

**FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE  
MINUTES OF THE BOARD OF TRUSTEES**

**February 17, 2025**

Held at the Tony Rand Student Center Board Room at 10:30 a.m.

**Members Present**

Mr. William L. Hedgepeth, Ms. Caroline Benavente, Mr. Christopher Bullard, Mr. Ralph Huff, Dr. Andrea Dickerson, Mr. Charles E. Koonce, Mr. Chandan Shankar, Mrs. Esther R. Thompson, Ms. Tammy Thurman, Mr. David R. Williford, and Mr. Jeremy Hidalgo.

**Members Absent**

Mr. Ron C. Crosby Jr., Mr. Adam Phillips

**FTCC Personnel Present**

President Dr. Mark Sorrells, Board Attorney and Vice President for Legal & Administrative Services David Sullivan, Senior Vice President for Academic and Student Services Dr. Murtis Worth, Vice President for Business and Finance Debbie Todd, Vice President of Human Resources and Institutional Effectiveness Carl Mitchell, Vice President of Facilities and Support Services Kevin Paul, Vice President of Academic Support Services & Civic Engagement Dr. DeSandra Washington, Chief of Staff/Vice President of Strategic Initiatives Dr. Tiffany Watts, Executive Director of Marketing and Public Relations Catherine Pritchard, Executive Director for the Foundation and Institutional Advancement Sandy Ammons, Associate Vice President for Business and Finance - Operations Todd Dunn, Executive Assistant to the President Tracy Verrier, Secretary to the President Michelle Johnson and Audio Visual Engineer Justin Longley.

**Attendees**

Jessie Bellflowers – Faculty Council Chairperson  
Amanda Colores – Staff Council Chairperson

**Call to Order**

**Mr. William Hedgepeth, Board Chair**

**Ethics Awareness and Conflict of Interest Statement**

**Mr. William Hedgepeth, Board Chair**

Mr. Hedgepeth read the Ethics Awareness and Conflict of Interest Statement. No conflicts of interest were identified.

**Recognition of Guests**

Susan Evans, Associate Vice President for Instructional Programs  
Vincent Lewis, Director of Fire & Rescue

**Approval of Minutes**

**Mr. William Hedgepeth, Board Chair**

Mrs. Benavente moved to approve the Board of Trustees Meeting Minutes from January 21, 2025. The motion was seconded by Ms. Thurman and unanimously approved by the Board.

**Committee Reports:**

**Building and Grounds Committee**

**Mr. David Williford, Chair**

Mr. Paul reported:

**1. For Information: Tiny Town Renovation (Project #2676)**

- The final coat of paint for the Exterior Insulation Finishing System (EIFS) was applied in January. The general contractor and FTCC completed a final walk through in February. The final punch list items have been completed by the contractor.
- Closeout documentation is all that remains to fully complete this project.

**2. For Information: Tiny Town Renovation Phase II (Project # 2819)**

- FTCC and HH Architecture reviewed FTCC's requested changes to the building layout in January.
- HH Architecture presented to FTCC an updated project budget estimate and HH Architecture fee proposal in February.
- The Schematic Design (SD) and Design Development (DD) phases for the interior of the Tiny Town building will continue into March of 2025.

**3. For Information: Cumberland County Regional Fire and Rescue Phase II (Project #2634)**

- Barnhill Contracting completed the rebar installation for the elevated roof slab on the residential burn building in February. The concrete pour for the roof slab and curb of the residential burn building is also complete.
- Fire lining installation in the first floor of the apartment burn building is in process. Demolition and removal of the asphalt around the existing burn building has started. The underground gas lines for the burn pit will be installed in February. The installation and tie in of the water lines will be completed in February.
- This project is 39% complete. Project milestone dates include completion of the residential burn building in May 2025, completion of the storage & shelter buildings in June 2025, and completion of the apartment burn building in July 2025. The target completion for the project as a whole is August 2025.

**4. For Information: Neill Currie HVAC Renovation (Project # 2636)**

- Installation of new duct and piping in the crawlspace of Neill Currie continues through February.
- Two air handler units have been set in place.
- This project is 68% complete. The target completion for this project is April 2025.

**5. For Information: Building Trades Center Renovation (Project #2699)**

- Drywall installation is under way by Riley Contracting Group and will be completed this month. The ceiling grid will also be installed in February.
- Window framing and window glass have been installed. The aluminum composite material panels are being fabricated for the exterior of the building. They are set to be delivered to the job site on February 27<sup>th</sup> 2025.
- This project is currently 47% complete. The target completion is set for June of 2025.

**6. For Information: Regional Truck Driver Training Center (Project #2635)**

- Phase one of the project will consist of parking facilities, sidewalks, drives, 13 acre driving pad, stormwater controls, grading, utilities, landscaping, and associated items.
- A bid opening meeting to reveal all qualified bids for this project was held at FTCC on January 23<sup>rd</sup> 2025. FTCC received eight bids for the project.
- Allen Grading Company was presented as the General Contractor to the FTCC Board of Trustees for approval. A notice to the contractor to proceed will follow in March if approved.
- Phase one will take 8 months to complete. Target start date and target completion dates are TBD.

**7. For Information: Spring Lake Center Roof Replacement (Project #2898)**

- The Spring Lake Center roof replacement project will consist of removing the existing roof membrane and replacing it with a PVC roofing system.
- Fleming & Associates was selected as the designer for this project. As part of the Schematic Design (SD) phase of the project, Fleming & Associates took core samples of the roof to evaluate the roof decking and moisture content of the existing roofing system. The scope of work and design for the roof replacement will be determined once results of the core sampling are received. A solicitation for a roofing contractor will follow completion of the all phases of design for the roof replacement.
- The target start date and target completion date for this project will be determined once a contractor is selected and approved by the FTCC Board of Trustees.

**Finance Committee**

**Mr. Chandan Shankar, Chair**

Due to Mr. Shankar's late arrival, Mrs. Benavente acted as Chair for the Finance Committee.

Ms. Todd and Mr. Dunn reported:

1. **For Approval: Amended #2 NCCCS 3-1 Project #2819, Tiny Town Phase II, Increase Budget by \$5.2M, Total Budget: \$7.2M (\$1M County Capital Aid, \$6.2M NCCCS SCIF).**

The budget is being increased to align with the designer's total estimated construction cost, based on the updated project scope. Initially, FTCC planned to relocate the Plant Operations (Facilities Department) and the Print Shop into the facility, leaving several hundred square feet unfinished. However, with the transition to a One College Model, a variety of non-student facing personnel from departments such as Financial Aid, Registration, Continuing Education, Admissions, MIS, and A/V will now occupy this renovated space. While Facilities will still be included, their footprint will be significantly smaller. The facility will also accommodate the Foundation, Small Business Center, and the Military Business Center. The revised scope now incorporates a work cafe, a 60- person training room, gang-style bathrooms, a unisex bathroom, a wellness room, conference rooms, and an additional set of stairs for access to the second level. The second level will remain unfinished, designated for storage.

Mr. Huff moved to approve the \$5.2M Budget Increase for NCCCS 3-1 Project #2819, Tiny Town Phase II. The motion was seconded by Mr. Koonce and unanimously approved by the Board by roll-call vote.

2. **For Approval: General Contractor Selection for Project #2635, Regional Truck Driver Training Center – Allen Grading Company - \$9,910,000.**

The College is seeking approval of Allen Grading Company as the Design Contractor for the Regional Truck Driver Training Center with a bid of \$9,910,000.

Mr. Huff moved to approve Allen Grading Company as the General Contractor for the Regional Truck Driver Training Center. The motion was seconded by Mrs. Thompson and unanimously approved by the Board by roll-call vote.

3. **For Information: Monthly Capital Project Update**

The Monthly Capital Projects Summary lists all current formal projects including total budgets and details the current design contract, construction contract, and other miscellaneous amounts associated for each project. The summary includes total committed costs and available funding to commit, as well as total expenditures as a percentage of the approved project budget amounts. The report also includes capital fund balances and future capital funding needs.

Fayetteville Technical Community College Monthly Finance Capital Projects Update February 2025													
NCCCS Project #	Project Name	Phase	Total Approved Project Budget	Current Design Contract	Current Construction Contract	Other Misc Contracts	Total Committed	Available To Commit	Total Committed as % of Budget	Total Project Expense To Date	Total Project Expense as a % of Budget	Construction Progress Completion	Estimated Completion Date
2634	FTCC, Cumberland County Regional Fire and Rescue Center (Phase 2)	Under Construction	\$ 20,000,000.00	\$ 1,068,350.00	\$ 13,553,414.00	\$ 248,848.99	\$ 14,870,612.99	\$ 5,129,387.01	74%	\$ 4,784,853.17	24%	39%	Aug-25
2615	Nursing Education and Simulation Center (Phase 2)	Final Close-Out	\$ 3,999,999.00	\$ 267,002.50	\$ 3,246,013.94	\$ 52,986.28	\$ 3,566,002.72	\$ 433,996.28	89%	\$ 3,544,374.32	89%	100%	Sep-24
2635	Regional Truck Driver Training Center	PHI:General Contractor Selection PHI: Design	\$ 13,825,456.91	\$ 946,000.00	\$ 27,400.00	\$ 562,797.93	\$ 1,536,197.93	\$ 12,289,258.98	11%	\$ 291,384.43	2%	0%	TBD
2636	Neill Currie HVAC Renovation	Under Construction	\$ 2,108,400.00	\$ 135,500.00	\$ 1,868,400.00	\$ 1,021.22	\$ 2,004,921.22	\$ 103,478.78	95%	\$ 1,299,927.76	62%	68%	Apr-25
2676	Tiny Town Renovation	Final Close-Out	\$ 2,750,000.00	\$ 285,300.00	\$ 2,008,302.00	\$ 145,557.57	\$ 2,439,159.57	\$ 310,840.43	89%	\$ 2,310,214.47	84%	95%	Feb-25
2699	Building Trades Center	Under Construction	\$ 3,820,000.00	\$ 252,000.00	\$ 3,411,226.17	\$ 33,026.11	\$ 3,696,252.28	\$ 123,747.72	97%	\$ 1,947,614.04	51%	47%	Jun-25
2767	Thomas McLean HVAC Project	Final Close-Out	\$ 1,115,012.00	\$ 135,500.00	\$ 891,929.60	\$ 63,941.13	\$ 1,091,370.73	\$ 23,641.27	98%	\$ 1,086,120.73	97%	100%	Jul-24
2819	Tiny Town Phase II (Interior)	Design	\$ 282,200.00	\$ 282,200.00	\$ -	\$ -	\$ 282,200.00	\$ -	100%	\$ 49,385.00	18%	0%	TBD
2898	Spring Lake Roof Replacement	Design	\$ 600,000.00	\$ 56,113.00			\$ 56,113.00	\$ 543,887.00	9%	\$ -	0%	0%	TBD
Totals			\$ 48,501,067.91	\$ 3,427,965.50	\$ 25,006,685.71	\$ 1,108,179.23	\$ 29,542,830.44	\$ 18,958,237.47	61%	\$ 15,313,873.92	32%		

NCCCS SCIF		
	Beginning Balance	\$20,000,000.00
2615	Nursing PH II	(\$459,052.00)
2635	Truck Driving	(\$2,989,288.00)
2636	Neill Currie HVAC	(\$1,954,400.00)
2659	ATC Roof Replacement (Closed-out)	(\$929,934.76)
2677	HOS Chiller (Closed-out)	(\$933,104.32)
2699	Building Trades	(\$3,820,000.00)
2767	T. McLean HVAC	(\$250,012.00)
2825	CEC Roof Replacement (Closed-out)	(\$590,708.05)
2819	Tiny Town Phase II	(\$6,200,000.00)
	Current Balance	\$1,873,500.87
2615	Nursing PH II @ Closeout	\$459,052.00
2636	Neill Currie HVAC @ Closeout	\$103,478.78
2699	Building Trades @ Closeout	\$123,747.72
2767	T. McLean HVAC @ Closeout	\$23,641.27
	Potentially Available After Closeouts	\$2,583,420.64

Funding Need			
Project #	Project Name	Low	High
N/A	Cumberland Hall Reno or Rebuild	\$20,000,000.00	\$37,000,000.00
N/A	Gym Expansion	\$3,800,000.00	\$4,000,000.00
	Total Need	\$23,800,000.00	\$41,000,000.00

County Capital Funds (Reimbursed)		
	FY24-25 Yearly Allocation	\$1,250,000.00
	FY23-24 Carryforward	\$1,633,779.50
	FY23-24 Beginning Balance	\$2,883,779.50
2605	Swift Water Reimbursed	(\$266,044.64)
2605	Swift Water Encumbered	(\$8,853.00)
2819	Tiny Town Phase II	(\$1,000,000.00)
2898	Spring Lake Roof Replacement	(\$600,000.00)
	Currently Available to Allocate	\$1,008,881.86

4. For Information: Biannual Pension Spiking Report

Pension spiking occurs when the compensation of a retirement member increases significantly late in their career. This creates an unforeseen liability to the Retirement System to pay a monthly benefit. Employees hired before Jan 1, 2015 and who’s average final compensation is \$130,764.73 (current threshold) or greater are subject to this provision. When the annual maximum benefit amount is greater than the contribution-based benefit cap, the College is required to make up the difference at the time the employee retires.

Average final compensation (avg of 4 highest years)		
X 0.182 multiplier		Contributions / Annuity Factor (based on age)
X years of service		X CBBC Factor (currently 4.5)
Annual maximum benefit amount	>	Contribution-based benefit cap

The biannual pension spiking report is regularly monitored by the College’s Office of Business and Finance. FTCC receives a monthly list of potential spikers and uses the most current information, while the Retirement System uses the most recent annual benefit statement (Dec. 31 of prior year). On the January 2025 Pension Spiking Report, the College has identified 10 employees with 6 as potential spikers based on our calculation. The Office of Business and Finance believes that the College has financial resources available to cover all such costs in the event of the retirement of all employees identified in the report.

5. For Approval: Administrative Procedures Manual, I-22.1 Cash Management Policy Revisions

North Carolina law requires that all institutions of the state, devise procedures for the receipt, deposit and disbursement of money coming into their control and custody, which are designed to maximize interest-bearing investment of cash and to minimize idle and nonproductive cash balances. The College is seeking approval for revisions to the Cash Management Policy as indicated in Attachment A.

Mr. Bullard moved to approve Administrative Procedures Manual, 1-22.1 Cash Management Policy Revisions. The motion was seconded by Mr. Huff and unanimously approved by the Board by roll-call vote.

6. For Approval: FTCC 2025-2026 County Budget Request

The College is seeking approval to request an increase of \$10,781,400 for the 2025-2026 County Budget for deferred maintenance.

Mr. Bullard moved to approve the 2025-2026 County Budget Request. The motion was seconded by Ms. Thurman and was unanimously approved by the Board by roll-call vote.

Human Resources Committee

Mr. Ronald C. Crosby Jr., Chair

Due to Mr. Crosby’s absence, Ms. Thurman acted as Chair for the Human Resources Committee.

1. **For Approval: Policy approval for Title IX Sexual Harassment Prevention**

- On January 9, 2025, the U.S. District Court for the Eastern District of Kentucky vacated the 2024 Title IX regulations making the 2020 regulations applicable nationwide.
- The policy you previously approved August 19, 2024 included requirements required by the 2024 regulations which were not contained in the 2020 regulations.
- This revised policy, when approved, allows the President to re-establish procedures that comply with the 2020 regulatory guidance.

Mrs. Benavente moved to approve the Title IX Sexual Harassment Prevention Policy. The motion was seconded by Mr. Huff and was unanimously approved by the Board by roll-call vote.

**Program Committee**

**Mr. Charles E. Koonce, Chair**

Dr. Murtis Worth reported:

1. **For Information: Fire and Emergency Training – Short-Term Workforce Training.**

The Dr. J. Larry Keen Regional Fire and Emergency Training Complex, Phase I opened in September 2022. The first phase included a 24,000-square-foot training center, with classrooms, simulation labs, locker rooms, apparatus bays and offices; a technical rescue facility with a 4-story training tower; an area for trench collapse training and other confined space training; and a memorial plaza. The Swift Water Rescue Training Facility opened in October 2023 and contains a 140,000-gallon indoor tank equipped with 10 pumps that can create a flow of up to 7 knots. The final phase, which is expected to be completed in August 2025 will add: a 2-story live-burn apartment-style tower, a 1-story residential live-burn building, an aircraft live burn simulator, a 1,500-square-foot burn pit, a concrete pad for staging various training scenarios, a fire flashover training area, and an urban search-and-rescue training area.

The addition of the 30-acre campus has allowed the College to offer an increased variety and number of classes to meet the training needs of first responders throughout North Carolina and several other states. The number of Fire and Rescue courses offered in 2024 increased 242% compared to 2022, and the number of students enrolled in course sections increased 254%. The course offerings include continuing education classes for first responders and fire academies.

Academic Year	FIP Course Sections Offered	Total Number of Students Enrolled	FTE
2022	136	1,696	41.0
2023	272	4,231	120.2
2024	466	6,013	174.3

In August 2024, PBS North Carolina was onsite to film a segment for ncIMPACT featuring the Swift Water facility. The show [Inside Fayetteville Tech’s Swift Water Training Facility](#) aired on Friday, February 7<sup>th</sup> at 7:30PM.

**Foundation**

**Ms. Sandy Ammons**

1. **For Information: Foundation Update**

- The 2025-2026 Scholarship application cycle opens on March 1.
- Scholarship and Donor Appreciation Luncheon will be on March 7 at 11:00.
- Pickleball Tournament will be on April 5<sup>th</sup>.
- Golf Tournament will be on May 1<sup>st</sup>.
- Celebrating the 40<sup>th</sup> anniversary of FTCC Foundation – 1985-2025.

**SGA Report**

**Mr. Jeremy Hidalgo, SGA President**

The FTCC SGA Executive Board has just returned from the N4CSGA Divisional Meeting, where we gathered with our neighboring community colleges and connect with their SGAs. The workshops were very helpful. Learning and sharing experiences has brought new ideas for us which also will help us to make our SGA better.

The SGA has worked hard all semester connecting with students to better advocate on their behalf. We have been able to pass 2 motions since last month and are working diligently towards them. A new executive was sworn in for the position of Sgt at Arms. We are actively recruiting new members and potential future board candidates for the SGA board. “Help leave FTCC better than when we found it”.

The SGA executive board has been attending many events across campus to not only show support but also assist when needed. We have also hosted many events, such as an entire week of tournaments where students were able to display their skills. Our participants were extremely excited about the types of events, and we’ve noticed the increase in student engagement and participation. Again, thank you for everything you do for the SGA and FTCC. This concludes my SGA Report.

**President’s Report** **Dr. Mark Sorrells**

Dr. Sorrells gave an update of College activities.

**Next Board Meeting – Friday, March 28, 2025**

**2025 NCACCT Law-Legislative Seminar**  
Wednesday, March 19 – Friday, March 21, 2025   Raleigh, Marriott City Center

**Adjournment**

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Mr. William Hedgepeth, Chair