.C.G.S."), also known as the State Government Ethics Act ("the Act"), which requires that SEIs be evaluated every two years after initial evaluation.

Compliance with the Act and avoidance of conflicts of interest in the performance of public duties are the responsibilities of every covered person, regardless of this letter's contents. This letter, meanwhile, is not meant to impugn the integrity of the covered person in any way. This letter is required by N.C.G.S. § 138A-28(a) and is designed to educate the covered person as to potential issues that could merit particular attention. Advice on compliance with the Act is available to certain public servants and legislative employees under N.C.G.S. § 138A-13.

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We did not find an actual conflict of interest or the likelihood of a conflict of interest.

The Act establishes ethical standards for certain public servants, and prohibits public servants from: (1) using their positions for their financial benefit or for the benefit of their extended family or business, N.C.G.S. § 138A-31; and (2) participating in official actions from which they or certain associated persons might receive a reasonably foreseeable financial benefit, N.C.G.S. § 138A-36(a). The Act also requires public servants to take appropriate steps to remove themselves from proceedings in which their impartiality might reasonably be questioned due to a familial, personal, or financial relationship with a participant in those proceedings. N.C.G.S. § 138A-36(c).

Commissioner Carter is an At Large member of the Board of Trustees. He is an elected official for Alamance County.

In addition to the conflicts standards noted above, the Act prohibits public servants from accepting gifts from (1) a lobbyist or lobbyist principal, (2) a person or entity that is seeking to do business with the public servant's agency, is regulated or controlled by that agency, or has financial interests that might be affected by their official actions, or (3) anyone in return for being influenced in the discharge of their official responsibilities. N.C.G.S. § 138A-32. Exceptions to the gifts restrictions are set out in N.C.G.S. § 138A-32(e).

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Sincerely,

Susanne L. Sing

Susanne L. Sing, Compliance Analyst
State Ethics Commission

cc: The Honorable Steve Carter
Ana Fleeman, Executive Assistant to the President and Ethics Liaison

Attachment: Ethics Education Guide

Alamance Community College
Board of Trustees
SEI Filing & Ethics Education

Report of SEI Filing & Ethics Education					
Full Name	**Appointment Start Date**	**Appointment End Date**	**Last SEI Received Date**	**Last Education Received Date**	**Next Education Due Date**
Steven Carter	07/01/2021	06/30/2029	03/11/2025	09/13/2024	09/13/2026
Sylvia Munoz	07/20/2022	06/30/2026	04/14/2025	07/25/2024	07/25/2026
James Butler	07/01/2024	06/30/2028	01/21/2025	08/26/2024	08/26/2026
Kenneth Walker	07/03/2023	06/30/2027	03/13/2025	03/31/2025	03/31/2027
Grantlin Brooks	07/01/2025	06/30/2026	07/23/2025		01/01/2026
Roslyn Crisp	07/01/2025	06/30/2029	07/09/2025	02/06/2025	02/06/2027
Blake Williams	07/01/2015	06/30/2027	03/06/2025	09/12/2025	09/12/2027
William Gomory	07/01/2012	06/30/2028	01/15/2025	03/15/2024	03/15/2026
Powell Glidewell	8/29/2019	6/30/2027	4/4/2025	08/15/2024	08/15/2026
Ana Fleeman(EL)				07/24/2024	07/24/2026
Julie Emmons	07/01/2024	06/30/2028	04/10/2025	08/22/2024	08/22/2026
Tammy Karnes	01/27/2025	06/30/2026	02/05/2025	05/20/2025	05/20/2027
Walter Britt	07/01/2025	06/30/2029	06/30/2025	09/12/2025	09/12/2027

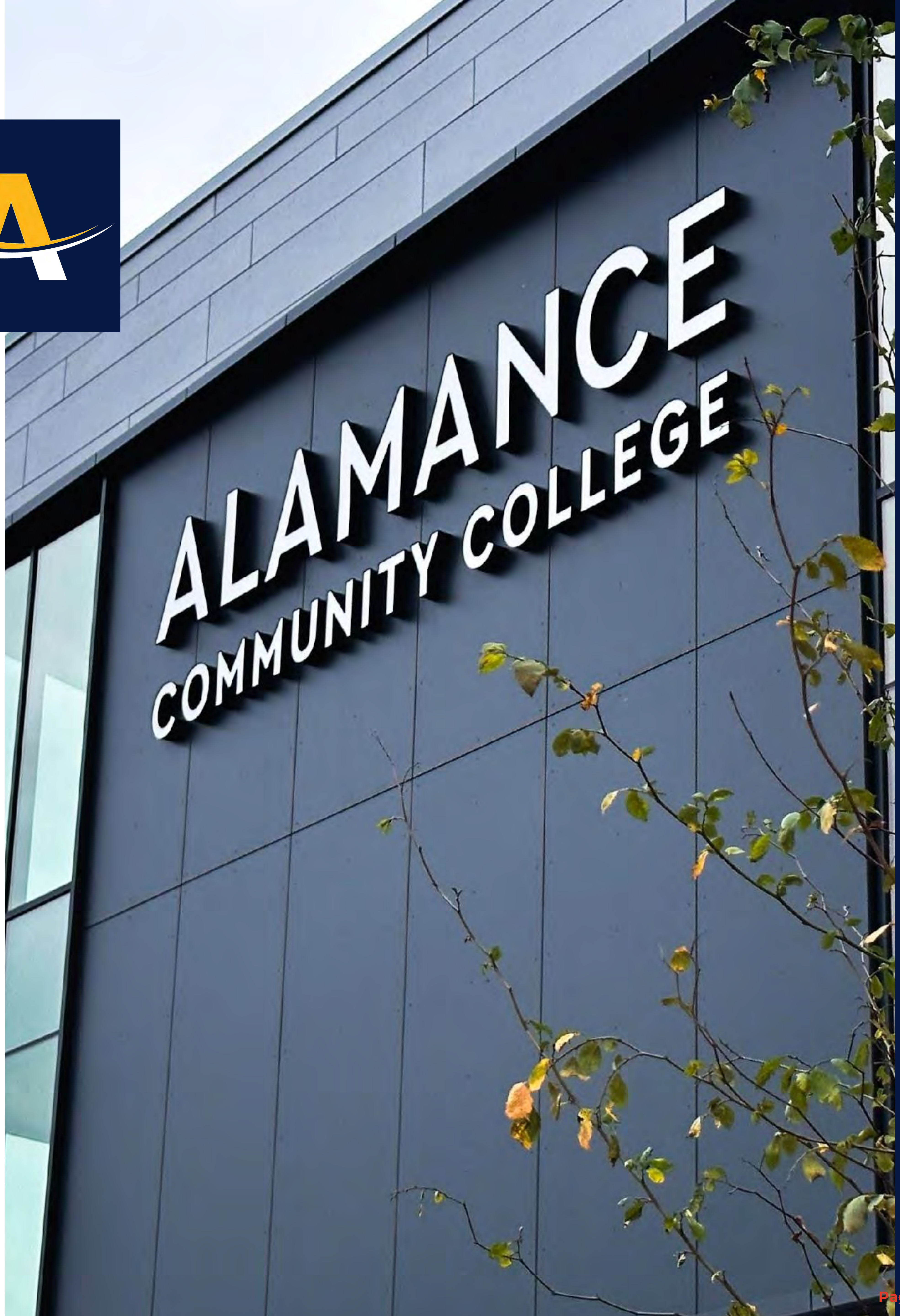
Transforming Communication

Element 451

Why the CRM Matters

The CRM matters because it **centralizes communication, streamlines outreach**, and **ensures consistency** across departments.

It allows us to **engage students**, **alumni**, and **community partners** more effectively while **reducing duplicate efforts** and **increasing efficiency.**



Marketing Smarter & Stronger

Targeted Campaigns: Ability to segment and send the right message to the right audience.

Data-Driven Decisions: Tracking opens, clicks, and engagement to refine strategies.

Prospect Generation: Assets to support various recruitment and communication strategies

Outcome: Marketing team now spends less time on manual outreach, more time on strategy and storytelling.

EMAILS SENT
1.9k

→

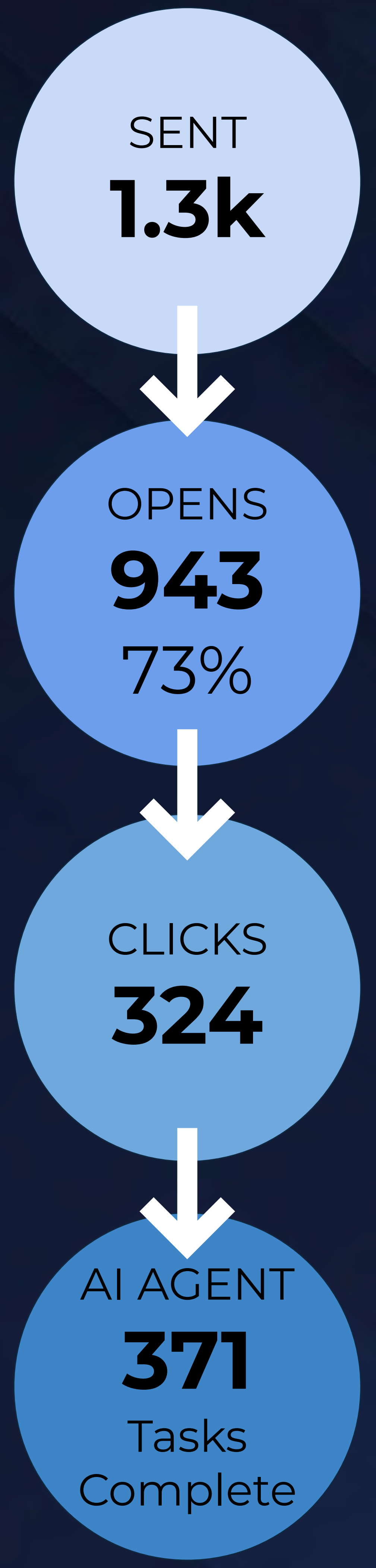
DELIVERY RATE
99.37%

Case Study: Leon's Law

Background: Leon's Law advocacy required timely, clear communication with stakeholders.

- **Case Study:**
  - **Sent 1,300 email to students**
  - **AI Bot was created to automatically seek out only students who had not completed the form inside of the sent email.**
    - In **one week**, 1,062 forms were completed and the Registrar was able to add copies of the completed forms to each student profile.

Key Takeaway: The CRM allowed us to send, track, adapt, and maximize impact during a critical initiative, all while saving time and manpower.



Estimated Hours Saved

92.75

Workforce Development Partnership

Challenge: Workforce Development team was sending **hundreds of emails weekly**, manually managing communications with employers and students.

Solution with CRM: Interest forms, automated workflows, consistent templates, and streamlined follow-ups including personalized, automated calls and emails.

Outcome:

- Reduced workload significantly for staff.
- Created **consistency** across the division.
- Faster, more professional communication with employers.

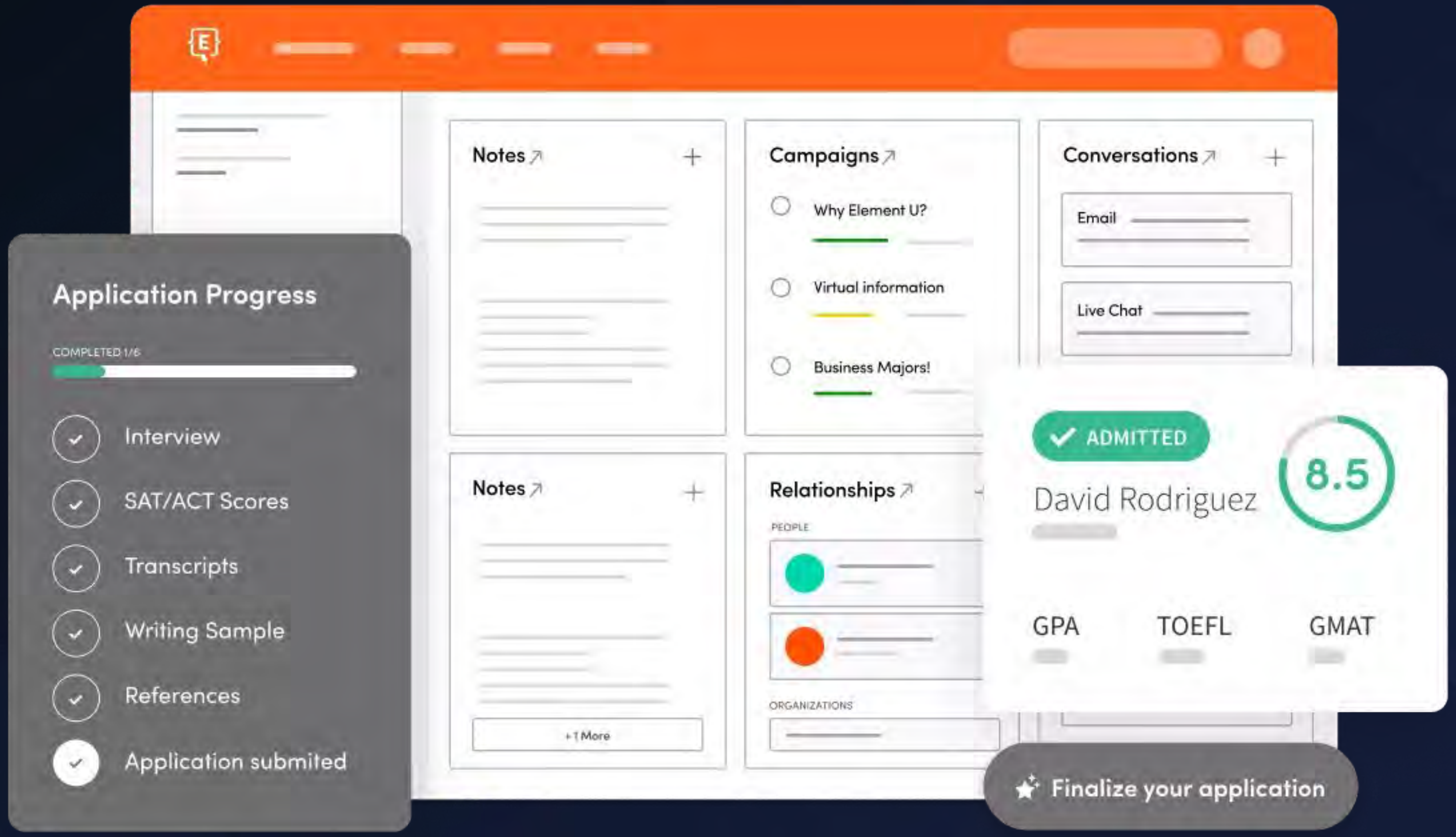
Broader Impacts

Consistency Across Divisions: Same voice, branding, and professionalism across all areas of the College.

EXAMPLE

Efficiency Gains: Less manual work = more focus on high-value student and community engagement.

Scalability: System is flexible enough to expand for other divisions (Foundation, Continuing Ed, etc.).

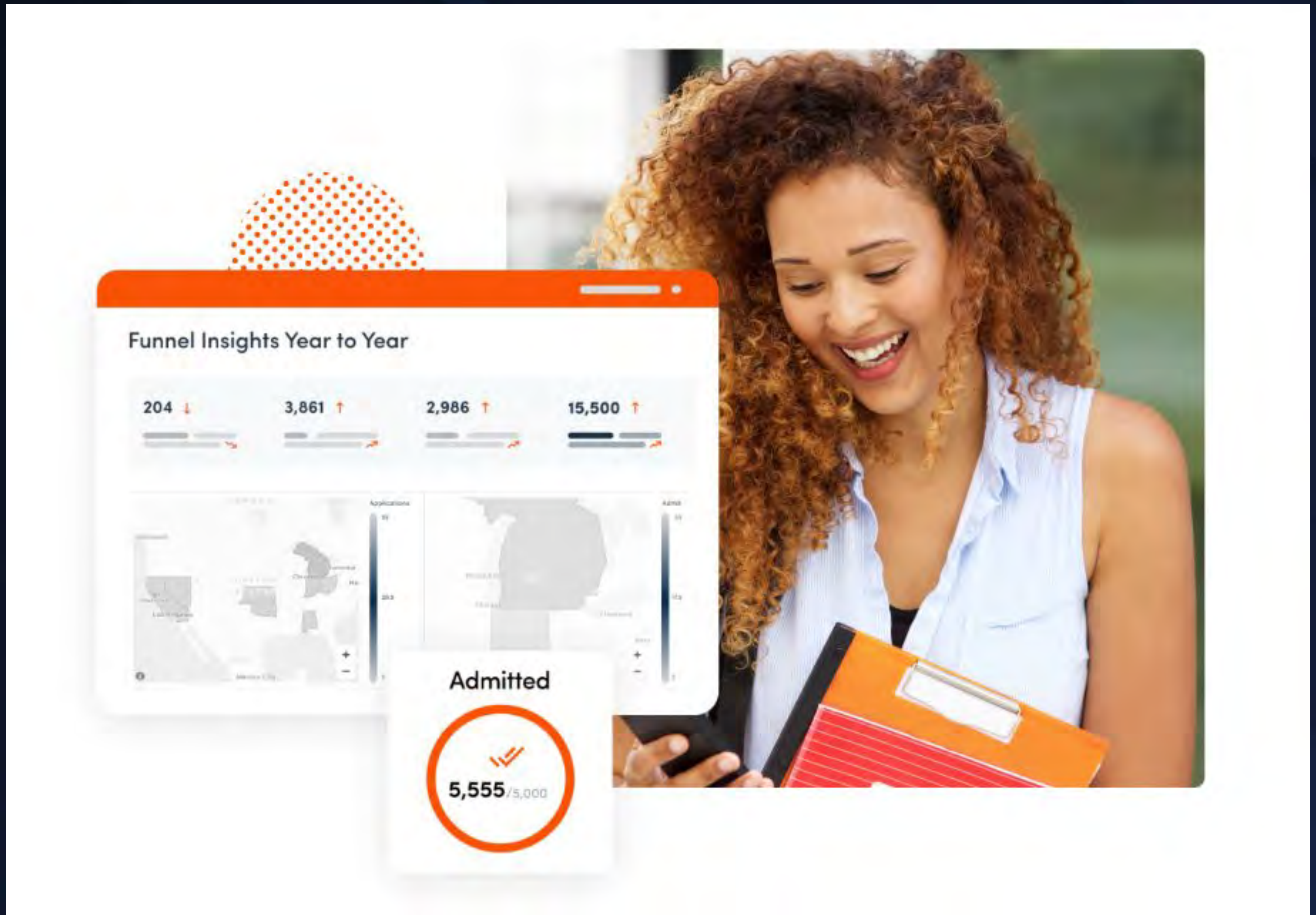


Looking Ahead

Expand CRM use to streamline student journey communications (admissions → graduation).

Deepen analytics & reporting to track ROI on campaigns.

Continue partnerships across divisions for consistent college-wide communication.

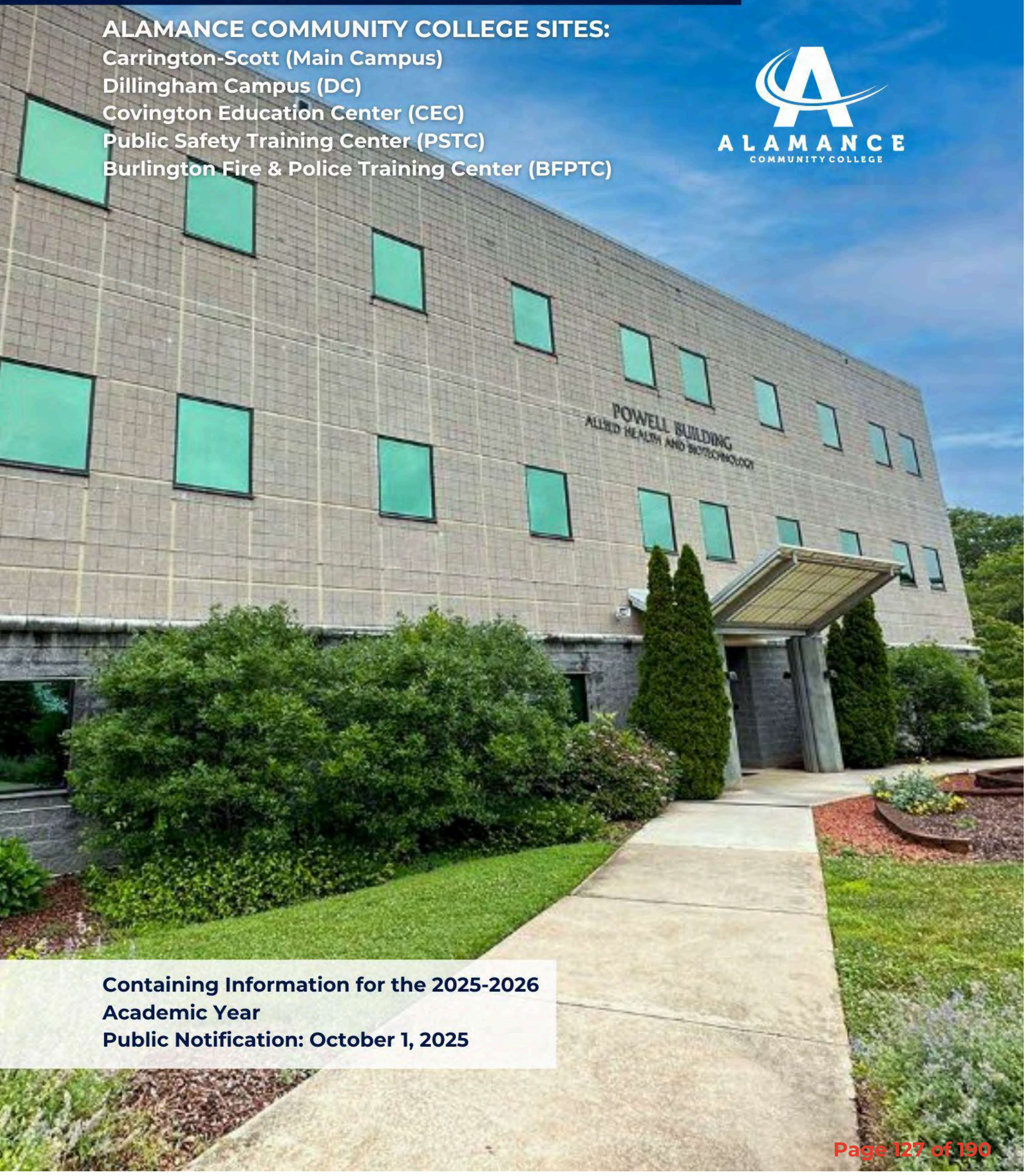


Questions?

2025 ANNUAL SECURITY REPORT

ALAMANCE COMMUNITY COLLEGE SITES:
Carrington-Scott (Main Campus)
Dillingham Campus (DC)
Covington Education Center (CEC)
Public Safety Training Center (PSTC)
Burlington Fire & Police Training Center (BFPTC)

ALAMANCE
COMMUNITY COLLEGE



Containing Information for the 2025-2026 Academic Year
Public Notification: October 1, 2025

Nondiscrimination Policy

In compliance with Title IX and Title VI of the Civil Rights Act, Alamance Community College does not discriminate in administering its programs and activities. No person shall be denied access to admission, employment or fair treatment, or in any way be discriminated against on the basis of race, color, sex, sexual orientation, religion, age, national origin or disability. The following person has been designated to handle inquiries of non-discrimination policies: TIX Coordinator G-105 Alamance Community College, 1247 Jimmie Kerr Road | PO Box 8000 | Graham, NC 27253 | 336.506.4133

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Annual Security Report

Campus Police and Security

Alamance Community College Public Safety Department is founded on a philosophy that advocates a proactive rather than a reactive approach to the safety of the College's students and facilities. Public Safety officers have a presence within College buildings and patrol parking areas. The Director of Public Safety regularly informs faculty and staff of issues pertaining to safety and security. Students and faculty/ staff are encouraged to report to the ACC Public Safety Department any suspicious activity. Policies regarding controlled substances, facility usage, sexual harassment, and response to assault can be found in the Curriculum Student Handbook. Student Handbook Yearly crime statistics are published on the College Website. Annual Security Report. Information on sexual assault prevention programs is available through the Office of Wellness and Student Support.

All campuses use cameras to record activity to aid in the investigation of incidents that occur on campus. These cameras are not monitored 24/7, but do continuously record activity. The Carrington-Scott Campus has Public Safety officers on call 24 hours a day. In an emergency ask any College employee for assistance or contact the College's Information Desk. Alamance Community College Police and Public Safety Officers have direct contact with Alamance County Dispatch Center. Public Safety Offices are in the following locations:

Carrington-Scott Security Office: Room A07 in the Main Building

Director of Public Safety Office: Room M378 in Main Building

Investigator's Office: Room M365A in Main Building

Room 104, Dillingham Center

Dillingham Center Security: Room 104

Emergencies: 911 or 4286 (if calling from an internal College telephone line (336) 506-4286 (if calling from cell or external telephone)

24-Hour Public Safety Officer Cell Phone: (336) 260-9203

Many services are handled by the receptionist/telecommunicator at the Information Desk. Receptionists/telecommunicators can help you with class locations, directions to specific areas, parking permits, and lost and found. Unclaimed lost and found items may be disposed of if not retrieved within a 180-day period in accordance with N.C.G.S 15.11.1 to 15.17.

The Alamance Community College Public Safety Department is committed to providing an impartial and comprehensive model of service and outreach to ensure that every member of Alamance Community College can safely learn and work on a campus in an environment of mutual respect and support. The department is committed to building trust and partnership with students, faculty, and staff across campus.

Preparation of the Annual Crime Statistics

The procedure for preparing the annual disclosure of crime statistics includes reporting statistics to the College Community obtained from the following sources: the Alamance Community College (ACC) Public Safety Department, local law enforcement agencies, including but not limited to the Alamance County Sheriff's Department, Burlington Police Department, Graham Police Department, Haw River Police Department, Elon Police Department, and Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported.

A written request for statistical information is made on an annual basis to all Campus Security Authorities (CSA). All of the statistics are gathered, compiled and reported to the College community via this publication, entitled "Alamance Community College Annual Security Report" (ASR) which is published by the ACC Public Safety Department. The ACC Public Safety Department submits the annual crime statistics published in this publication to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website and is also contained in the ASR.

A notification email is sent to every enrolled student and current employee on an annual basis. The email includes a brief summary of the contents of the ACC Annual Security Report. The email also includes the address for the ACC Public Safety Department website: https://www.alamancecc.edu/public-safety/index.php where the Annual Security Report can be found online along with information about how to request a hard copy of the publication. Links to the current ASR can also be found on the Admissions, Financial Aid, and Human Resources pages of the ACC website.

Reporting Crimes and Other Emergencies

Community members, students, faculty, staff, and guests are encouraged to accurately and promptly report all crimes, emergencies and public safety related incidents to Alamance Community College's (ACC) Public Safety Department.

To report a crime or an emergency on an internal ACC phone line at any Campus, call ACC Public Safety at Ext. 4286. Or, from outside the College phone system, 336-506-4286. To report a non-emergency security or public safety related matter, call ACC Public Safety at Ext. 4286 or, from outside the College phone system, call 366-506-4286.

Crimes should be reported to ACC Public Safety for the purposes of assessing the crime for distributing a potential Timely Warning Notice and for disclosure in the annual crime statistics.

Telecommunicators are available at these respective telephone numbers, Monday-Thursday from 7am-9pm, Friday from 7am-5pm, except when the ACC campuses are closed. A Public Safety Officer can be reached at 336-260-9203, 24 hours a day, 365 days a year. In response to a call, ACC Public Safety will take the required action, dispatching an officer or asking the victim to report to ACC Public Safety to file an incident report. All ACC Public Safety incident reports are forwarded to the Director of Public Safety. If assistance is required from local or state law enforcement agencies and/or the Graham Fire Department, ACC Public Safety will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including ACC Public Safety, will offer the victim a wide variety of services. Alamance Community College has a CARES Team with trained counselors who are available to assist a victim.

ACC Public Safety encourages accurate and prompt reporting of all crimes to the campus police and the appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report.

Limited Voluntary Confidential Reporting Procedures

The Alamance Community College Public Safety Department encourages anyone who is the victim or witness to any crime to promptly report the incident to the ACC Public Safety Department. Because police reports are public records under state law, the ACC Public Safety Department cannot hold reports of crime in confidence.

Confidential reports for purposes of inclusion in the Annual Disclosure of Crime Statistics can generally be made to other ACC Campus security authorities as identified below.

Anonymous Reporting

To report a crime anonymously, you can report a crime online at Crime Reporting Form. Or you can submit a tip through App P3 Tips, a mobile app for Crimestoppers which can be downloaded for free to any smartphone. You may also call 336-229-7100, the Alamance County Crime Stoppers Line or report online at www.p3tips.com.

Reporting to Other Campus Security Authorities

While the College prefers that community members promptly report all crimes and other emergencies directly to ACC Public Safety, some may prefer to report to other individuals or campus offices. The Clery Act designates many College personnel as “Campus Security Authorities” (CSA). The Act defines these individuals as an “official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.” CSAs report allegations of Clery Act Crimes to the Public Safety Department.

The College has identified many CSAs and designated the following offices as locations where campus community members may report crimes:

Official	Campus Address	Phone Numbers
Public Safety	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building A07	336-506-4286: Emergency 336-578-2002: Non-Emergency/Information Desk 336-260-9203: 24/Hr. Public Safety Officer Cellphone
Public Safety	1304 Plaza Drive Burlington, NC 27215 Dillingham Campus: 104	336-506-4181 336-526-4329
Student Life & Engagement	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building: 228	336-506-4829
Human Resources	1247 Jimmie Kerr Rd Graham, NC 27253 Gee Building: 1st Floor	336-506-4133 336-506-4273 336-506-4245
Student Support & Wellness	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building 233	336-506-4362
PACE Coaches	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building: 359	336-506-4395 336-506-5039 336-532-5027 336-506-4102
VP of Student Experience	1247 Jimmie Kerr Rd Graham, NC 27253 Gee Building: 228	336-506-4120
Title IX Coordinator	1247 Jimmie Kerr Rd Graham, NC 27253 Gee Building: 105	336-506-4133

Pastoral and Professional Counselors

Campus "Pastoral Counselors" and Campus "Professional Counselors", when acting as such are not considered to be a Campus Security Authority (CSA) and **are NOT** required to report crimes for inclusion in the Annual Disclosure of Crime Statistics.

Pastoral Counselor: An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

ACC Public Safety Department does not have a voluntary confidential reporting procedure and therefore, professional and pastoral counselors cannot notify their clients of that type of reporting option at Alamance Community College.

Arrest Authority and Working Relationships

There are at least 14 uniformed personnel, security officers within the Alamance Community College (ACC) Public Safety Department, as well as, three sworn police officers, commissioned and licensed by the North Carolina government. ACC sworn police officers have the authority to enforce North Carolina state laws and ACC policies AND are authorized to make arrests on ACC owned, leased, or controlled property. The jurisdiction of the ACC sworn police officers includes property that is owned, leased or controlled by the institution, as well as streets running through or adjacent to the campus.

The ACC Public Safety Department maintains a close working relationship with Graham Police Department and Burlington Police Department. The ACC Public Safety staff occasionally works with other law enforcement agencies including Alamance County Sheriff's Department, Elon Police Department, Elon University Campus Safety and Police, Haw River Police Department, Mebane Police Department and the North Carolina Highway Patrol. Meetings are held between the leaders of the agencies, on both a formal and informal basis. The officers of ACC Police, Graham Police and Burlington Police Departments communicate regularly on the scene of incidents that occur in and around the campus area.

There is no written Memorandum of Understanding between the ACC Public Safety Department and Graham Police Department or Burlington Police Department regarding any issues, including the investigation of criminal incidents. ACC Public Safety Department is a partner in the Alamance County Project Safe Neighborhood program. ACC Public Safety Department is also a partner in a Mutual Aid Agreement among all the local law enforcement agencies in Alamance County, including Alamance County Sheriff's Department, Burlington Police Department, Elon Police Department, Mebane Police Department, Graham Police Department, Gibsonville Police Department, Haw River Police Department, and Elon University Campus Safety and Police. The ACC Public Safety Department investigators work closely with the investigative staff at Graham Police Department, Burlington Police Department and the State Bureau of Investigation when incidents arise that require joint investigative efforts, resources and crime related reports, and information is exchanged, as deemed necessary.

Monitoring of Student Organizations

Alamance Community College does not have any residential students; therefore, it does not have any officially recognized student organizations that have housing facilities "off-campus", i.e., non-campus facilities.

Access to and Security of Campus Facilities

The Alamance Community College Carrington-Scott Campus (Main) is part of the city of Graham, North Carolina and, as such, is open to the public. The Academic and Administrative buildings are open to the public, at a minimum, during normal business hours. Some buildings have individual hours and the hours may vary at different times of the year. Access to some of these buildings is also controlled by card access after normal business hours, and all of these buildings have varied levels of access. Most Academic and Administrative buildings do not have an ACC Public Safety Officer assigned to them. However, ACC Public Safety officers patrol the Academic and Administrative buildings on a regular basis. For information about the access protocol for a specific building or campus, contact ACC Public Safety at 336-506-4286.

The Alamance Community College Dillingham Campus is part of the city of Burlington, North Carolina and, as such, is open to the public. This Academic/Administrative building is open to the public, at a minimum, during normal business hours. Access to this building is controlled by card access after normal business hours.

The Dillingham Campus (DC) does have an ACC Public Safety Officer assigned at the Campus during operational hours.

The Public Safety Training Center (PSTC) is located in Alamance County, North Carolina. It has limited public access. As a gated campus, the gates are open from 7 am-7 pm. After 7 pm, a security code is required to gain access. The BLET Center does not have an ACC Public Safety Officer assigned to it but is regularly patrolled by security officers from the Main Campus.

The Burlington Fire and Police Training Center (BFPTC) is located in Haw River, North Carolina. It has limited public access. As a gated campus, the gates are open from 7am-7pm. After 7 pm a security code is required to gain access. The BFPTC does not have an ACC Public Safety Officer assigned to it.

The Covington Educational Center (CEC) is located in Alamance County. It is not open to the public and is controlled by a coded locked gate. The CEC does not have an ACC Public Safety Officer assigned to it but is regularly patrolled by security officers from the Main Campus.

Maintenance of Campus Facilities

Facilities and landscaping are maintained by the contractor, Aramark, for both the Main Campus, the Dillingham Campus, and the Public Safety Training Center. Aramark can be reached at 336-506-4117. ACC Public Safety regularly patrol all three campuses and report malfunctioning lights and other unsafe physical conditions to Facilities Management and Aramark for correction. Other members of the College community are helpful when they report equipment problems to ACC Public Safety or to Facilities Management or to Aramark.

Facilities and landscaping are maintained by the city of Burlington for the Burlington Fire and Police Training Center.

Facilities are maintained by the contractor, Aramark, and landscaping is maintained by the ACC Horticulture Department for the Covington Education Center.

Security Training

The Alamance Community College Public Safety Department Nonsworn Officers protect and serve the campus community faithfully. All members of the Department receive yearly safety training including but not limited to:

- Crime Prevention
- First Aid
- AED
- CPR
- Investigations
- Security Technology
- Threat Assessment
- Special Event Management
- Parking
- Bloodborne Pathogen training
- Narcan training

The Alamance Community College Public Safety Telecommunicators attend the North Carolina Telecommunicator Certification Class, as well as yearly training in the following areas:

- First Aid
- AED
- CPR
- Bloodborne Pathogen training
- Narcan training

Security Procedures

Alamance Community College Public Safety Department has established a number of procedures related to ensuring a safe campus community. These procedures include:

- Security Personnel patrol the Main Campus
- Security Personnel are present at the Dillingham Campus Monday through Thursday, from 7am-10pm, and Friday/Saturday 7am-5pm for scheduled classes.
- Code of Conduct: Faculty/Staff and Student
- Standardized Operation Procedures
- Traffic Control
- Visitor Management
- Motor Vehicle Accident Response
- Medical Call Response

Crime Prevention Programs

The Alamance Community College Public Safety Department is committed to raising the level of crime awareness on campus in an effort to prevent criminal activity. The following are some of the programs offered by the department:

Emergency Phones

Emergency phones are located throughout most campus buildings at all the campuses. These phones provide individuals on campus with access to the Public Safety Department in the event of an emergency.

Security Escort Program

The security escort service is provided by Public Safety officers when they are available. Escorts are available to the parking areas, or to and from classes, and can be requested at the Information Desk in the lobby of the Main Building. Some waiting time may be necessary.

CCV (Close Circuit Video)

The Alamance Community College Main and Dillingham campus have more than 225 surveillance cameras. Cameras are also located at the Covington Education Center and the Public Safety Training Center. These cameras have a deterrent effect and also aid in the investigation of incidents that occur on campus. Please note these cameras are not monitored 24/7/365.

Lock It or Lose It

Observant Public Safety Officers at the Dillingham Campus, noticing that students were frequently leaving their cars unlocked, developed a flier to place on windshields of unlocked cars to encourage students to be diligent in locking their cars before entering the building.

Security Awareness Programs

Public Safety Officers can be requested to present security related information to various groups on campus. In the past, members of security have spoken at faculty/staff meetings, professional development sessions, employee orientations, and classes. Topics may include college safety, security procedures, crime prevention strategies, and safely dealing with persons in mental crisis. The Public Safety Department has also invited members from outside agencies with specialized knowledge to give presentations on campus.

To arrange a presentation, contact the Public Safety Director at 336-506-4202.

ACC Public Safety manned a table and passed out informational pamphlets regarding drug and alcohol abuse, as well as, safety whistles from our "Blow the Whistle" crime prevention program at the Dillingham Campus Fall Festival on October 31, 2024.

ACC Public Safety manned a table and passed out informational pamphlets for Public Safety, Drug and Alcohol abuse, Domestic Violence, Hazing, and Community Guides to Resources at the Dillingham Campus Resource Fair on April 24. 2025.

Threat Assessment Team

Alamance Community College has established a Threat Assessment Team led by the Director of Student Support and Wellness. The objective of the Threat Assessment Team is to put in place a structured process for evaluating potentially threatening situations that occur at the College. This multidisciplinary team is comprised of the Director of Public Safety, Vice President of Student Experience, and the Director of Student Support and Wellness.

C.A.R.E Team

The Alamance Community College has established a C.A.R.E (Campus Assessment Response and Education) team. This team is a cross-functional, multidisciplinary group focused on prevention and early intervention to address situations of concern involving the College community.

Daily Crime Log

Alamance Community College Public Safety Department maintains and publishes a Daily Crime Log consisting of all reported crimes occurring in ACC's Clery Geography. The Daily Crime Log records specific information about all criminal incidents reported to ACC's Public Safety Department, and at a minimum include the following required elements: (1) The nature of the crime; (2) The incident number; (3) The date the crime was reported; (4) The date and time the crime occurred; (5) The general location of the crime; and (6) the disposition of the complaint. Entries in the Crime Log, and changes in the disposition of a complaint, will be recorded by ACC Public Safety within two business days of the receipt of the report. ACC is not required to update the disposition of a crime log entry if the disposition changes after 60 days have passed; however, ACC Public Safety may choose to do so.

ACC Public Safety may temporarily withhold entries from the Daily Crime Log only if there is clear and convincing evidence that the release of information would: (a) jeopardize an ongoing investigation; (b) jeopardize the safety of an individual; (c) cause a suspect to flee or evade detection; or (d) result in the destruction of evidence. Once the information is no longer likely to prove harmful, ACC Public Safety Department will make the entry on the Daily Crime Log. If an entry is delayed, ACC Public Safety will clearly document the reason for doing so.

The Daily Crime Log is available 24 hours a day to the public on the Alamance Community College Website: Daily Crime Log and is available in hard copy by request made to the ACC Public Safety Department in person during normal business hours at the Main Campus: 1247 Jimmie Kerr Road, Graham, North Carolina 27253, Main Building, Room A07, the Dillingham Campus: 1304 Plaza Drive, Burlington, North Carolina, 27215, Room 104, in the Portable Classroom at the Covington Education Center, 2610 Jim Minor Road, Mebane, NC 27302, and at the Public Safety Training Center, 2659 Sandy Cross Road, Burlington, NC 27217.

Upon request, ACC Public Safety will provide a copy of the Daily Crime Log beyond 60 days for viewing within 48 hours of notice.

Timely Warning Notifications

Circumstances

Timely Warning Notices are usually distributed for the following Uniform Crime Reporting Program (UCR) National Incident Based Reporting System (NIBRS) Classifications: major incidents of arson, murder/non-negligent manslaughter, and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by Alamance Community College Public Safety Department. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to the other campus community members and a Timely Warning Notice would not be distributed. In cases involving sexual assault, they are often reported long after the incident occurred, thus, there is no ability to distribute a “Timely” Warning Notice to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by the ACC Public Safety Department.

The Director of Public Safety or designee reviews all reports to determine if there is a serious or on-going threat to the community and if the distribution of a Timely Warning Notice is warranted. Timely Warning Notices may also be posted for other crime classifications, as deemed necessary.

Preparation and Distribution

The notifications are generally written by the Director of Public Safety or a designee, and they are approved and distributed to the community by the same. Updates to the Campus community about any particular case resulting in a Timely Warning Notice may be distributed via the AlertAware system, may be sent through blast email, may be posted on the Alamance Community College Website and other social media sites.

The intent of a Timely Warning Notice is to enable members of the Campus community to protect themselves. A Timely Warning Notice will include information that promotes safety and aids in the prevention of similar crimes. The Timely Warning Notice contains the following information:

- Date and time or timeframe of the incident
- A brief description of the incident
- Suspect description when deemed appropriate and if there is sufficient detail
- Public Safety contact information
- Information that will promote safety and potentially aid in the prevention of similar crimes (Crime prevention and/or safety tips) and, other information as deemed appropriate by the Director of Public Safety or his/her designee

Manner of Dissemination

In an effort to provide Timely Notice to the College community, and in the event of a crime which may pose a serious or on-going threat to members of the College community, a Timely Warning Notice is distributed to all students and employees via the AlertAware notification system, which is an opt-out system. The Alert Aware system will deliver the Timely Warning Notice via phone message, push notification, email, text and computer alert for College computers. The Notice may be supplemented with public address speaker announcements and/or message boards on a case-by-case basis at the discretion of the Director of Public Safety.

Pastoral & Professional Counselor Exemption

Alamance Community College is not required to issue a Timely Warning Notice with respect to crimes reported to a pastoral or professional counselor.

Confidentiality

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of the victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

Emergency Management at ACC

The Alamance Community College Public Safety Department is responsible for the Emergency Response Plan (ERP). This plan is an all-hazards disaster response and emergency management plan that complies with FEMA guidelines for Higher Education and includes planning, mitigation, response, and recovery actions.

Priorities

Life, safety, infrastructure integrity, and environmental protection during an emergency

Coordination with college departments to develop, maintain, test and evaluate the Public Safety Emergency Plan

Cooperation, integration, and mutual aid with local, state and federal planning, response, and public safety agencies.

A summary of the College's emergency response plan is located at Emergency Response Plan. Human Resources provides a copy of the Emergency Response Plan to all new fulltime employees during orientation. It is also sent out to employees with the notification regarding annual Safe Colleges Training. Paper copies are also distributed throughout the college.

Drills, Exercises, and Training

To ensure the College's emergency management plans remain current and actionable, the College conducts periodic preparedness exercises. These exercises may include tabletop, functional, or full-scale exercises. The College conducts after-action reviews following all emergency management exercises and significant real-world events.

Emergency Notification

Immediate Issuance

In the event of an emergency, Alamance Community College will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the College community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees and visitors.

Confirmation

The Alamance Community College Public Safety Department staff is responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders, and/or the National Weather Center.

Segments

The Director of Public Safety will collaborate with Senior Administrators and/or Public Information and Marketing to determine the content of the message and will use some or all of the systems described below to communicate the threat to the Campus Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

Content and Initiate

The Director of Public Safety and Public Information and Marketing will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat.

These systems include the AlertAware notification system, which can notify via phone message, push notification, text, email and/or computer alert, as well as, the public address system, message boards and fire alarms.

Without Delay

The ACC Public Safety Department will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to Graham Police Department, Graham Fire Department, Alamance County EMS and/or Alamance Sheriff's Department), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Larger Community

The Alamance County Emergency Management and/or local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents and other interested parties. The larger community can also access emergency information via the College homepage and/or social media.

Follow-Up Information

Follow-up information will be distributed using some or all of the identified communication systems (except fire alarm).

Timely Warning Notification Not Required for Same Circumstances

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a Timely Warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Title IX and Sexual Misconduct Policies

Alamance Community College (the "College" or "ACC") is committed to providing an educational environment in which all employees and students, without regard to sex, sexual orientation or gender identity, have a right to work and learn free from sexual harassment and sexual violence. Sexual misconduct is prohibited, and the College will promptly, fairly, and impartially address complaints through its Title IX procedures. This policy applies to sexual misconduct that occurs within the scope of the College's educational programs and activities (both on-campus and off-campus) against a person in the United States. The College will provide supportive measures as well as complaint resolution options to its students, applicants, and employees who are alleged victims.

When a sexual misconduct complaint falls outside the jurisdiction of Title IX, the College will apply its student conduct procedures (See Policy 5.3.2 - Student Code of Conduct and Policy 5.3.6 - Student Grievance) or employee grievance procedures (Policy 3.3.8 - Grievance Policy and Procedure - Non-Student) as appropriate to the particular complaint.

Sexual harassment and sexual violence are deemed forms of sex discrimination prohibited by Title IX of the Educational Amendments of 1972 (and Title IX Final Rule 2020) which prohibits sex discrimination against students and employees in educational institutions which receive federal funds and by Title VII of the Civil Rights Act of 1964, as amended, which prohibits sex discrimination in employment and by North Carolina General Statutes 136-16.

I. Definitions and Prohibited Conduct

Prohibited conduct under Title IX includes the following:

Sexual harassment as defined in Title IX Final Rule 2020:

- An employee of the College conditioning educational aid, benefit or service on an individual's participation in unwelcome sexual conduct (quid pro quo harassment) as prohibited in the Title IX Final Rule 2020.
- Offenses defined in the Clery Act and the US Violence Against Women Reauthorization Act of 2013 (including sexual assault, dating violence, domestic violence, and stalking on the basis of sex prohibited in Title IX Final Rule 2020).
- Unwelcome conduct that a reasonable person would find so severe, pervasive and objectively offensive that it denies a person equal educational access, as prohibited in Title IX Final Rule 2020.

Any form of sexual violence. These are physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability or a medically diagnosed impairment. Sexual violence includes:

- VAWA and Clery Act offenses
- Any form of sexual violence defined as a criminal sex crime in North Carolina G.S. 14-27.1 and G.S. 50B - 1 (including rape, sexual battery and sexual coercion).

Unwelcome verbal and/or physical conduct of a sexual nature or with sexual implications, based on sex or sexual stereotyping, when the conduct is sufficiently severe or pervasive as to create a hostile work or learning environment when evaluated from the standpoint of a "reasonable person" and consistent with First Amendment protections of free speech and academic freedom.

Definitions

Sexual harassment is a specific form of discriminatory harassment and an unlawful discriminatory practice. Sexual harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, dating violence, domestic violence, and stalking, all of which are defined below. For the purposes of this policy, sexual harassment is defined as unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education programs or activities. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

The **complainant** is an individual who is the reported victim of conduct that could constitute sexual misconduct. The **respondent** is an individual who has been reported to be the perpetrator of conduct that could constitute sexual misconduct.

Sexual assault is any sexual act directed against another person, without the consent of the complainant, including instances in which the complainant is incapable of giving consent. This includes:

- Forcible rape, which is defined as penetration, no matter how slight, of the vagina or anus with a body part or object, or oral penetration by a sex organ or other person, without the consent of the complainant.
- Forcible sodomy, which is defined as oral or anal sexual intercourse with another person, forcibly, and against that person's will (non-consensually), or not forcibly against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sexual assault with an object, which is defined as the use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Forcible fondling, which is defined as the touching of the private body parts of another person for the purposes of sexual gratification, forcibly, and/or against that person's will (non-consensually), or not forcibly against that person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Incest, which is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by North Carolina Law.
- Statutory rape, which is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent of North Carolina.

Dating Violence is defined as violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence is defined as violence, on the basis of sex, committed by a current or former spouse or intimate partner of the complainant by:

- A person with whom the complainant shares a child in common, or
- A person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner, or

- A person similarly situated to a spouse of the complainant under the domestic or family violence laws of North Carolina, or
- Any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of North Carolina.

To categorize an incident as domestic violence, the relationship between the respondent and the complainant must be more than two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

Stalking is defined as engaging in a course of conduct, on the basis of sex, directed at a specific person, that would cause a reasonable person to fear for his or her safety, or the safety of others, or suffer substantial emotional distress. For the purposes of this definition:

- "Course of conduct" means two or more acts, including but not limited to, acts in which the respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.
- "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the complainant.
- "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily require, medical or other professional treatment or counseling.

Consent is an agreement between participants to engage in sexual activity. It is defined as voluntary, freely given, informed, positive and cooperative in act and attitude, revocable at any time, and ongoing throughout a sexual encounter. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous dating or marital relationship shall not be sufficient to constitute consent. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Persons who are related to each other within the degrees wherein marriage is prohibited by law cannot consent to sexual intercourse with each other. Consent may not be assumed. If there is any ambiguity or confusion, a person involved should stop the activity to clarify and confirm consent. Once consent is withdrawn, the sexual activity must stop immediately.

Consent is not freely given if:

- It is obtained through the use of force, through the fear or threat of force, intimidation, coercion, or by kidnap;
- The individual has acted or spoken in a manner which expresses they refuse to give consent; or
- The complainant was unable to give consent for any of the following reasons:
    - The individual is unable to make an informed decision due to incapacitation,
    - The individual is unconscious, asleep, or suffering from shock,
    - The individual is under the statutory age of consent, or
    - The individual has a permanent or temporary mental disorder or development or physical disability, and therefore is legally unable to give consent.

For the purposes of this definition:

- "Coercion" is the practice of forcing another party to act in an involuntary manner by use of intimidation or threats or some other form of undue pressure or force. Coercion may include the use of emotional manipulation to persuade someone to do something the person does not want to do.
- "Incapacitation" is the state where someone cannot make rational, reasonable decisions due to lack of capacity to give knowing consent (e.g., to understand the "who, what, when, where, why, and how" of the sexual interaction) due to alcohol, prescribed medication, predatory drugs, or other drugs.

Bystander Interventions and Risk Reduction

Every member of the ACC community can play a role in facilitating safe and positive preventative measures. The entire College community is encouraged to be an active bystander. It is important to note that if someone is assaulted, it is never their fault; however, bystanders can use the three options provided below to intervene to prevent harm or potential harm:

- **Direct:** Approach the situation directly. Say, “What’s going on?” or “Where are you going?”
- **Delegate:** Contact the ACC Public Safety Department or find a friend to intervene.
- **Distract:** Do something to take attention away from the situation. Say, “The police are coming,” or do something to distract.

In addition to bystander interventions, risk reduction strategies include the following:

- Get clear, unambiguous consent for every aspect of sexual activity.
- If someone says “no” or looks uncomfortable, stop what is happening.
- Communicate boundaries and expectations.
- Have backup plans. Sometimes plans change quickly. Download a rideshare app, like Uber, or keep the number for a reliable cab company on hand.
- When alcohol is involved:
  - Whenever going out in a group, plan to arrive together and leave together and if necessary, communicate early departures to the group.
  - Know what is being served. Don’t recognize an ingredient? Look it up. Be wary of large-batch drinks like punches that may have deceptively high alcohol content.
  - Don’t leave a drink unattended.
  - Don’t accept drinks from strangers or acquaintances.
  - Be aware of sudden physical changes that could signal inebriation.

II. Reporting Options

Any person may report sexual misconduct (harassment or violence) to one or more of the following: The Title IX Coordinator (who is ACC’s Director of Human Resources), a College “responsible employee,” a College “counselor/ advisor,” their employment supervisor, a College Public Safety official, a local law enforcement officer, a local medical professional, a local mental health professional, or a pastoral counselor. A report may be made in person, by mail, by telephone, or by email. A third-party complaint, made on behalf of someone else who has been the victim of sexual misconduct/harassment/violence, will be investigated by ACC. Complainants should be aware it may be difficult to keep the victim’s identity confidential during the investigation because of the circumstances of the charge.

Upon receipt of a complaint, the Title IX Coordinator will determine whether the complaint meets the condition of the Title IX Final Rule 2020. If so, the Title IX response process will be initiated. If not, the complaint will be referred to the appropriate student conduct or employee grievance contact person.

Responsible Employees

College “responsible employees” are all faculty members, administrators, and support staff (including student employees and contracted service providers) except the Title IX Coordinator and designated “counselors/ advisors”; all student services staff members except designated “counselors/advisors”; and ACC Public Safety staff. A “responsible employee” shall report to the College’s Title IX Coordinator or designee relevant details of instances of sexual misconduct made known to him/her, and he/she shall inform the complainant of his/her right to file a Title IX complaint with the College and to report a crime to ACC Public Safety and/or local law enforcement.

Counselors/Advisors

College “counselors/advisors” are not considered “responsible employees” for reporting purposes but are counselors/advisors whom students or employees may consult confidentially for support and information. These designated individuals are the Director of Wellness and Student Support, Coordinator of Accessibility Services, and counselor trainees working under the supervision of a professional counselor, ACC-selected/appointed sexual assault responders designated and appointed for a term of service by the Vice President of Student Experience, and ACC-approved third parties providing confidential counseling services on the campuses or by referral. These “counselors/advisors” are not required to report incidents except as described below, and they will provide information about support services students can use whether or not they file a complaint on campus or with off- campus authorities. "Counselor/advisors" will report incidents under certain specific circumstances, including an informed consent release by the complainant, a threat of harm to self or others, a court order, or harm to minors (NCGS 14-27.5).

Supportive Measures

In all cases, the Title IX Coordinator will contact the complainant confidentially to discuss the availability of supportive measures and to explain the process for filing a formal complaint. Supportive measures are individualized, reasonably available services designed to ensure equal educational access, protect safety, or deter sexual harassment. The measures must be non-punitive, non-disciplinary, and not unreasonably burdensome to the accused party.

Supportive measures are available to both complainants and respondents before or after the filing of a formal complaint, or where no formal complaint has been filed. The College will maintain as confidential any supportive measures provided to the parties, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the supportive measures. The College is obligated to comply with a student's reasonable request for an academic situation following an alleged sex offense.

Supportive measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroups
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Academic support, extensions of deadlines, or other course or academic program-related adjustments
- Timely warnings
- Class schedule modification, withdrawals, or leaves of absence
- Increased campus police and security to monitor certain areas of campus
- Any other actions deemed appropriate by the Title IX Coordinator

No-Contact Orders may be imposed at the request of a party or at the discretion of the Title IX Coordinator. When a No-Contact Order is put in place, the party or parties must refrain from:

- Approaching one another at any time
- Calling one another at any time
- Communicating electronically (email, social media, text message, etc.)
- Other forms outlined in the No-Contact Order that may be required specific to the items of the case

Written Notification of Rights and Services

When a student or employee reports he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether on or off campus, the College will provide written notification to the student or employee about his/her rights and options both within the institution and the community. This written notification is titled, "Written Notification of Rights and Options."

The College will provide written notification to victims about options for available assistance in and how to request changes to academic, transportation, and working situations or protective measures.

Time Limits and Response Timeline

There is no time limit to invoking this policy to respond to alleged sexual misconduct. However, complainants are encouraged to report allegations of sexual misconduct immediately in order to maximize the College's ability to obtain the relevant information and witness testimony needed to complete a thorough and impartial investigation.

The College will strive to resolve complaints within 60 days of the initial report (not including appeal processes) unless fact-finding is delayed to defer to the law enforcement evidence gathering, or if other "good cause" delays or special circumstances such as College break periods apply. The complainant and respondent will be notified in writing of extensions and delays.

III. Confidentiality

In general, the College will obtain consent from the complainant before beginning a Title IX or other investigation. The College will keep confidential the identity of complainants, respondents, and witnesses except as permitted by FERPA, as required by law, or as potential criminal conduct. College officials reserve the authority to determine, consistent with State and local law, whether appropriate law enforcement authorities should be notified. If the College determines the alleged perpetrator poses a serious and immediate threat to the College community, the Director of Public Safety will be called upon to issue a Timely Warning Notification to the community as required by the Clery Act. Such a warning does not include information that identifies the victim.

If the complainant requests confidentiality or asks that the complaint not be pursued, the College will take reasonable steps to investigate and respond to the complainant consistent with the complainant's request. The College will inform the complainant that its ability to respond may be limited. The College's Title IX Coordinator or designee will evaluate the complainant's request for confidentiality in the context of ACC's obligation to provide a safe environment for students and employees, and will inform the complainant prior to starting an investigation if it cannot ensure confidentiality. At minimum in every case of reported sexual harassment and sexual violence, an anonymous report of the incident must be provided by the Title IX Coordinator to ACC Public Safety staff in order to comply with campus crime reporting (Clery Act) requirements.

The College will maintain as confidential any accommodations or protective measures provided to students or employees, to the extent that confidentiality does not impair the ability of the College to provide the protective measures and does not infringe on the due process rights of an accused person.

IV. Retaliation

Those who make complaints or otherwise participate in investigative and/or disciplinary processes under this policy are protected from retaliatory acts. No employee or student may engage in interference, coercion, restraint, or reprisal against any person alleging sexual misconduct. Perpetrators of retaliation will face disciplinary action. Likewise, claims of sexual misconduct that are substantiated as malicious or frivolous may result in disciplinary action against the instigator.

V. Informal Resolution Options

The complainant has the right to end an informal resolution process at any time and pursue formal resolution.

1. Confidential consultation with the Title IX Coordinator or designee for support, information, and/or exploration of possible actions.
2. Confidential counseling and referral: "Counselors/advisors" as designated in the policy may counsel a student confidentially to provide support, information, referral, and/or exploration of possible actions.
3. For complaints subject to the Title IX Final Rule 2020, the two parties can agree to engage in an informal resolution process in lieu of a formal investigation, except in cases that allege quid pro quo harassment. Both parties must give voluntary, informed, and written consent. Informal resolution options are not available under the Title IX Final Rule 2020 when the accused person is an employee.
4. Informal voluntary mediation, contingent on the availability of qualified mediators and on the voluntary, informed, and written consent of both parties. This option is available only for complaints of sexual violence including but not limited to rape, sexual abuse, sexual assault, and sexual battery.

VI. Formal Resolution Options

A formal complaint is a document filed by a complainant or signed by the Title IX Coordinator, alleging sexual misconduct and requesting that the College investigate the allegation of sexual misconduct. At the time of filing a formal complaint, the complainant must be participating in or attempting to participate in, the educational program or activities of the College. The document must be filed with the Title IX Coordinator in person, by mail, or by electronic submission (Title IX Discrimination/Harassment Incident Report Form) and must contain the complainant's physical or digital signature.

If the allegations in a formal complaint do not meet the definition of sexual harassment in the Title IX Final Rule 2020, or did not occur in the College's educational program and activities against a person in the United States, then the Title IX Coordinator will dismiss the complaint under Title IX Final Rule 2020 and will refer the complaint to the College's Student Code of Conduct procedures (If the respondent is a student) or to the employee grievance procedure policy (if the respondent is an employee or contracted employee.) The Title IX coordinator will notify the parties in writing when a complaint is dismissed under Title IX Final Rule 2020 and the reasons for the dismissal.

The complainant has the right to pursue the applicable following options:

If the case is addressed under the Title IX Final Rule 2020, it will be investigated and adjudicated under the College's Title IX procedures. Adjudication includes the provision of a live hearing with cross-examination. Both parties have the right to appeal a determination regarding responsibility, or the dismissal of the allegations in a formal complaint, on the following bases: procedural irregularity that affected the outcome of the matter, newly discovered evidence that could affect the outcome of the complaint, or Title IX personnel had a conflict of interest or bias that affected the outcome of the matter.

If the case is dismissed under Title IX Final Rule 2020, and the accused is an Alamance Community College student, the College will follow its student grievance procedures/student conduct process as described in the Student Handbook, including appeal procedures described. Note that the investigation and resolution will be prompt, fair and impartial; standard of evidence for a finding of "responsible" is preponderance of the evidence; accuser and accused are entitled to have an advisor of their respective choice present at a disciplinary proceeding and any related meetings. An advisor serves on a consulting (non-participatory) basis in a disciplinary hearing; and, sanctions assigned to a student found responsible include one or more of the following: oral warning, written warning, educational or community service sanction, general probation, restrictive probation, suspension, explicit and/or indefinite dismissal.

If the case is dismissed under the Title IX Final Rule 2020 and the accused is an Alamance Community College employee or contracted employee, the College will follow its employee grievance procedures, including appeal procedures. An employee found responsible will be assigned one or more of the following disciplinary sanctions: oral warning, written warning, special training appropriate to the findings, probation, suspension or dismissal.

The complainant also has the right to pursue the following options individually or simultaneously:

- File a criminal complaint with the applicable local law enforcement agency. Public Safety staff will assist with this process.
- File a complaint directly with the appropriate Federal or North Carolina agency (e.g., Equal Employment Opportunity Commission, Office of Civil Rights). Contact information may be obtained from the Title IX Coordinator.

VII. Notification of Outcome

For cases adjudicated under Title IX Final Rule 2020, a written determination by the decision-maker addressing criteria described in the Final Rule must be sent simultaneously to the parties along with information about how to file an appeal.

For non-Title IX cases adjudicated under the Student Code of Conduct or the employee grievance procedures, the College will notify the accused in writing whether or not it found that sexual misconduct occurred, all disciplinary sanctions assigned in the case, and information about how to file an appeal. The College will notify the complainant in writing of the finding whether or not sexual misconduct occurred, any individual remedies offered to the complainant, other steps the College has taken to eliminate a hostile environment and prevent recurrence, and information about how to file an appeal. The College will disclose to the complainant matters about disciplinary sanction(s) assigned to the accused that are directly related to the complainant's participation in the College's education program and activities.

If the alleged victim is deceased as a result of such crime or offense, the next of kin of the victim shall be treated as the alleged victim for purposes of disclosure.

Names of any other persons, such as a victim/survivor or witness, will be included only with the consent of those persons. The College will not require a party to abide by a nondisclosure agreement that would prevent the re-disclosure of information related to the outcome of the proceeding.

VIII. Training and Awareness

The College expects all employees and students to participate in ongoing training and awareness campaigns focused on defining, addressing, and preventing sexual misconduct. Training topics and content provided by the College will be consistent with Title IX and Campus SaVE Act Regulations and recommendations.

Prevention and awareness campaigns for new employees and new students include information shared at new employee orientation and new student orientation. The following topics are included in this training and awareness programming:

- Statement that the College prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking, as defined by the Clery Act.
- Definitions of dating violence, domestic violence, sexual assault, stalking, and consent under Title IX
- Description of safe and positive options for bystander interventions.
- Information on risk reduction.
- Description of the College's disciplinary proceedings for incidents of dating violence, domestic violence, sexual assault, and stalking.

Those who conduct Title IX training will receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of complainants and respondents and promotes accountability.

Employees in specific roles will participate in specialized training. Those roles include Title IX Coordinator, responsible employees, counselors/advisors, complaint investigators, hearing officials, grievance committee members, and Public Safety staff. Employees responsible for conducting Title IX hearings will receive training that addresses, but is not limited to, relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest.

ACC's sexual misconduct policy and procedures will be published in key College publications (e.g., General Catalog, Student Handbook, Policy and Procedures Manual) and made widely available to members of the College Community.

Sex Offender Information

In accordance with the Campus Sex Crimes Prevention Act of 2000, the College is providing to the campus community a link to the National Sex Offender Public Website and North Carolina Sex Offender and Public Protection Registry ("Registry"), where they can obtain information for their local sheriff's office and/or sign up to receive email alerts when registered sex offenders report an address in the local area.

The Act requires the College to issue a statement advising the campus community where law enforcement information provided by North Carolina concerning registered sex offenders may be obtained. The Act also requires sex offenders already required to register in North Carolina to provide notice to each institution of higher education in North Carolina at which the person is employed, carries a vocation, or is a student. North Carolina law requires sex offenders who have been convicted of certain offenses to register with their county's sheriff. Information about sex offenders is then entered into the Registry database by the sheriff's office and transmitted to the N.C. State Bureau of Investigation. The N.C. State Bureau of Investigation collects information submitted by sheriffs in all counties in the state and makes it available to the public via the Registry. National Sex Offender Registry North Carolina SBI Sex Offender Registry

Filing an Anonymous Complaint

A complainant can file an anonymous complaint using the reporting form on the Title IX Discrimination/ Harassment Reporting Form. The purpose of an anonymous report is to comply with the complainant's wish to keep the matter private, while taking steps to ensure the future safety of the complainant and others. With such information, the College can keep an accurate record of the number of incidents involving individuals, determine where there is a pattern of misconduct with regard to a particular location, method, or individual, and alert the campus community to potential danger.

If the Complainant decides to file a complaint anonymously and is a victim of alleged sexual misconduct, the College encourages the individual to seek out the available medical and mental health resources listed in the ACC Student Handbook. Individuals who wish to make a formal complaint at a later date may contact the Title IX Coordinator at any time.

Jurisdiction

This policy applies to the education program and activities of ACC, to conduct that takes place on the campus or on property owned or controlled by ACC, at ACC sponsored events, or in buildings owned or controlled by ACC's recognized student organizations. The Respondent must be a member of ACC's community in order for its policies to apply.

This policy can also be applicable to off-campus misconduct that effectively deprives someone of access to ACC's educational program. ACC may also extend jurisdiction to off-campus and/or to online conduct when the Title IX Coordinator determines that the conduct affects a substantial ACC interest.

Regardless of where the conduct occurred, ACC will address notice/complaints to determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity.

A substantial ACC interest includes, but is not limited to, the following:

- Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeated violations of any local, state, or federal law;
- Any situation in which it is determined that ACC poses an immediate threat to the physical health or safety of any student or other individual;
- Any situation that significantly impinges upon the rights, property, or achievements of oneself or others or significantly breaches the peace and/or causes social disorder.

According to the Violence Against Women ACT (VAWA)

The definition (from VAWA) of dating violence:

- Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- For the purposes of this definition–
  - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
  - Dating violence does not include acts covered under the definition of domestic violence.

The definition (from VAWA) of domestic violence

- Domestic Violence: A felony or misdemeanor crime of violence committed
  - By a current or former spouse or intimate partner of the victim;
  - By a person with whom the victim shares a child in common;
  - By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
  - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
  - By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

The definition (from VAWA) of stalking

- Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional

distress. For the purposes of this definition–

- Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third pirates, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

The definition (from VAWA) of sexual assault

- Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a Sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
  - Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental capacity.
  - Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

The definition, in the State of North Carolina, of the following terms:

- Dating Violence: Included in the NC Statute G.S. 50B-1, under Domestic violence (see below)
- Domestic Violence (NC Statute G.S. 50B-1)

(a) Domestic violence means the commission of one or more of the following acts upon an aggrieved party or upon a minor child residing with or in the custody of the aggrieved party by a person with whom the aggrieved party has or has had a personal relationship, but does not include acts of self-defense:

(1) Attempting to cause bodily injury, or intentionally causing bodily injury; or

(2) Placing the aggrieved party or a member of the aggrieved party's family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or

(3) Committing any act defined in G.S. 14-27.21 through G.S. 14-27.33.

(b) For purposes of this section, the term "personal relationship" means a relationship wherein the pastries involved:

(1) Are current or former spouses;

(2) Are persons of opposite sex who live together or have lived together;

(3) Are related as parents and children, including others acting in loco parentis to a minor child, or as grandparents and grandchildren. For purposes of this subdivision, an aggrieved party may not obtain an order of protection against a child or grandchild under the age of 16;

(4) Have a child in common;

(5) Are current or former household members;

(6) Are persons of the opposite sex who **are in a dating relationship or have been in a dating relationship**. For purposes of this subdivision, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the course of the relationship. A casual acquaintance or ordinary fraternization between persons in a business or

social context is not a dating relationship.

- Stalking North Carolina Statute G.S. 14-277.3A.

(a) Legislative Intent. - The General Assembly finds that stalking is a serious problem in this State and nationwide. Stalking involves severe intrusions on the victim's personal privacy and autonomy. It is a crime that causes a long-lasting impact on the victim's quality of life and creates risks to the security and safety of the victim and others, even in the absence of express threats of physical harm. Stalking conduct becomes increasingly violent over time.

The General Assembly recognizes the dangerous nature of stalking as well as the strong connections between stalking and domestic violence and between stalking and sexual assault. Therefore, the General Assembly enacts this law to encourage effective intervention by the criminal justice system before stalking escalates into behavior that has serious or lethal consequences. The General Assembly intends to enact a stalking statute that permits the criminal justice system to hold stalkers accountable for a wide range of acts, communications, and conduct. The General Assembly recognizes that stalking includes, but is not limited to, a pattern of following, observing, or monitoring the victim, or committing violent or intimidating acts against the victim, regardless of the means.

(b) Definitions. - The following definitions apply in this section:

(1) Course of conduct. - Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, is in the presence of, or follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

(2) Harasses or harassment. - Knowing conduct, including written or printed communication or transmission, telephone, cellular, or other wireless transmissions, answering machine or voicemail messages or transmissions, and electronic mail messages or other computerized or electronic transmission directed at a specific person that torments, terrorizes, or terrifies that person and that serves no legitimate purpose.

(3) Reasonable person. - A reasonable person in the victim's circumstances.

(4) Substantial emotional distress. - Significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

(c) Offense. - A defendant is guilty of stalking if the defendant willfully on more than one occasion harasses another person without legal purpose or willfully engages in a course of conduct directed at a specific person without legal purpose and the defendant knows or should know that the harassment or the course of conduct would cause a reasonable person to do any of the following:

(1) Fear for the person's safety or the safety of the person's immediate family or close personal associates.

(2) Suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment.

- Sexual Assault: North Carolina Statutes does not have a concise definition of sexual assault. Please refer to North Carolina Statute Article 7B, "Rape and Other Sex Offenses" for what constitutes sex crimes in the State of North Carolina.
- Consent: There is no definition for "consent" within the North Carolina General Statutes.

Interim Actions and Emergency Removals

If an individual files a report with the College, interim actions or emergency removal may be necessary, including, but not limited to, temporary exclusion from ACC programs and activities or leave from part or all of the ACC campus.

ACC may consider removing a respondent from ACC's education program or activity on an emergency basis, the Title IX Coordinator may refer a consideration for emergency removal to the Threat Assessment Team, which will conduct the individualized safety and risk analysis.

Resources and Prevention Programs and Initiatives

Alamance Community College is committed to operating educational programs and activities that are free from sex-based and gender-based discrimination and sexual misconduct by maintaining a diverse community in an atmosphere of mutual respect and appreciation of differences. The Title IX Office, in partnership with Student Success and the Office of Wellness and Student Support, offers educational resources for students, faculty, staff, and other members of the ACC community. If you have any question about unhealthy relationships, abusive behavior, resources, or ACC prevention programs and initiatives please contact the Title IX Coordinator: 336-506-4133, Main Campus: Gee-105; 1247 Jimmie Kerr Rd, Graham, NC 27253

Warning Signs of Unhealthy Relationships and Abusive Behavior

Someone may be in an emotionally abusive relationship if their partner:

- Calls them names, insults them; or acts jealous or possessive;
- Does not trust them and acts jealous or possessive;
- Tries to isolate them from family or friends. Monitors where they go, who they call and who they spend time with;
- Monitors and/or controls their social media accounts (what they post, who they are friends with/connected to, etc.);
- Checks their partner's cell phone for text messages and/or calls;
- Threatens to commit suicide if the other partner wants to dissolve the relationship;
- Does not want them to work;
- Controls finances or refuses to share money;
- Punishes them by withholding affection;
- Expects them to ask permission to spend time with friends, spend money, wear certain clothes or makeup, etc.;
- Threatens to hurt them, their friends, family, or pets;
- Humiliates them in any way.

Someone may be in a physically abusive relationship if their partner has ever:

- Damaged property when angry (thrown objects, punched walls, kicked doors, etc.
- Pushed, slapped, bitten, kicked, or choked them;
- Abandoned them in a dangerous or unfamiliar place;
- Scared them by driving recklessly;
- Used a weapon to threaten or hurt them;
- Forced them to leave their home;
- Trapped them in their home or kept them from leaving;
- Prevented them from calling police or seeking medical attention;
- Used physical force in sexual situations.

Someone may be in a sexually abusive relationship if their partner:

- Views people as objects and believes in rigid gender roles;
- Accuses them of cheating or is often jealous of their outside relationships;
- Wants them to dress in a sexual way;
- Insults them in sexual ways or calls them sexual names;
- Has ever forced or manipulated them into having sex or performing sexual acts;
- Held them down during sex;
- Demanded sex when they were sick, tired, or after physically harming them;
- Hurt them with weapons or objects during sex;
- Involved other people in sexual activities with them;
- Ignored their feelings regarding sex.

Someone may experience stalking through:

Non-consensual communication through various forms including, but not limited to, in-person communication, telephone calls, voice messages, written letters, and gifts, or through text messages, email messages, social networking site postings, instant messages, posting of pictures or information on websites that are undesired and/or place another person in fear or cause emotional distress;

- Following, pursuing, waiting, or showing up uninvited at a workplace, place of residence, classroom, or other locations frequented by a victim;
- Surveillance and other types of observation, whether by physical proximity or electronic means;
- Trespassing;
- Vandalism;
- Non-consensual touching;
- Direct physical and/or verbal threats against a victim or a victim's loved ones;
- Gathering of information about a complainant from family, friends, coworkers, and/or classmates;
- Manipulative and controlling behaviors such as threats to harm oneself, or threats to harm someone close to the complainant;
- Defamation or slander against the complainant.

Examples of Sexual Harassment include, but are not limited to:

- Direct propositions of a sexual nature;
- Sexual innuendos and other seductive behavior, including subtle pressure for sexual activity such as repeated, unwanted requests for dates, and repeated inappropriate personal comments, staring, or touching;
- Direct or implied threats that submission to sexual advances will be a condition of employment, promotion, grades, etc.;
- Conduct (not legitimately related to the subject matter of a course or curriculum, if one is involved) that has the effect of discomforting, humiliating or both, and that includes one or more of the following:
    - Unnecessary or unwanted touching, patting, massaging, hugging or brushing against a person's body or other conduct of a physical nature;
    - Remarks of a sexual nature about a person's clothing or body;
    - Insulting sounds or gestures, whistles, or catcalls;
    - Invading someone's personal space or blocking their path;
    - Unwelcome and inappropriate letters, telephone calls, electronic mail, or other communications;
    - Displaying sexual suggestive objects, pictures, cartoons or posters (e.g., screensavers).
  - A consensual romantic or sexual relationship which:
    - Causes adverse treatment of third parties;
    - Or creates a hostile or intimidating working or learning environment for third parties.

Prevention Programs and Initiatives

Prevention programing and initiatives are strategies informed by research or assessed for value, effectiveness, or outcome that is intended to stop dating violence, domestic violence, non-consensual sexual penetration, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Campaigns that are sustained over time focus on increasing awareness or understanding of topics relevant to sexual assault, domestic violence, dating violence, and stalking prevention. These programs will occur at different levels throughout the institution (i.e., faculty, incoming students) and will utilize a range of strategies.

Awareness Programs

Awareness programs include programs, campaigns, or initiatives that increase audience knowledge of the issues of sexual assault, domestic violence, dating violence, and stalking and share information and resources to prevent dating/domestic violence promote safety, and reduce violence.

Educational information and brochures were distributed at the following: Dillingham Fall Festival on October 31, 2024, the Health, Wellness and Safety Fair, Main Campus, November 6, 2024; Spring Fling at Main Campus on April 23, 2025; Dillingham Campus Resource Fair on April 24, 2025.

In October, 2025, the following activities are planned for Domestic Violence Awareness Month: Community Resource Fair on October 1, 2025. TACO' bout Domestic Violence on October 7, 2025.

Bystander Intervention

Bystander intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes:

- Recognizing situations of potential harm;
- Understanding institutional structures and cultural condition that facilitate violence (this might include fraternity or sports cultures at some institutions;
- Identifying safe and effective intervention options; and
- Taking action to intervene.

Risk Reduction

Risk reduction is defined as options designed to

- Decrease perpetration and bystander inaction;
- Increase empowerment for victims in order to promote safety; and
- Help individuals and communities address conditions that facilitate violence.

Ways to reduce the Risk of misconduct

The goal of these risk reduction strategies is to raise the awareness that sexual misconduct and sex/gender-based violence happens at Alamance Community College. As you are reading these risk reduction strategies, please remember that if someone is assaulted, it is never their fault.

In social situations:

- Be an active bystander: direct, delegate, or distract when you see something potentially harmful.
- Get clear, unambiguous consent for every aspect of sexual activity.
- If someone says no or looks uncomfortable, stop what is happening.
- Communicate boundaries and expectations.
- Trust your instincts. If you feel safe, uncomfortable, or worried for any reason don't ignore these feelings. Go with your gut and get out of the situation.
- Have a backup plan. Sometimes plans change quickly. You might realize it's not safe for you to drive home, or the group you arrived with might decide to go somewhere you don't feel comfortable. Download a ride share app, like Uber, or keep the number for a reliable cab company saved in your phone and cash on hand in case you decide to leave.

When alcohol is involved:

- Keep an eye on your friends. If you are going out in a group, plan to arrive together and leave together. If you leave early, let your friends know. If you're at a party, check in with them during the night to see how they're doing. If something doesn't look right, step in. Don't be afraid to let a friend know if something is making you uncomfortable or if you are worried about their safety.

- Know what you're drinking. Don't recognize an ingredient? Use your phone to look it up. Consider avoiding large-batch drinks like punches or "jungle juice" that may have a deceptively high alcohol content. There is no way to know exactly what was used to create these drinks.
- Don't leave a drink unattended. That includes when you use the bathroom, go dancing, or leave to make a phone call. Either take the drink with you or throw it out. Avoid using the same cup to refill your drink.
- Don't accept drinks from people you don't know or trust. This can be challenging in some settings, like a party or a date. If you choose to accept a drink from someone you've just met, try to go with the person to the bar to order it, watch it being poured, and carry it yourself.
- Check in with yourself. You might have heard the expression "know your limits." Whether you drink regularly or not, check in with yourself periodically to register how you feel.
- Be aware of sudden changes in the way your body feels. Do you feel more intoxicated than you should? Some drugs are odorless, colorless, and/or tasteless, and can be added to your drink without you noticing. If you feel uncomfortable, tell a friend and have them take you to a safe place. If you suspect you or a friend has been drugged, call 911, and be upfront with healthcare professionals so they can administer the right tests.
- Ask yourself, "Would I do this if I was sober?" Alcohol can have an effect on your overall judgment. You wouldn't drive, make medical decisions, or ride a bike while intoxicated.

Consent cannot be given by a person who is incapacitated. Therefore, it is imperative to be able to determine the difference between incapacitation and intoxication. Incapacitation is a state beyond drunkenness or intoxication. Please review the definition of consent above. Like any safety tips, these are not foolproof or a guarantee, but ACC encourages you to consider using one or many of them in social situations.

Resources for Students

ACC has many resources available if you have been or are currently a victim of relationship violence. If you are still in a violent relationship, resources are available to help you plan to be safe (please see Center for Relationship Abuse Awareness).

On-Campus Confidential Resources

Director of Wellness and Student Support, 336-506-4146, M-233A
Student Support Center, 336-506-4362, M-233

Confidential Off-Campus Resources

RHA Health Services; 963 Kirkpatrick Road, Burlington, NC 27215; 336-229-5905; https://rhahealthservices.org

Vaya Health: Vaya's Behavioral Heath Crisis Line: 1-800-849-6019. www.vayahealth.com

Crossroads Sexual Assault Center: 336-228-0813, www.crossroadscares.org

Family Justice Center of Alamance County: 336-570-6019, https://fjc.alamancecountync.gov/

Cone Health/ARMC: 1240 Huffman Mill Road, Burlington, NC 27215 www,conehealth.com/services/behavioral-health/

Faculty/Staff Counseling and Wellness Referral Form: (If a student is experiencing personal and/or social difficulties, Faculty/Staff Counseling and Wellness Referral Form

Employees: Employee Assistance Counseling Program: ARMC, 1238 Huffman Mill Road, Burlington, NC 27215; 336-538-7481; eacp@conehealth.com; https://www.conehealth.com/employer-health-and-wellness-solutions/employer-health-solutions/eacp/

The National Dating Abuse Hotline can be reached at 1(866) 331-9474 and offers a variety of services, including peer counseling and text counseling, to determine whether a relationship is healthy and safe.

Non-Confidential Off-Campus Resources

Graham Police
Department 216 S. Maple
Street Graham, NC 27253
336-570-6711
https://www.cityofgraham.com/police/

Burlington Police
Department 267 W. Front
Street Burlington, NC 27215
336-229-3500
https://www.burlingtonnc.gov/2209/Police-Department/

Alamance County Sheriff's Department
109 S. Maple Street
Graham, NC 27253
336-570-6300
https://www.alamance-nc.com/county-government/locations/locations-in-graham/

Personal Safety

Despite security and law enforcement's efforts, serious crimes do occur on campuses. It is important to report any suspicious activity to security or police and always remain alert and vigilant.

One of the most under-reported crimes is Sexual Assault. We provide the following information to assist those from becoming a victim.

To help you be more alert and aware of your environment to prevent crimes on campus, here are personal safety tips:

- Share your class/work schedule with a close friend, as well as with your family.
- When possible, travel in groups, especially after dark.
- Inscribe your name or your state's driver's license number into all valuables, e.g., NJ 12345678.
- Record all the serial numbers of your valuables.
- Program the emergency campus number (336-260-9203) into your phone.
- Never take your personal safety for granted. Be vigilant and cautious at all times. Know your environment.
- If you see something, say something...do not assume someone else will do it.

Victim's Rights

As a victim of crime, you have rights. Also, you can expect to receive information, practical and emotional support, and be able to participate in the criminal justice process. These standards were created to make sure that you are treated with dignity and respect at all times, regardless of your gender, age, marital status, ethnicity, sexual orientation, disability or religion.

You have the right to be informed…

- About basic services available to you in your county
- About certain court events, including information on bail, escape of offender or the release of an offender
- About the details of the final disposition of the case

You have the right to receive…

- Notice of the arrest of the offender
- Information about restitution and assistance with compensation
- Accompaniment to all criminal proceedings by a family member, a victim advocate or a support person

You have the right to provide input…

- Into the sentencing decision and to receive help in preparing an oral and/or written victim impact statement
- Into post sentencing decisions

*For more information about your detailed rights or to file a complaint if you believe your rights have been violated, go to the North Carolina Department of Safety Website https://www.ncdps.gov/ and click on "Victim Services."

Frequently Asked Questions

What to do if you believe you have been sexually assaulted:

- Your safety is a priority. Go to a safe place and/or call 911 if you need immediate medical or police assistance.
- Even if you do not feel it is an emergency, consider calling Public Safety at 336-578-4286 or Wellness and Student Support at 336-506-4146. Get support from someone you trust, whether it is a friend or a family member.

Preserving Evidence after a Sexual Assault:

- You will want to make sure that you consider preserving evidence. Do not shower, eat, drink, and try not to urinate; additionally, do not change clothes. If you have already changed clothes, place the original clothes in a paper bag (plastic may destroy evidence). If you have not changed, keep the original clothes on and bring an extra set to wear home from the hospital. Most importantly, if you have been sexually assaulted, consider a Sexual Assault Forensic Examination (SAFE) and blood tests for drugs. This type of medical testing and preservation will assist the student in having the option of criminal prosecution.
- Medical examinations can be provided by hospitals without making a police report. This option allows a person to have evidence collected and preserved without giving his/her name to the police, or feeling obligated to pursue criminal charges.

As far as reporting the assault, you may choose to do this at any time or in the future. You may report this incident to police, the Title IX Coordinator, ACC Public Safety or staff, and/or the Student Success Center. If you are unsure about whether or not to report the assault, consider calling Wellness and Student Support at 336-506-4146.

The Office of Student Success

The Office of Student Success is dedicated to promoting a safe, orderly, and civil College community and to encouraging and inspiring students to become good citizens by engaging in personal responsibility, ethical decision making, and demonstrating respect for the rights and safety of others.

The College Code of Conduct

The office of Student Success is responsible for administering the College Code of Conduct, which articulates the behavioral standards and the equitable procedures employed by the College to respond to allegations of student misconduct.

The College Code of Conduct is administered at all College campuses on College property and may also address off-campus student misconduct when a student's behavior affects a substantial college interest.

Students who are found responsible for violations may be subject to sanctions ranging from Disciplinary Warning, Disciplinary Probation, Suspension or Expulsion from the College.

In most cases, the Office of Student Success will also assign developmental and educational interventions designed to promote greater awareness and improved decision-making for students and to further deter future misconduct.

In instances where there is reasonable cause to believe a student is an immediate threat to the safety of themselves, others, property or is an immediate threat to disrupt essential campus operations, the Office of Student Success may assign an Interim Suspension and/or other actions, designed to protect the health and safety of the community and members therein.

Any individual or entity may submit reports alleging student misconduct to the Office of Student Success or designee at the campus where the incident occurred.

The Office of Student Success also provides outreach programming designed to inform and educate students and to promote Alamance Community College principles. Please visit the Student Handbook on the ACC Website @ Student Handbook to find information on ACC Code of Conduct, Student Records Policy and links to all policy and procedural guidelines related to the Student Conduct Process.

Additional Information Regarding the College Code of Conduct

Alamance Community College is obligated to provide all students with the College regulations, policies, procedures governing student conduct. ACC policies and procedures, including ACC Code of Conduct, is published in the Handbook: Code of Conduct.

If you have additional questions, special needs, or wish to request a hard copy of this information, please contact the Vice President of Student Success at 336-506-4138.

The publication, as well as college regulations and policies and procedures governing student conduct, is available on the ACC Website: Alamance Community College

Missing Student Notification Policy

Alamance Community College does not have residential housing facilities. Therefore, there is not a Missing Student Notification Policy.

Alcohol and Drugs on Campus

The illegal use of controlled substances, substances that cause impairment, and abuse of alcohol are harmful to the health, well-being, and safety of the College's employees and students. The College is committed to maintaining a safe workplace and an educational environment free from the influence of illegal controlled substances and substances that cause impairment.

All visitors, guests, students and employees are prohibited from unlawfully possessing, using, being under the influence of, manufacturing, dispensing, selling or distributing alcohol, illegal or unauthorized controlled substances, or drug paraphernalia. Using or being under the influence of substances that cause impairment is also prohibited. Violation of this prohibition could lead to the visitor or guest being asked to leave campus and/or campus authorities contacting the Department of Public Safety or local law enforcement.

The College is committed to providing each of its students a drug-free and alcohol-free environment in which to attend classes and study. From a safety perspective, the use of drugs or alcohol may impair the well-being of students, interfere with the College's educational environment, and result in damage to College property.

All students shall adhere to the following:

1. All students are prohibited from unlawfully possessing, using, being under the influence of, manufacturing, dispensing, transmitting, selling, or distributing alcohol, illegal, or unauthorized controlled substances or impairing substances at any College location.

   a. Controlled Substance means any substance listed in 21 CFR Part 1308 and other federal regulations, as well as those listed in Article V, Chapter 90 of the North Carolina General Statutes. Generally, the term means any drug that has a high potential for abuse and including but not limited to heroin, marijuana, cocaine, PCP, GHB, methamphetamines, and crack. This term also includes any state, or local laws and legal drugs that have been obtained illegally or without a prescription by a licensed healthcare provider or are not intended for human consumption.

   b. Alcohol means any beverage containing at least one-half of one percent (0.5%) alcohol by volume, including malt beverages, unfortified wine, fortified wine, spirituous liquor, and mixed beverages.

   c. Impairing Substances include any substance taken that may cause impairment, including but not limited to bath salts, inhalants, or synthetic herbs.

   d. College Location means in any College building or on any College premises; in any College-owned vehicle or in any other College-approved vehicle used to transport students to and from College or College activities; and off College property at any College sponsored or College-approved activity, event or function, such as a field trip, where students are under the College's jurisdiction.

   e. Reasonable Suspicion is the legal standard required before the College can require student to take a drug or alcohol test. Some of the factors that constitute reasonable suspicion are: a) direct observation of drug use or possession; b) direct observation of the physical symptoms of being under the influence of drugs; c) impairment of motor functions; d) pattern of abnormal or erratic conduct or behavior; or e) reports from reliable sources or credible sources (anonymous tips may only be considered if they can be independently corroborated).

2. Student use of drugs as prescribed by a licensed physician is not a violation of policy; however, individuals shall be held strictly accountable for their behavior while under the influence of prescribed drugs.

   a. Students may be required to be tested for substances, including controlled substances or alcohol, based on individualized, reasonable suspicion. The required observations for reasonable suspicion testing shall be made by an administrator, supervisor, or other trained official, and the person who makes the determination that reasonable suspicion exists shall not be the same person who conducts the test. This section does not apply to law enforcement officers serving the College through the local departments. Law enforcement officers must adhere to their normal standards when conducting a search.

3. The College does not differentiate between drug users, drug pushers, or sellers. Any student in violation of Section A herein will be subject to disciplinary action up to and including termination or expulsion and referral for prosecution.

4. A student who violates the terms of this policy will be subject to disciplinary action in accordance with Policy .3.2 – Standards of Student Conduct. At his or her discretion, the Assistant Vice President of Student Success may require any student who violates the terms of this policy to satisfactorily participate in a drug abuse rehabilitation program or an alcohol abuse rehabilitation program sponsored by an approved private or governmental institution as a precondition of continued enrollment at the College.

5. Each student is required to inform the College in writing within five (5) days after he or she is convicted for violation of any federal, state, or local criminal drug statute or alcoholic beverage control statute where such violation occurred while on or at a College location. Failure to do so could result in disciplinary action.

6. When required by state or Federal regulations, the Student Services office will notify the appropriate government agency within ten days of receiving notice from the student or otherwise receiving actual notice of such a conviction.

7. In addition to this Policy, students employed by the College, including students employed under the College's Work Study Program, shall adhere to the requirements in Policy 3.4.2 – Employees - Drugs and Alcohol on Campus

North Carolina Alcohol Laws

Underage Drinking

North Carolina General Statutes 18-102: It is illegal for anyone under 21 years of age to attempt to purchase, consume, possess, or knowingly and intentionally transport any liquor, malt, or brewed beverage. It is also illegal to lie about age to obtain alcohol and to carry a false identification card.

North Carolina General Statutes: 18B-102

All members of the College community are expected to comply with North Carolina statutes prohibiting the use of alcoholic beverages by persons younger than 21 years of age.

Specifically, it is against the law:

- To sell or give beer, wine, liquor or mixed beverages to anyone younger than 21 years of age;
- For a person younger than 21 years of age to purchase or possess beer, wine, liquor or mixed beverages;
- To use fraudulent identification or to permit the use of one's identification by another in order to obtain alcohol illegally.

Sanctions

Any person younger than 21 who aids or abets another in violation of the above regulations shall be guilty of a misdemeanor, punishable by a fine of up to $500, or imprisonment for up to six months or both. Any person 21 years old or older who aids or abets another in violation of the above regulations shall be guilty of a misdemeanor, punishable by a fine of up to $2,000, or imprisonment or both. Any person who aids or abets another in securing alcohol may be liable for personal injuries or property damages resulting from misconduct by those who are intoxicated. Organizations and officers may also have such liabilities. Upon conviction, a report is sent to the North Carolina Division of Motor Vehicles. Any person convicted of violating the above regulations may automatically have his/her driver's license revoked for a period of one year.

Misdemeanor Sentences

North Carolina punishes misdemeanants according to the level (Class) of the crime. Repeat offenders are subject to jail time (not shown)

- Class 1: up to 45 days of "community punishment" (probation), plus the possibility of a fine, to be determined by the judge
- Class 2: up to 30 days of community punishment, plus the possibility of a fine of up to $1,000
- Class 3: up to 10 days of community punishment, plus the possibility of a fine of up to $299. (North Carolina Gen. Stat. Ann Section 15A-1340.23)

Carrying False I.D.

It is illegal for anyone under 21 years of age to possess an identification card falsely identifying that person by name, age, date of birth, or photograph as being 21 or older to attempt to obtain liquor, malt or brewed beverage by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of the person who possesses the card.

Driving while Impaired

N.C.G.S. 20-138: In North Carolina, the illegal level for D.W.I. is .08% Blood Alcohol Content (BAC) and .02% BAC for minors (under 21 years of age). Also, drivers with any amount of a Scheduled Controlled Substance not medically prescribed may not drive, operate, or be in actual physical control of a vehicle.

United States Statutes

It is a violation of federal law to possess, use, manufacture, or distribute a controlled substance. A student or employee found responsible for possessing a controlled substance may be subject to some or all of the following sanctions under federal law. Portions of the summary which follow were provided by the federal government. Although the summary represents a good-faith effort to provide information, Alamance Community College does not guarantee that it is error-free or exhaustive.

- 18 U.S.C. 922.g.: Conviction: ineligibility to receive or purchase a firearm.
- 21 U.S.C. 884.a.: First conviction: imprisonment for up to one year, a fine of at least $1,000 but not more than $100,000 or both.
- After one prior drug conviction: Imprisonment for a least fifteen days but not more than two years, a fine of at least $2,500 but not more than $350,000 or both.
- After two or more prior drug convictions: Imprisonment for at least ninety days but not more than three years, a fine of at least $5,000 but not more than $250,000 or both. See special sentencing provisions for possession of crack cocaine.
- 21 U.S.C. 844.a.: A civil fine of up to $10,000.
- 21 U.S.C. 853.1.: Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.
- 21 U.S.C. 853.a.2 and 88a.a.7.: Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment. See special sentencing provisions for the possession of crack cocaine.
- 21 U.S.C. 881.a.: Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. (Vehicles may be impounded in cases involving any controlled substance in any amount.)
- Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed twenty years, and fine of up to $25,000 or both, if (a) first conviction and the amount of crack possessed exceeds five grams; (b) second crack conviction and the amount of crack possessed exceeds three grams; (c) third or subsequent crack conviction and the amount of crack possessed exceeds one gram.
- Miscellaneous: Authorization to revoke certain federal licenses and benefits, e.g., Pilot licenses, public housing tenancy, are vested within the authorities of individual federal agencies.

Alcohol & Drugs Health Risks

Alcohol:

This depressant slows down your heart, nervous system, and brain, and high doses of alcohol can cause you to stop breathing. Prolonged immoderate use can cause artery disease, heart failure, and liver damage including cancer, cirrhosis, and hepatitis. Women may develop alcohol-related health problems sooner than men, and from drinking less alcohol than men. Because alcohol affects nearly every organ in the body, long-term heavy drinking increases the risk for many serious health problems.

Marijuana:

Because it damages short-term memory and decreases concentration and learning abilities, marijuana is particularly detrimental to students. It contains more than 400 chemicals and has 2 ½ times as much tar as tobacco. Extensive research has been devoted to studying the dangers and potential harm associated with the use of this drug. Research shows that marijuana users experience the same health problems as tobacco smokers, such as bronchitis, emphysema, bronchial asthma, and throat and lung cancer; tend to have more chest colds than non-users; and are at greater risk of getting lung infections like pneumonia. Studies show that someone who smokes five joints per day may be taking in as many cancer-causing chemicals as someone who smokes a full pack of cigarettes every day. Effects also include increased heart rate, dryness of the mouth, reddening of the eyes, and impaired motor skills, and concentration.

Fentanyl:

Fentanyl is a synthetic opioid analgesic that is similar to morphine but is 50 to 100 times more portent. There is a high risk for addiction and dependence. It can cause respiratory distress and death when taken in high does or when combined with other substances, especially alcohol or other illicit drugs such as heroin or cocaine. Like other opioids, repeated use causes changes in brain activity that cause people to continue using it even when they experience harmful effects.

Anabolic steroids:

Steroids have side effects ranging from insomnia to death. Using them increases your risk of cancer and cardiovascular, kidney, and liver disease. Users may exhibit aggressive, combative behavior, and use may cause impotence, sterility, or fetal damage.

Amphetamines:

These drugs cause acute psychoses and malnutrition. They also can make you nervous, hyperactive, and sleepless and can elevate your pulse rate and blood pressure.

Methamphetamines:

Meth is a highly addictive drug that targets the functioning of the central nervous system. Short term effects include increased wakefulness, increased physical activity, decreased appetite, increased respiration, rapid heartbeat, irregular heartbeat, increased blood pressure, hypothermia, irritability, paranoia, insomnia, confusion, tremors, and aggressiveness. Long term health effects include irreversible damage to blood vessels in the brain, stroke, severe reduction in motor skills with symptoms similar to those of Parkinson's disease, impaired verbal learning, memory impairment, and decreased ability to regulate emotions. Many of the long-term effects persist after use of the drug is discontinued.

Barbiturates:

Both physiologically and psychologically addictive, these drugs can cause death in high doses. Infants born to barbiturate users may suffer congenital deformities. Other effects include nausea, dizziness, lethargy, allergic reactions, and possible breathing difficulties.

Cocaine:

Anyone who uses cocaine – even a first-time user – may have seizures, heart fibrillation, and strokes that can result in death. Habitual users experience irritability, paranoia, and hallucinations. Use causes tumors, chronic fatigue, dangerous weight loss, sexual impotence, and insomnia and affects respiration, blood pressure, and blood sugar levels.

Heroin and opium:

An overdose of these psychologically and physiologically addictive drugs can cause death. Users feel sluggish and fall asleep at inappropriate and dangerous times. Intravenous users risk contracting Hepatitis, HIV/AIDS, and other infections.

LSD:

LSD causes hallucinations, perception distortions, and anxiety. Users cannot function normally and are accident-prone. LSD also can cause elevated body temperature and respiration and a rapid heartbeat.

MDMA (Ecstasy):

This drug produces both stimulant and psychedelic effects including increased heart rate, elevated blood pressure, nervousness, and hyperactivity. Because users may experience feelings of increased confidence, sensitivity, arousal, and confusion, use of Ecstasy makes them more vulnerable to crime, especially robbery, sexual assault, and other unwanted sexual encounters.

Oxycodone and other narcotics:

These are safe and effective treatments for pain when prescribed by a doctor and used as directed. However, they are opioids, and therefore are psychologically and physiologically addictive. They can cause death by stopping breathing. Because of their medical uses, these drugs are frequently manufactured in a time-release (sustained release, long-acting, extended-release) form. If users circumvent the time-release formulation, they may take a larger dose than intended, overdose, and suffer serious complications or death. Combining narcotics with alcohol or other drugs significantly increases the risk to life and well-being.

Psilocybin:

This substance, found in certain mushrooms, causes hallucinations and perception distortions. Users cannot function normally and are accident-prone. This drug also can produce anxiety, elevated body temperature, rapid heartbeat, and elevated respiration.

Other

Many medications and drugs, including those which are prescribed for you, have the potential for abuse. As members of the college community, we are responsible not only for ourselves but also for each other. While they are not always related to substance abuse, the following traits often are related: and, regardless of the cause, they are ordinarily indicative of a need for help:

- Withdrawal from social situations;
- Increased boredom or drowsiness;
- Change in personal appearance;
- Change in friends;
- A defeatist attitude (easily discouraged);
- Low frustration tolerance (outbursts);
- Violent behavior or vandalism;
- Terse replies to questions or conversation;
- Sad or forlorn expression;
- Lying;
- Poor classroom attendance;
- Dropping grades or poor work;
- Apathy or loss of interest.

Positive Response

When negative behaviors, such as those listed above, become manifest in persons you know, you should:

- Express concern and caring;
- Be ready to listen;
- Communicate a desire to help;
- Make concrete suggestions about finding help or coping with specific problems;
- Encourage the person to seek professional help;
- Ask for assistance from campus resources;
- Be persistent.

Negative Response

When negative behaviors, such as those listed above, become manifest in persons you know, you should not:

- Take the situation lightly or as a joke;
- Be offended if the person tries to "put you off;"
- Take "I don't have a problem" as an answer;
- Try to assist the person without asking for professional help;
- Promote guilt feeling about grades, et cetera;
- Gossip.

Policies Specific to Faculty and Staff

All College employees are prohibited from unlawfully possessing, using, being under the influence of, manufacturing, dispensing, selling, or distributing alcohol, illegal or unauthorized controlled substances, or drug paraphernalia. Using, or being under the influence of substances that cause impairment, is prohibited for all employees. Violation of this prohibition could lead to disciplinary action. For more information regarding employees, including student employees, consult Policy 3.4.2. ACC Policies and Procedures

North Carolina Controlled Substances Laws

Possession of less than one and a half ounces of Marijuana: NCGS 90-95

A person is unlawful when he unknowingly, knowingly or intentionally possesses less than 1 and a half ounces of marijuana (Hashish), a Schedule VI substance, and is not authorized by law to possess such substance (North Carolina does not recognize marijuana use for any reasons), and is outlined under the Controlled Substances, Drugs, Device, and Cosmetic Act of 1972.

Possession of Drug Paraphernalia: NCGS 90-95

A person is unlawful when he possesses, with the intent to use, drug paraphernalia which is used for packaging, manufacturing, injecting, ingesting, inhaling or otherwise introducing into the human body a controlled substance in violation of the Controlled Substances, Drugs, Device, and Cosmetic Act of 1972.

Synthetic Marijuana

Effective March 1, 2011, the U.S. Drug Enforcement Agency classified synthetic marijuana as an illegal substance. This drug may also be known as Spice, K2, Demon, Wicked, Black Magic, Voodoo Spice, Dab and Ninja Aroma. Individuals found responsible for manufacturing, possessing, importing-exporting, or distributing these substances will face criminal and civil penalties. College students engaging in these activities will also be held responsible under the College's illegal substances policy.

Drug Risks and Consequences

- Alcohol and other drug use during pregnancy increases the risk of physical harm to the fetus.
- Additional risks of harm may occur from toxic impurities present in street drugs.
- Additional risks of harm may occur from the use of prescription drugs in ways other than prescribed.
- Drugs taken by injection can increase the risk of infection (e.g., HIV, hepatitis, etc.) through needle contamination.

For More information visit: National Institute on Drug Abuse and Substance Abuse & Mental Health Services Administration

Drug/Alcohol Education and Prevention

Educational information on drug and alcohol issues will be available to all students on a continuing basis throughout the year. On a periodic basis, events will be scheduled featuring guest speakers, films, video presentations, etc.

Any student wanting information or assistance should contact the Director of Wellness and Student Support, 336-506-4146, M-233A. Appropriate information or referral will be handled confidentially.

Drug/Alcohol Resource Guide

LOCAL

- Alcoholics Anonymous Hotline 1-888-237-3235
- Narcotics Anonymous Helpline 1-866-375-1272
- Substance Abuse Hotline (LME) 336-513-4444
- Residential Treatment Services of Alamance (RTSA) 336-227-2994
- ARMC Behavioral Medicine Services 336-538-7893
- Vaya Health (MCO/LME) 1-800-849-6127 (Behavioral Health Crisis Line)
- UNC Health Care Alcohol and Substance Abuse Program 919-966-6039
- RHA Health Services 336-229-5905

STATE AND NATIONAL

- Alcohol/Drug Council of N.C. Information and Referral Service 1-800-688-4232
- Drug-Free Workplace Help Line 1-800-967-5752

- American Council on Alcoholism Helpline 1-800-527-5344
- Al-Anon 1-800-449-1287
- Center for Substance Abuse Prevention (SAMHSA) 1-800-662-4857
- Smart Recovery 440-951-5357
- National Alliance on Mental Illness (NAMI) 701-524-7600

Resources for Faculty and Staff

If you are a Staff or Faculty member who is encountering difficulties because of substance abuse or other negative behaviors, you should seek help immediately.

Employees: Employee Assistance Counseling Program: ARMC, 1238 Huffman Mill Road, Burlington, NC 27215; 336-538-7481; https://www.conehealth.com/employer-health-and-wellness-solutions/employer-health-solutions/eacp/

The Alamance Community College's Drug and Alcohol Abuse Prevention Program (DAAPP) can be found here: DAAPP

Awareness & Prevention

Please Find below the programming dates for Clery related activities for the 2025-2026 year.

Alcohol and Drug Awareness	February	Carrington-Scott Campus	Passive programming message board and electronic messaging
Healthy Relationships	March	Carrington-Scott Campus	Passive programming message board and electronic messaging
Sexual Assault Awareness	April	Carrington-Scott Campus	Passive programming message board and electronic messaging
Domestic Violence Awareness	October	Carrington-Scott Campus	Passive programming message board and electronic messaging
Great Smoke Out/ Vaping Heart Health	November	Carrington-Scott Campus	Passive programming message board and electronic messaging

The following Prevention and Awareness Programs are planned for the 2025-2026 year.

- Recognition of National Hazing Prevention Week, September 22-28, 2025 including:
  - Bulletin Board
  - DONUT Haze: September 24, 2025
- Recognition of Domestic Violence Awareness Month, October 2025, including:
  - Community Resource Fair October 1, 2025
  - TACO' bout Domestic Violence: October 7, 2025
  - Purple Thursday

- Clothesline Project
- Bulletin Board

- Recognition of Stalking Awareness Month, January 2026,
- Recognition of National Drug & Alcohol Facts Week, March 15-21, 2026
- Recognition of Sexual Assault Awareness Month, April, 2026
- Recognition of Alcohol Awareness Month, April, 2026

Anti-Hazing Policy

I. Purpose and Scope Policy 2.1.13

The purpose of this regulation is to provide a comprehensive framework for preventing, addressing, and eradicating hazing incidents involving College students, faculty, and staff. This regulation applies to all individuals and organization associated with the College, including but not limited to students, employees, volunteers, and affiliated organizations, both on and off campus.

II. Definitions

A. Hazing: Any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are, or include, students at any institution of higher education. This includes, but is not limited to:

1. Physical brutality or abuse
2. Forced or coerced consumption of any food, liquid, drug, or other substance
3. Forced or coerced physical activity
4. Sleep deprivation
5. Exclusion from social contact
6. Conduct that could result in extreme embarrassment or humiliation
7. Any activity that would unreasonably interfere with academic pursuits

B. Organization: Any association, corporation order, society, corps, athletic team, club, fraternity or sorority, or service, social or similar group, in which two or more enrolled students of the College are members, regardless of whether the organization is officially recognized by the College.

C. Student: Any person who is enrolled at the College, regardless of their age or student status (e.g., full-time, part-time, or online), or who has been accepted for admission or readmission to the college,

III. Prohibited Conduct

The College strictly prohibits hazing in any form. This includes, but is not limited to any activity that:

1. Causes or is likely to cause bodily harm, serious mental or emotional harm, substantial emotion distress, or

personal degradation or disgrace resulting in physical or mental harm to a student.

2. Interferes with a student's academic pursuits, including grades, academic assignments, or scheduled curricular activities.
3. Occurs on or off campus and involves the forced consumption of any food, liquid, drug, or other substance.
4. Involves sleep deprivation, excessive physical exertion, or exposure to the elements.
5. Requires a student to engage in any illegal activity or violate college policies or codes of conduct.
6. Creates a power imbalance between individuals or groups, or exploits a student's known physical, psychological, or social vulnerabilities.
7. Involves the use of social media, electronic communications, or other technology to facilitate hazing activities.

IV. Reporting and Investigation

A, Reporting Hazing Incidents

1. Mandatory Reporting: Any person who witnesses, experiences, or has knowledge of hazing activity must promptly report the incident to the appropriate College official. (See Section IX) Failure to report known hazing incidents may result in disciplinary action.
2. Reporting methods: Reports may be made in person, by phone, via email, or through the college's online reporting system. Anonymous reports will be accepted and investigated to the extent possible.
3. Confidentiality: The College will protect the confidentiality of all parties involved to the extent possible, consistent with the need to conduct a thorough investigation and comply with applicable laws.
4. Amnesty: Students who report hazing incidents or who cooperate in hazing investigations may be granted amnesty for minor policy violations discovered during the course of the investigation, at the discretion of the Vice President of Experience or designee.
5. Retaliation: Retaliation against any person who reports hazing or participates in an investigation is strictly prohibited and will result in disciplinary action.

B. Investigation of Hazing Allegations

1. Prompt and Thorough Investigation: The College will promptly investigate all reports of hazing in a fair, impartial, and thorough manner.
2. Investigative Process:
   a. Initial assessment of the report to determine appropriate interim measures and investigation scope.
   b. Interviews with the reporting party, alleged victims, witnesses, and accused individuals.
   c. Collection and review of relevant evidence, including documents, electronic communications, and physical evidence.
   d. Consultation with law enforcement or other authorities as needed.
   e. Preparation of an investigation report.
3. Timelines: Investigation will be completed within (30) calendar days of the initial report, unless extenuating circumstances require an extension. All involved parties will be promptly notified of any timeline extensions.
4. Interim Measures: The College will take appropriate interim measures to protect the safety and well-being of students during the investigation, which may include no-contact orders, temporary suspension of individuals or organizations, or changes in academic or living arrangements.

5. Standard of Evidence: The College will use a preponderance of evidence standard (more likely than not) in determining whether a violation of this regulation has occurred.
6. Notification of Outcome: All involved parties will be promptly notified in writing of the investigation outcome, including any findings of responsibility and imposed sanctions.

V. Disciplinary Actions and Sanctions

A. Students found responsible for hazing will face disciplinary action, up to and including suspension or expulsion from the College. Sanctions may include, but are not limited to:

1. Disciplinary probation
2. Loss of privileges or college recognition
3. Mandatory educational programs or counseling
4. Community Service
5. Suspension
6. Expulsion
7. Withholding or revocation of degree

B. Employees found responsible for hazing or for failing to report known hazing incidents will face disciplinary action, up to and including termination of employment. Sanctions may include, but are not limited to:

1. Written reprimand
2. Suspension without pay
3. Demotion
4. Termination of employment

C. Organizations found responsible for hazing may face sanctions, including but not limited to:

1. Probation or suspension of organizational activities
2. Loss of college recognition or registration
3. Revocation of charter or affiliation agreements
4. Prohibition from hosting or participating in college-sponsored events
5. Loss of access to college facilities, funding, or other resources
6. Mandatory reorganization or leadership changes
7. Permanent dissolution of the organization

D. **Aggravating Factors:** The following factors may result in more severe sanctions:

1. Prior hazing violations

2. Multiple violations in a single incident
3. Use of force, violence, or weapons
4. Intentional or reckless disregard for health and safety
5. Retaliation against reporters or witnesses
6. Interference with the investigation process

E. **Mitigating Factors:** The following factors may be considered in determining appropriate sanctions:

1. Self-reporting of the violation
2. Acceptance of responsibility and demonstration of remorse,
3. Cooperation with the investigation process
4. Implementation of corrective measures to prevent future violations

VI. Prevention and Education

A. On a regular basis, the College will provide education and training on hazing prevention and the college's anti-hazing regulation to all students, faculty, and staff. The training may include:

1. Defining hazing and outlining prohibited conduct.
2. Explaining reporting procedures and the College's investigation and disciplinary processes.
3. Highlighting the negative physical and mental health consequences of hazing.
4. Promoting a culture of respect, inclusion and student well-being.
5. Providing bystander intervention strategies.
6. Ethical leadership.
7. Discussing legal and disciplinary consequences of hazing.
8. Positive strategies for building group cohesion.

B. New Student and Employee Orientation: All new students and employees will receive information about this regulation and hazing prevention during their orientation programs.

C. Student Organization Training: All student organizations must complete annual anti-hazing training as a condition of maintaining college recognition or registration.

D. Online Resources: The college will maintain a comprehensive online resource center with information about hazing prevention, reporting procedures, and support services.

VII, Preventive Measures and Early Intervention

A. Risk Assessment: The College will conduct periodic risk assessments to identify protentional hazing risks within student organization and athletic teams.

B. Early Warning System: The College will implement an early warning system to identify and address potential hazing risks, including:

1. Regular check-ins with student organization leaders and advisors
2. Anonymous tip lines for reporting concerns.

C. Student Organizations must maintain detailed records of all new member activities, if any, and submit them for review upon request.

D. **Advisor Training and Oversight**:

1. All faculty and staff advisors to student organizations must complete specialized anti-hazing training.
2. Advisors are required to attend and monitor new member activities and report any concerns promptly.

E. **Collaborative Partnerships:** The College will establish partnerships with national organizations, local law enforcement, and other institutions to share best practices and resources for hazing prevention.

VIII. Resources and Support Services

A. Reporting and Information:

Student Integrity and Compliance Office
Phone: 336-506-4101
Email/Online Reporting: studentsupport@alamancecc.edu

B. Confidential Counseling and Support:

ACC Student Support Center
Phone: 336-506-4362
Location: Main 233
Email: Studentsupport@alamancecc.edu

C. Campus Safety/Medical Emergencies:

ACC Public Safety
Emergency: 336-260-9203 (24/7)
Non-Emergency: 336-506-4286

IX. Limitation of Liability

While the College is committed to preventing and addressing hazing, the College cannot guarantee that hazing incidents will not occur. The College's liability is limited to its good faith efforts to implement and enforce this regulation. Nothing in this regulation shall be construed as creating any additional rights or causes of action against the College beyond those provided by applicable law.

Annual Disclosure of Crime Statistics

Definition of Reportable Crimes

- **Murder and Non-Negligent Manslaughter:** defined as the willful killing of one human being by another.
- **Manslaughter by Negligence:** defined as the killing of another person through gross negligence.
- **Rape:** defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- **Fondling:** Defined as the touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against the person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.
- **Incest:** Defined as the Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Defined as the Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Robbery:** Defined as taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force of violence and/or by putting the victim in fear.

- **Aggravated Assault:** Defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Burglary:** Defined as the unlawful entry of a structure to commit a felony or a theft.
- **Motor Vehicle Theft:** Defined as the theft or attempted theft of a motor vehicle.
- **Arson:** Defined as any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Hate Crimes:** Defined as an offense against a person or property motivated in whole or in part by an offender's bias against race, gender, sexual orientation, religion, national origin, cultural background, disability, or any other defining characteristic of an individual or group of individuals. Hate crimes includes all of the crimes listed above that manifest evidence that the victim was chosen based on one of the categories of bias listed, plus the following crimes:
- **Larceny/Theft:** Includes pick-pocketing, purse snatching, shoplifting, theft from a building, theft from a motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.
- **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.
- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property (except Arson):** To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Categories of Prejudice

- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.
- **Gender:** A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual Orientation:** A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.
- **Ethnicity/national origin:** A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs, and traditions.
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Policies cover all campuses unless otherwise stated

Campus Addresses:

Carrington-Scott Campus (Main Campus)

1247 Jimmie Kerr Rd. Graham, NC 27253

Dillingham Campus (DC)

1304 Plaza Dr. Burlington, NC 27215

Basic Law Enforcement Training Center (BLET)

(On or around October 1, 2025, will be renamed to Burlington Fire and Police Training Center BFPTC)
128 Stone Quarry Road, Haw River, NC 27258

Medical Laboratory Technician Training Center (MLTT)

(As of May 15, 2025, the MLTT ceased to be a separate campus)
112 Orange Drive, Elon, NC 27244

Covington Education Center (CEC)

(Officially became a separate campus on August 19, 2025)

2610 Jim Minor Road, Mebane, NC 27302

Public Safety Training Center (PSTC)

(Will become a separate campus on or around October 1, 2025)
2659 Sandy Cross Road, Burlington, NC 27217

CRIME STATISTICS

CARRINGTON-SCOTT CAMPUS (MAIN CAMPUS)

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent-Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	2
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	2	0	0
	2022	1	0	0

CARRINGTON-SCOTT CAMPUS (MAIN CAMPUS)

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	1	1	0

CARRINGTON-SCOTT CAMPUS (MAIN CAMPUS)

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	1	0	0
	2022	0	0	0
Stalking	2024	2	0	0
	2023	2	0	0
	2022	1	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2022, 2023, of 2024.			
Unfounded Crimes	In 2024 there was 1 unfounded crime, in 2023 there was 1 unfounded crime, In 2022 there were 2 unfounded crimes			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			

DILLINGHAM CAMPUS

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent-Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

DILLINGHAM CAMPUS

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	1	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

DILLINGHAM CAMPUS

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024, 2023, or 2022.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024, 2023, or 2022.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			

Basic Law Enforcement Training Campus

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent-Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Basic Law Enforcement Training Campus

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	1	0	0
	2022	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Basic Law Enforcement Training Campus

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024, 2023, or 2022.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024, 2023, or 2022.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire reports are required.			
Campus Status	On or around October 1, 2025, the Basic Law Enforcement Training Campus will be renamed the Burlington Fire and Police Training Center.			

Medical Laboratory Technician Training Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent-Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Medical Laboratory Technician Training Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	1	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Medical Laboratory Technician Training Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024, 2023, or 2022.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024, 2023, or 2022.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			
Campus Status	As of May 15, 2025, the Medical Laboratory Technician Training Center is no longer a separate campus. It has ceased to be an ACC controlled property.			

Covington Education Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent-Manslaughter	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Manslaughter by Negligence	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Rape	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Fondling	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Incest	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Statutory Rape	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Robbery	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Aggravated Assault	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Burglary	2024	0	0	0
	2023	-	-	-
	2022	-	-	-

Covington Education Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Liquor Law Arrests	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Drug Law Arrests	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Weapons Law Arrests	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Arson	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Domestic Violence	2024	0	0	0
	2023	-	-	-
	2022	-	-	-

Covington Education Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Stalking	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			
Campus Status	The Covington Education Center officially became a separate campus on August 19, 2024. The reported statistics are for a partial year.			

Non-Campus Properties Reported for 2024

In this year's report, the following non-campus properties were reported on in accordance with the Clery Act based on location and use:

2609 Tucker Street, Burlington, NC
4242 R. Dean Coleman Road, Burlington, NC
227 Williamson Street, Burlington, NC
142 S Lexington Avenue, Burlington, NC
1714 Carolina Mill Road, Burlington, NC
1754 Kirkpatrick Road, Burlington, NC
1104 Southerland Street. Suite B, Graham, NC
120 Dental Circle, Chapel Hill, NC
150 Dental Circle, Chapel Hill, NC
750 E. Park Avenue, Orem, UT
215 N. Broad Street, Burlington, NC
1423 N. Church Street, Burlington, NC
1535 S. Mebane Street, Burlington, NC
715 N Church Street, Burlington, NC
411-B W Fifth Street, Burlington, NC
311 College Street, Graham, NC
385 S. Columbia Street, Chapel Hill, NC
140 Dental Circle, Chapel Hill, NC
4756 Caraway Mountain Road, Sophia, NC

All non-campus locations for 2024 had no reported Clery crimes for the dates and times ACC students were present.

Non-Campus Properties Reported for 2023

In this year's report, the following non-campus properties were reported on in accordance with the Clery Act based on location and use:

715 N. Church Street, Burlington, NC
NC 2609 Tucker Street, Burlington, NC
227 Williamson Street, Burlington, NC
1535 S. Mebane Street, Burlington, NC
3815 Wade Coble Drive, Burlington, NC
342 S. Spring Street, Burlington, NC
1104 Southerland Street, Graham, NC
2610 Jim Minor Road, Mebane, NC
104 Dental Circle, Chapel Hill, NC
NC 101 Hospital Drive, Ext., Columbus, MS
1423 N. Church Street, Burlington,
810 Wicker Street, Burlington, NC
1410 Elder Way, Burlington, NC
2640 S. Columbine Lane, Burlington, NC
1754 Kirkpatrick Road, Burlington, NC
1521 Huffman Mill Road, Burlington, NC
503 N. Main Street, Graham, NC
104 E, Haggard Avenue, Elon, NC
385 S. Columbia Street, Chapel Hill,

All non-campus locations for 2023 had no reported Clery crimes for the dates and times ACC students were present.

Non-Campus Properties Reported for 2022

In this year's report, the following non-campus properties were reported on in accordance with the Clery Act based on location and use:

200 S. Main Street, Burlington, NC	4751 NC-62, Burlington, NC
2609 Tucker Street, Burlington, NC	227 Williamson Street, Burlington, NC
1535 S. Mebane Street, Burlington, NC	3539 Alamance Road, Burlington, NC
2235 Delaney Drive, Burlington, NC	2640 S. Columbine Lane, Burlington, NC
434 S. Flanner Street, Burlington, NC	1521 Huffman Mill Road, Burlington, NC
411-B W Fifth Street, Burlington, NC	215 N. Broad Street, Burlington, NC
2550 Buckingham Road, Burlington, NC	1423 N. Church Street, Burlington, NC
810 Wicker Street, Burlington, NC	1410 Elder Way, Burlington, NC
110 Stone Street, Haw River, NC	2515 Cherry Lane, Haw River, NC
1104 Southerland Street, Graham, NC	129 Boggs Ranch Road, Graham, NC
503 McGee Street, Graham, NC	2610 Jim Minor Road, Mebane, NC
633 Corregidor Street, Mebane, NC	234 Hendersonville Road, Asheville, NC
2220 West Broad Street, Athens, GA	1615 Tynecastle Highway, Banner Elk, NC
1722 Walnut Street, Cary, NC	2775 Florida Plaza Boulevard, Kissimmee, FL
105 San Drive, Pooler, GA	

All non-campus locations for 2022 had no reported Clery crimes for the dates and times ACC students were present except for a Domestic Violence at 1722 Walnut Street, Cary, NC


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COMMUNITY COLLEGE
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DILLINGHAM CENTER
1304