



Monthly Financial Data
October 31, 2025

Prepared for: RCC Board of Education
Rogue Community College
3345 Redwood Highway
Grants Pass, OR 97527

Rogue Community College Executive Financial Summary For the Period July 1, 2025 through October 31, 2025

Audit

The annual audit field work took place October 13-24, 2025. The auditors will provide a comprehensive presentation for FY 2024/25 at the December 16th Board of Education meeting.

The 2024/25 annual audit interim field work, focusing on the Single Audit grant compliance performed in July, consisted of compliance testing for federal grants over \$750,000. The 2024/25 Single Audit includes Student Financial Aid (SFA) and the TRIO Cluster. The Single Audit Act and OMB Uniform Guidance require state and local governments which receive certain amounts in federal assistance, directly or indirectly, to have an audit conducted for the year. As of the date of this letter, the guidance for auditing such federal assistance has not been released. Due to this delay, the required report is pending finalization. Therefore, the College intends to issue a separate single audit report prior to March 2026.

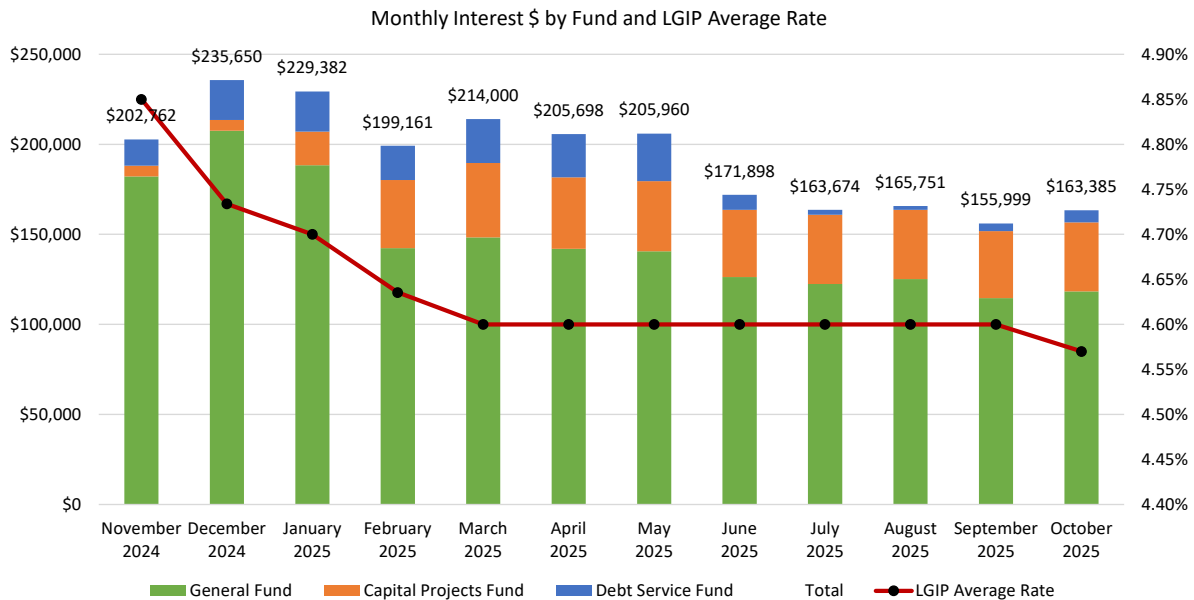
Budget

The Board of Education adopted the 2025/26 annual budget and associated property tax levies on June 17, 2025. Budget information is available at [RCC's Operations > Budget](#) page.

Investments

The monthly investment report has been updated to include charts illustrating average daily investment rates, monthly interest earnings by fund, and average monthly bank balances. These measures provide a comprehensive overview of investment performance and cash flow management, supporting informed analysis of trends and fund activity over time. This information will assist in evaluating investment strategies and ensuring that resources continue to be managed in a manner that aligns with the College's financial objectives.

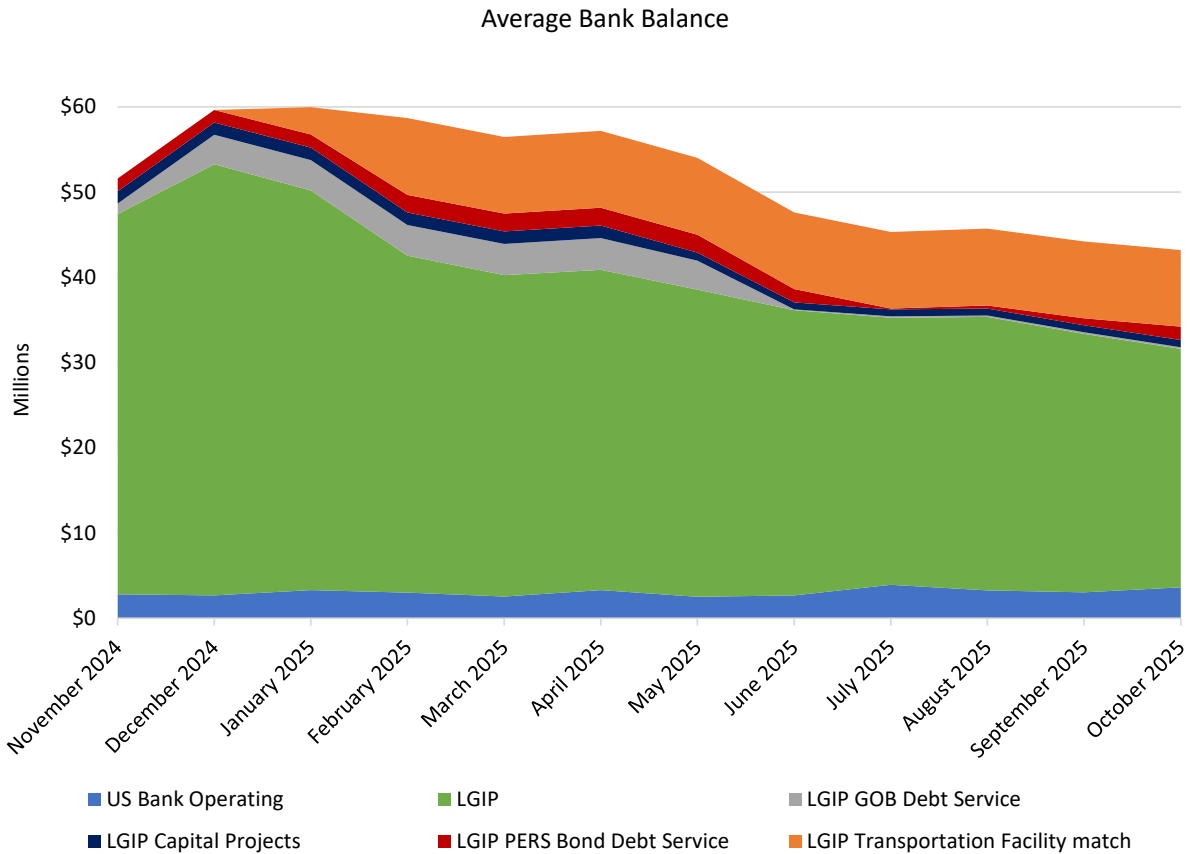
Currently, the College holds most of its cash in the Oregon Local Government Investment Pool (LGIP). The annualized yield for the LGIP changed from 4.6% to 4.5% effective October 23, 2025. The Treasury staff determine this rate based on market conditions and yield for fixed income securities such as government and corporate bonds. The College manages its cash balances to maximize interest while maintaining compliance with allowed LGIP balance limits.



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Investments (continued)

Monthly interest earnings and daily bank balances naturally fluctuate due to the timing of major revenue deposits, primarily property tax distributions and Community College Support Fund (CCSF) payments. These funding sources are received at specific intervals rather than evenly throughout the year, which causes corresponding variations in available cash balances and, in turn, the level of interest income earned each month.



General Fund

Tuition and Fee Revenue

The adopted tuition and fee budget of \$18.6 million was developed assuming a 5.7% increase in tuition bearing credits, inclusive of the Board approved \$2 per credit increase for in-state tuition, when compared to the prior year. Tuition and fee revenue through fall term is \$7.9 million, or 42.3% of the adopted budget. Overall, general fund tuition revenue is projected to be \$19.1 million; \$413,000 more than the original budget.

State Appropriations

The state appropriations budget of \$12.3 million was developed using a community college support fund (CCSF) appropriation of \$870.4 million for the 2025-27 biennium. Based on updates from the Oregon Higher Education Coordinating Commission (HECC), we are anticipating RCC's allocation will be \$84,000 less than budgeted. This includes the CCSF

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General Fund (continued)

funding, the Student Support component and the Student Success component. Please note, the actual amount received will be impacted by the College's 2025/26 property tax levy. Additional information will be available when the final formula worksheet is received, typically in January.

Property Taxes

Property tax revenue is budgeted at \$18.7 million. Property tax revenue was budgeted with a 4.2% increase over 2024/25 projected revenue. For Jackson and Josephine County combined the 2025/26 levies are 4.25% higher than the prior year's levies. Property tax revenue payments for the 2025/26 levy begin in November and are projected to be \$18.66 million, which is \$45,000 less than budgeted.

Expenses

Expenses by function, by type, are presented on page 5. The College has spent 29.9% of original budget as of October 31st. Overall expenses are not expected to exceed budget.

Fund Balance

The 2025/26 adopted beginning fund balance is \$8.6 million. The beginning fund balance is projected to be \$8.78 million, which is \$137,000 more than the original budget.

The 2025/26 ending fund balance is projected to be \$8.5 million; \$321,000 less than beginning fund balance. This reduction reflects the use of fund balance to support a mix of new and continued investments which directly support our mission and expand our capacity to serve our community.

Community and Workforce Training Fund

Tuition and Fee Revenue

The adopted tuition and fee budget for the Community and Workforce Training Fund is \$1.02 million. Tuition and fee revenue through fall term is projected to be \$486,700, or 47.6% of the adopted budget. This is 18.9% more than expected. Overall, tuition revenue is projected to be \$1.1 million; \$77,400 more than the original budget. The increase stems from continued demand from our community partners for additional contracted trainings in our workforce offerings.

Expenses

Expenses by function, by type, are presented on page 6. The College has spent 18.1% of original budget as of October 31st. Overall expenses are not expected to exceed available resources, including beginning fund balance, for the fiscal year.

Fund Balance

The 2025/26 adopted beginning fund balance is \$935,700. The beginning fund balance is projected to be \$953,700. This equates to an increase of \$18,000 in beginning fund balance.

The 2025/26 ending fund balance is projected to be \$753,900, \$199,800 less than beginning fund balance.

Rogue Community College
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For the Period July 1, 2025 through October 31, 2025

Innovation Fund

The combined statement is presented on page 7; detailed statements by type of activity may be found in Appendices A - B on pages 15-16. The future amount for STEP is dependent upon reimbursable time and effort for the activity.

Project Activity (Appendix A)

Revenue

Transfers In are budgeted at \$100,000. The transfers are intended for investments in future and transformative changes through Innovation Microgrant Opportunities and innovative projects that align with RCC's strategic plan.

Expenses

Innovation activity has spent 6.9% of original budget as of October 31st. Overall expenses are not expected to exceed available resources, including beginning fund balance, for the fiscal year.

Fund Balance

The 2025/26 adopted beginning fund balance for innovation activity is \$469,500. The beginning fund balance is projected to be \$482,500, \$13,000 more than budgeted.

The 2025/26 ending fund balance is projected to be \$229,000, \$254,000 less than beginning fund balance.

STEP Activity (Appendix B)

Revenue

Other innovation activity revenue is based upon reimbursable time and effort related to SNAP Training and Employment Program (STEP) activity. The 2025/26 projected reimbursement is \$235,500. STEP is billed on a quarterly basis.

Expenses

STEP activity has spent 9.0% of original budget as of October 31st. Overall expenses are not expected to exceed available resources for the fiscal year.

Fund Balance

The 2025/26 adopted beginning fund balance for STEP activity is \$500,800. The beginning fund balance is projected to be \$528,800, which is \$28,000 more than budgeted.

The 2025/26 ending fund balance is projected to be \$488,400, \$40,400 less than beginning fund balance.

Contract and Grant Fund

A list of active grants has been updated as of October 31, 2025. The report may be found on [RCC's Contract and Grant Accounting](#) page.

**ROGUE COMMUNITY COLLEGE
GENERAL FUND
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>	<u>June 30, 2026 Projected</u>	<u>Better (Worse) vs Original Budget</u>
Revenues:					
State Sources	12,316,152	12,316,152	6,180,698	12,231,814	(84,338)
Local Sources	18,704,585	18,704,585	209,055	18,659,536	(45,049)
Tuition and Fees	18,640,797	18,640,797	7,927,588	19,053,941	413,144
Other Revenue Sources	2,614,110	2,614,110	680,818	2,614,110	-
Total Revenues	52,275,644	52,275,644	14,998,158	52,559,401	283,757
Expenditures:					
Instruction					
Personnel	13,139,495	13,112,638	3,179,543	12,787,817	351,678
Other Personnel	5,020,147	5,020,147	1,352,626	4,754,050	266,097
Materials and Services	914,628	914,628	219,418	825,539	89,089
Capital	12,960	12,960	-	11,610	1,350
Total Instruction	19,087,230	19,060,373	4,751,588	18,379,016	708,214
Instructional Support					
Personnel	4,152,772	4,179,629	1,231,268	4,013,474	139,298
Other Personnel	1,561,654	1,561,654	502,892	1,432,870	128,784
Materials and Services	816,798	812,798	356,607	739,618	77,180
Capital	32,412	32,412	9,538	29,036	3,376
Total Instructional Support	6,563,636	6,586,493	2,100,305	6,214,998	348,638
Student Services					
Personnel	4,146,771	4,146,771	1,368,960	4,158,825	(12,054)
Other Personnel	2,708,285	2,708,285	917,250	2,593,758	114,527
Materials and Services	1,190,650	1,194,650	371,365	1,075,915	114,735
Total Student Services	8,045,706	8,049,706	2,657,575	7,828,497	217,209
Community Services					
Personnel	176,874	176,874	58,547	172,336	4,538
Other Personnel	103,214	103,214	31,582	94,235	8,979
Materials and Services	59,228	59,228	8,538	53,636	5,592
Total Community Services	339,316	339,316	98,667	320,207	19,109
Support Services					
Personnel	7,910,686	7,823,554	2,385,715	7,437,196	473,490
Other Personnel	3,922,333	3,922,333	1,435,522	3,546,947	375,386
Materials and Services	7,398,972	7,524,104	3,248,174	6,678,376	720,596
Capital	1,341,136	1,353,136	179,796	1,196,742	144,394
Total College Support Services	20,573,127	20,623,127	7,249,207	18,859,260	1,713,867
Contingency	1,000,000	950,000	-	-	1,000,000
Reserved for Future Expenditures	4,030,903	4,030,903	-	-	4,030,903
Total Expenditures	59,639,918	59,639,918	16,857,341	51,601,979	8,037,939
Revenues Over (Under) Expenditures:					
Other Financing Sources (Uses):					
Transfers In	161,750	161,750	31,371	161,750	-
Transfers Out	(1,440,607)	(1,440,607)	(1,377,643)	(1,440,607)	-
Total Other Financing Sources (Uses):	(1,278,857)	(1,278,857)	(1,346,272)	(1,278,857)	-
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(8,643,131)	(8,643,131)	(3,205,455)	(321,435)	8,321,696
Fund Balance, Beginning of Year (unaudited)	8,643,131	8,643,131	8,780,217	8,780,217	137,086
Fund Balance October 31, 2025	-	-	5,574,762	8,458,783	8,458,783

Tuition and Fee Revenue by Term

	<u>Summer</u>	<u>Fall</u>	<u>Winter</u>	<u>Spring</u>	<u>Total</u>
Projected	-	-	5,872,584	5,304,269	11,176,853
Actuals as of 11/10/2025	1,815,066	6,062,022	-	-	7,877,088
Current Projection	1,815,066	6,062,022	5,872,584	5,304,269	19,053,941
Original Budget	1,677,672	5,965,055	5,778,647	5,219,423	18,640,797
Better(worse)	137,394	96,967	93,937	84,846	413,144

**ROGUE COMMUNITY COLLEGE
COMMUNITY AND WORKFORCE TRAINING FUND
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	Original Budget	Current Budget	October 31, 2025 Actual	June 30, 2026 Projected	Better (Worse) vs Original Budget
Revenues:					
State Sources	86,940	86,940	-	90,720	3,780
Tuition and Fees	1,023,150	1,023,150	375,337	1,100,546	77,396
Other Revenue Sources	200,000	200,000	-	-	(200,000)
Total Revenues	1,310,090	1,310,090	375,337	1,191,266	(118,824)
Expenditures:					
Instruction					
Personnel	495,907	495,907	134,497	495,907	-
Other Personnel	99,576	99,576	28,885	99,576	-
Materials and Services	630,396	630,396	68,094	230,396	400,000
Capital	15,000	15,000	-	15,000	-
Total Instruction	1,240,879	1,240,879	231,476	840,879	400,000
Instructional Support					
Personnel	319,894	319,894	106,675	319,894	-
Other Personnel	183,187	183,187	56,020	183,187	-
Materials and Services	47,150	47,150	12,168	47,150	-
Total Instructional Support	550,231	550,231	174,864	550,231	-
Contingency	454,725	454,725	-	-	454,725
Total Expenditures	2,245,835	2,245,835	406,339	1,391,110	854,725
Revenues Over (Under) Expenditures:					
Other Financing Sources (Uses):					
Transfers In	-	-	-	-	-
Transfers Out	-	-	-	-	-
Total Other Financing Sources (Uses):	-	-	-	-	-
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(935,745)	(935,745)	(31,002)	(199,844)	735,901
Fund Balance, Beginning of Year (unaudited)	935,745	935,745	953,694	953,694	17,949
Fund Balance October 31, 2025	-	-	922,692	753,850	753,850

Tuition and Fee Revenue by Term

	Summer	Fall	Winter	Spring	Total
Projected	14,721	96,597	276,250	337,641	725,209
Actuals as of 11/10/2025	190,319	185,018	-	-	375,337
Current Projection	205,040	281,615	276,250	337,641	1,100,544
Original Budget	173,935	235,326	276,250	337,641	1,023,152
Better(worse)	31,105	46,289	-	-	77,392

**ROGUE COMMUNITY COLLEGE
 INNOVATION FUND
 STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
 FOR THE MONTH ENDED October 31, 2025**

	Original Budget	Current Budget	October 31, 2025 Actual	June 30, 2026 Projected	Better (Worse) vs Original Budget
Revenues:					
State Sources	235,462	235,462	30,032	235,462	-
Total Revenues	235,462	235,462	30,032	235,462	-
Expenditures:					
Instruction					
Personnel	8,600	8,600	-	-	8,600
Other Personnel	1,334	1,334	-	-	1,334
Materials and Services	35,000	35,000	-	30,000	5,000
Total Instruction	44,934	44,934	-	30,000	14,934
Instructional Support					
Personnel	44,707	44,707	6,145	33,530	11,177
Other Personnel	35,053	35,053	3,992	26,290	8,763
Materials and Services	27,500	27,500	552	15,850	11,650
Capital	-	10,000	1,957	10,000	(10,000)
Total Instructional Support	107,260	117,260	12,646	85,670	21,590
Student Services					
Personnel	191,679	191,679	23,467	87,478	104,201
Other Personnel	100,344	100,344	11,806	44,007	56,337
Materials and Services	135,671	315,004	31,168	137,967	(2,296)
Total Student Services	427,694	607,027	66,440	269,452	158,242
Community Services					
Materials and Services	10,000	10,000	-	-	10,000
Total Community Services	10,000	10,000	-	-	10,000
Support Services					
Personnel	64,366	64,366	16,389	49,591	14,775
Other Personnel	137,937	137,937	8,336	36,491	101,446
Materials and Services	75,000	75,000	-	58,500	16,500
Total College Support Services	277,303	277,303	24,725	144,582	132,721
Contingency	338,551	149,218	-	-	338,551
Total Expenditures	1,205,742	1,205,742	103,812	529,705	676,037
Revenues Over (Under) Expenditures:					
Other Financing Sources (Uses):					
Transfers In	100,000	100,000	100,000	100,000	-
Transfers Out	(100,000)	(100,000)	(4,092)	(100,000)	-
Total Other Financing Sources (Uses):	-	-	95,908	-	-
Revenues and Other Sources Over (Under)	(970,280)	(970,280)	22,128	(294,243)	676,037
Expenditures and Other Uses:					
Fund Balance, Beginning of Year (unaudited)	970,280	970,280	1,011,360	1,011,360	41,080
Fund Balance October 31, 2025	-	-	1,033,488	717,118	717,118

**ROGUE COMMUNITY COLLEGE
CAPITAL PROJECTS FUND
STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>
Revenues:			
Federal Sources	1,270,934	1,270,934	43,738
State Sources	1,000,000	1,000,000	-
Local Sources	-	-	-
Other Revenue Sources	-	-	161,466
Total Revenues	<u>2,270,934</u>	<u>2,270,934</u>	<u>205,204</u>
Expenditures:			
Support Services			
Materials and Services	51,600	51,600	10,321
Capital	314,100	314,100	51,039
Total Facilities Acq/Construction	365,700	365,700	61,360
Facilities Acquisition and Construction			
Capital	7,377,081	7,377,081	1,246,525
Total Facilities Acq/Construction	7,377,081	7,377,081	1,246,525
Contingency	1,050,690	1,050,690	-
Reserved for Future Expenditures	8,000,000	8,000,000	-
Total Expenditures	<u>16,793,471</u>	<u>16,793,471</u>	<u>1,307,886</u>
Revenues Over (Under) Expenditures:			
Other Financing Sources (Uses):			
Transfers In	769,696	769,696	619,696
Transfers Out	-	-	-
Total Other Financing Sources (Uses):	<u>769,696</u>	<u>769,696</u>	<u>619,696</u>
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(13,752,841)	(13,752,841)	(482,986)
Fund Balance, Beginning of Year (unaudited)	13,752,841	13,752,841	14,008,110
Fund Balance October 31, 2025	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>13,525,125</u></u>

**ROGUE COMMUNITY COLLEGE
DEBT SERVICE FUND
STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>
Revenues:			
Local Sources	1,617,250	1,617,250	17,327
Other Revenue Sources	4,174,390	4,174,390	1,182,953
Total Revenues	5,791,640	5,791,640	1,200,280
Expenditures:			
Support Services			
Materials and Services	5,767,730	5,767,730	-
Total College Support Services	5,767,730	5,767,730	-
Unappropriated Ending Fund Balance	537,174	537,174	-
Total Expenditures	6,304,904	6,304,904	-
Revenues Over (Under) Expenditures:			
Other Financing Sources (Uses):			
Transfers In	-	-	-
Transfers Out	(150,000)	(150,000)	-
Total Other Financing Sources (Uses):	(150,000)	(150,000)	-
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(663,264)	(663,264)	1,200,280
Fund Balance, Beginning of Year (unaudited)	663,264	663,264	869,992
Fund Balance October 31, 2025	-	-	2,070,272

Long term debt schedule:

	<u>Original Principal Amount</u>	<u>Principal Balance July 1, 2025</u>	<u>Principal Due FY 25/26</u>	<u>Principal Balance June 30, 2026</u>	<u>Principal Due Within One Year</u>
2005 Limited tax pension bonds, interest 4.643% to 4.831%, Maturity June 30, 2028	\$ 21,035,000	\$ 5,460,000	\$ 2,045,000	\$ 3,415,000	\$ 2,235,000
2016B General obligation refunding bonds, interest 3.0% to 5.0%, Maturity June 15, 2034	\$ 20,000,000	12,410,000	1,145,000	11,265,000	\$ 1,245,000
2021 Limited tax pension bonds, interest 0.199% to 2.945%, Maturity June 15, 2040	\$ 31,545,000	\$ 27,495,000	\$ 1,205,000	\$ 26,290,000	\$ 1,280,000
Total	<u>\$ 72,580,000</u>	<u>\$ 45,365,000</u>	<u>\$ 4,395,000</u>	<u>\$ 40,970,000</u>	<u>\$ 4,760,000</u>

**ROGUE COMMUNITY COLLEGE
CONTRACT AND GRANT FUND
STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>
Revenues:			
Federal Sources	6,344,670	6,344,670	884,938
State Sources	1,724,433	1,724,433	160,867
Local Sources	91,195	113,195	60,322
Tuition and Fees	428,305	428,305	103,322
Other Revenue Sources	1,027,679	1,005,679	123,835
Total Revenues	<u>9,616,282</u>	<u>9,616,282</u>	<u>1,333,283</u>
Expenditures:			
Instruction			
Personnel	566,122	591,028	153,798
Other Personnel	676,535	450,796	64,229
Materials and Services	2,251,335	2,381,475	144,169
Capital	143,625	142,773	82,845
Total Instruction	<u>3,637,617</u>	<u>3,566,072</u>	<u>445,041</u>
Instructional Support			
Personnel	476,276	630,826	153,315
Other Personnel	242,234	300,196	69,682
Materials and Services	2,143,084	1,795,213	126,292
Capital	49,468	50,389	-
Total Instructional Support	<u>2,911,062</u>	<u>2,776,624</u>	<u>349,289</u>
Student Services			
Personnel	1,247,028	1,452,208	424,977
Other Personnel	329,407	410,944	118,867
Materials and Services	1,180,737	1,100,003	376,595
Total Student Services	<u>2,757,172</u>	<u>2,963,155</u>	<u>920,438</u>
Community Services			
Materials and Services	25,000	25,000	-
Total Community Services	<u>25,000</u>	<u>25,000</u>	<u>-</u>
Support Services			
Personnel	231,184	231,184	69,219
Other Personnel	265,263	262,907	38,746
Materials and Services	184,980	187,336	48,896
Total College Support Services	<u>681,427</u>	<u>681,427</u>	<u>156,861</u>
Contingency	388,632	388,632	-
Total Expenditures	<u>10,400,910</u>	<u>10,400,910</u>	<u>1,871,630</u>
Revenues Over (Under) Expenditures:			
Other Financing Sources (Uses):			
Transfers In	-	-	-
Transfers Out	-	-	-
Total Other Financing Sources (Uses):	<u>-</u>	<u>-</u>	<u>-</u>
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(784,628)	(784,628)	(538,347)
Fund Balance, Beginning of Year (unaudited)	784,628	784,628	840,462
Fund Balance October 31, 2025	<u>-</u>	<u>-</u>	<u>302,116</u>

For a list of active grants please visit:

<https://www.roguecc.edu/businessOffice/contractGrant.asp>

**ROGUE COMMUNITY COLLEGE
INTRA-COLLEGE FUND
STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>
Revenues:			
Other Revenue Sources	100,000	100,000	6,026
Total Revenues	<u>100,000</u>	<u>100,000</u>	<u>6,026</u>
Expenditures:			
Instructional Support			
Other Personnel	343,192	343,192	50,074
Total Instructional Support	343,192	343,192	50,074
Student Services			
Personnel	63,900	63,900	29,715
Other Personnel	12,660	12,660	5,637
Materials and Services	576,372	576,372	98,053
Total Student Services	652,932	652,932	133,405
Support Services			
Other Personnel	136,405	136,405	28,770
Total College Support Services	136,405	136,405	28,770
Contingency	-	-	-
Total Expenditures	<u>1,132,529</u>	<u>1,132,529</u>	<u>212,249</u>
Revenues Over (Under) Expenditures:			
Other Financing Sources (Uses):			
Transfers In	740,911	740,911	657,947
Transfers Out	(48,000)	(48,000)	(27,279)
Total Other Financing Sources (Uses):	692,911	692,911	630,668
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(339,618)	(339,618)	424,445
Fund Balance, Beginning of Year (unaudited)	339,618	339,618	401,844
Fund Balance October 31, 2025	<u>-</u>	<u>-</u>	<u>826,289</u>

Activities include Associated Student Government of Rogue Community College, Professional Growth, Athletics, and other departmental charges.

**ROGUE COMMUNITY COLLEGE
RESERVE FUND
STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	Original Budget	Current Budget	October 31, 2025 Actual
Revenues:			
Other Revenue Sources	-	-	-
Total Revenues	-	-	-
Expenditures:			
Reserved for Future Expenditures:			
PERS Reserve	7,123,786	7,123,786	-
Reinvestment Reserve	8,414,687	8,414,687	-
Stability Reserve	5,311,052	5,311,052	-
Total Expenditures	20,849,525	20,849,525	-
Revenues Over (Under) Expenditures:			
Other Financing Sources (Uses):			
Transfers In	-	-	-
Transfers Out	-	-	-
Total Other Financing Sources (Uses):	-	-	-
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(20,849,525)	(20,849,525)	-
Fund Balance, Beginning of Year (unaudited)			
PERS Reserve	7,123,786	7,123,786	7,123,786
Reinvestment Reserve	8,414,687	8,414,687	8,414,687
Stability Reserve	5,311,052	5,311,052	5,311,052
Total Beginning Fund Balance	20,849,525	20,849,525	20,849,525
Fund Balance October 31, 2025	-	-	20,849,525

**ROGUE COMMUNITY COLLEGE
STUDENT FINANCIAL AID FUND
STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>
Revenues:			
Federal Sources	17,890,000	17,890,000	5,613,559
State Sources	6,205,000	6,205,000	2,442,540
Local Sources	1,000,000	1,000,000	23,912
Total Revenues	<u>25,095,000</u>	<u>25,095,000</u>	<u>8,080,011</u>
Expenditures:			
Student Services			
Materials and Services	25,061,250	25,061,250	8,741,558
Total Financial Aid	25,061,250	25,061,250	8,741,558
Contingency	-	-	-
Total Expenditures	<u>25,061,250</u>	<u>25,061,250</u>	<u>8,741,558</u>
Revenues Over (Under) Expenditures:			
Other Financing Sources (Uses):			
Transfers In	-	-	-
Transfers Out	(33,750)	(33,750)	-
Total Other Financing Sources (Uses):	<u>(33,750)</u>	<u>(33,750)</u>	<u>-</u>
Revenues and Other Sources Over (Under)	-	-	(661,546)
Expenditures and Other Uses:	-	-	-
Fund Balance, Beginning of Year (unaudited)	-	-	-
Fund Balance October 31, 2025	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>(661,546)</u></u>

Federal Financial Aid has been draw at 98% of amount disbursed until Return to Title IV has been completed. Fund Balance reflects revenue received for 3rd party scholarships and Oregon Promise Grant Advance that will be disbursed through the year/term. Foundation scholarships have been invoiced through Summer Term.

**ROGUE COMMUNITY COLLEGE
AUXILIARY SERVICES FUND
STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
FOR THE MONTH ENDED October 31, 2025**

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>
Revenues:			
Sales	100,000	100,000	20,041
Tuition and Fees	4,000	4,000	1,850
Other Revenue Sources	45,000	45,000	15,658
Total Revenues	<u>149,000</u>	<u>149,000</u>	<u>37,549</u>
Cost of Goods Sold:			
Materials for Resale	100,000	100,000	71,013
Gross Profit	<u>49,000</u>	<u>49,000</u>	<u>(33,465)</u>
Operating Expenditures:			
Personnel	107,947	107,947	36,552
Other Personnel	53,740	53,740	18,174
Materials and Services	6,670	6,670	6,068
Capital	7,753	7,753	-
Total Operating Expenditures	<u>176,110</u>	<u>176,110</u>	<u>60,794</u>
Year to Date Net Operating Income (Loss)	<u>(127,110)</u>	<u>(127,110)</u>	<u>(94,258)</u>
Contingency	50,000	50,000	-
Reserved for Future Expenditures	164,440	164,440	-
Revenues Over (Under) Expenditures:			
Other Financing Sources (Uses):			
Transfers In	-	-	-
Transfers Out	-	-	-
Total Other Financing Sources (Uses):	<u>-</u>	<u>-</u>	<u>-</u>
Revenues and Other Sources Over (Under) Expenditures and Other Uses:	(341,550)	(341,550)	(94,258)
Fund Balance, Beginning of Year (unaudited)	341,550	341,550	250,339
Fund Balance October 31, 2025	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>156,081</u></u>

ROGUE COMMUNITY COLLEGE
 INNOVATION FUND - PROJECT ACTIVITY
 STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
 FOR THE MONTH ENDED October 31, 2025

Appendix A

	Original Budget	Current Budget	October 31, 2025 Actual	June 30, 2026 Projected	Better (Worse) vs Original Budget
Revenue:					
Other Revenue Sources	-	-	-	-	-
Transfers In	100,000	100,000	100,000	100,000	-
Fund Balance, Beginning of Year (unaudited)	469,497	469,497	482,519	482,519	13,022
Total Other Activity Revenue	569,497	569,497	582,519	582,519	13,022
Expenditure:					
24/25 Microgrants	29,934	29,934	-	11,000	18,934
25/26 Microgrants	100,000	100,000	-	44,443	55,557
High School Partnerships	182,260	182,260	14,781	162,320	19,940
Energy Management	121,465	121,465	244	244	121,221
AI Task Force	50,000	50,000	-	50,000	-
Facility Rentals	85,838	85,838	24,481	85,838	-
Total Expenditures	569,497	569,497	39,506	353,845	215,652
Fund Balance October 31, 2025	-	-	543,013	228,674	(202,630)

ROGUE COMMUNITY COLLEGE
 INNOVATION FUND - STEP ACTIVITY
 STATEMENT OF REVENUE, EXPENDITURES AND CHANGES IN FUND BALANCE
 FOR THE MONTH ENDED October 31, 2025

Appendix B

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>	<u>June 30, 2026 Projected</u>	<u>Better (Worse) vs Original Budget</u>
Revenues:					
State Sources	235,462	235,462	30,032	235,462	-
Total Revenues	235,462	235,462	30,032	235,462	-
Expenditures:					
STEP Project					
Personnel	191,679	191,679	23,467	87,478	104,201
Other Personnel	100,344	100,344	11,806	44,007	56,337
Materials and Services	65,621	143,135	9,248	27,973	37,648
Tuition	10,500	41,469	5,793	31,102	(20,602)
Travel & training	15,000	11,400	192	8,550	6,450
Supportive Services	14,550	89,000	15,934	66,750	(52,200)
Library Assets	-	10,000	-	10,000	(10,000)
Contingency	338,551	149,218	-	-	338,551
Total Expenditures	736,245	736,245	66,440	275,860	460,385
Fund Balance, Beginning of Year (unaudited)	500,783	500,783	528,841	528,841	28,058
Fund Balance October 31, 2025	-	-	492,432	488,443	488,443

The SNAP Training and Employment Program (STEP) is a federally-recognized Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) Program. STEP assists SNAP participants in receiving job skills training, finding work, or gaining experience that will increase their ability to secure and maintain employment in a family-wage job. Participation in STEP is voluntary, and is a qualifying service for allowing able-bodied adults without dependents (ABAWDs) to maintain access to vital supplemental food assistance while attending college. STEP participation includes needs assessment, training and employment-related activities, and wraparound support services.

ROGUE COMMUNITY COLLEGE
GENERAL FUND - BOARD OF EDUCATION
STATEMENT OF EXPENDITURES
FOR THE MONTH ENDED October 31, 2025

Appendix C

	<u>Original Budget</u>	<u>Current Budget</u>	<u>October 31, 2025 Actual</u>	<u>Better (Worse) vs Original Budget</u>
Expenditures:				
Personnel	160,043	160,043	57,069	102,974
Other Personnel	80,264	80,264	27,307	52,957
Materials and Services:				
Small Equipment less than \$5k	-	-	-	-
Meeting Supplies	5,000	5,000	890	4,110
Travel	15,000	15,000	7,974	7,026
Other Prof/Contracted Services	2,000	2,000	-	2,000
Publicity and Publications	-	-	-	-
Fees and Dues	5,000	5,000	-	5,000
Postage/Freight	20	20	82	(62)
Total Expenditures	<u>267,327</u>	<u>267,327</u>	<u>93,322</u>	<u>174,005</u>

**ROGUE COMMUNITY COLLEGE
GLOSSARY OF TERMS**

ADOPTED BUDGET – The financial plan adopted by the College.

APPROPRIATION – (1) A legal authorization granted by a legislative body to make expenditures and to incur obligations for specific purpose, usually with specific limitations as to amount, purpose and time limits. (2) An account used to record the budgetary appropriation for the period.

BEGINNING FUND BALANCE – The amount of unexpended funds carried forward from one fiscal year to another.

BOND – A certificate of debt issued by a government or corporation guaranteeing payment of the original investment plus interest by a specified future date.

CAPITAL IMPROVEMENT FUND TYPE – The Capital Improvement Funds account for the receipt and disbursement of resources for buildings and land. The principal revenues include proceeds from the sale of buildings, bond levy proceeds and transfers in from other funds.

Capital Projects Fund – This fund accounts for the purchase or remodel of buildings and land and deferred maintenance. The principal revenue is from the sale of voter approved general obligation bonds, transfers in from other funds, state funding, such as the Article XI-G Higher Education Facilities and Community College Bonds, financed by the state and local resources.

DEBT SERVICE FUND TYPE – The Debt Service Funds account for the accumulation of resources for and payment of principal and interest on the College's long-term debt obligations.

Debt Service Fund – This fund accounts for the accumulation of resources for and payment of principal and interest on the College's long-term debt obligations including the General Obligation Bonds and Limited Tax Pension Obligation Bonds. The principal revenue is property taxes approved for bond levies and the PERS Bond expense charged to other funds.

ENCUMBRANCE – The formal accounting recognition of commitments to expend resources in the future.

FUND – A division in the budget with independent fiscal and accounting requirements with a self-balancing set of accounts for its assets, liabilities, fund balance, revenues and other additions, expenditures and other deductions, and transfers.

GENERAL FUND – The General Fund covers general operations of the College and accounts for all financial resources and expenditures of the College, except for those required to be accounted for in another fund. The principle sources of revenue include tuition, property taxes, and state community college support.

PROPERTY TAXES – Amounts received from tax levies based on the assessed valuation of real and personal property within a district.

PROPRIETARY FUND TYPE – Proprietary Funds are used to account for operations that are financed and operated in a manner similar to those of private business enterprises. The intent is that the cost of providing goods or services to the general public on a continuing basis be financed or recovered primarily through user charges.

Auxiliary Services Fund – This fund accounts for the operation of ancillary activities for the College Store and calculator rental offered by the Math department.

ROGUE COMMUNITY COLLEGE GLOSSARY OF TERMS

SPECIAL REVENUE FUND TYPE - The Special Revenue Funds account for revenues and expenditures for specific projects that are legally and/or administratively restricted for a specific purpose.

COMMUNITY AND WORKFORCE TRAINING FUND – This fund accounts for the community education and workforce training instructional activities of the College. The principal revenue is tuition and fees.

CONTRACT AND GRANT FUND – This fund accounts for grants and contracts awarded to and for the College from federal, state and local sources. This fund is externally restricted.

INNOVATION FUND – This fund accounts for investments in transformative changes positively impacting College sustainability. The principal revenue is transfers from the General Fund and the STEP contract with the state.

INTRA-COLLEGE FUND – This fund accounts for activities performed by the College for the benefit of the College. Activities include Associated Student Government of Rogue Community College, Professional Growth, Athletics, and other departmental charges. The principal revenue for this fund is transfers in from other funds.

RESERVE FUND – This fund accounts for the funds set aside for the following: PERS reserve held by the College for anticipated, future rate increases, and the unfunded actuarial liability; Reinvestment reserves for long-term, strategic planning to meet the College's objectives; Stability reserve established by the RCC Board of Education to be used to stabilize the College's funding. The principal revenue is transfers from the other funds.

STUDENT FINANCIAL AID FUND – This fund accounts for student aid in the form of federal grants (Federal Pell Grant, Federal Supplemental Education Opportunity Grant), the Oregon Opportunity Grant (OOG), the Oregon Promise Grant (OPG), institutional scholarships (RCC Foundation), state scholarships administered by the Oregon Student Access Commission, third-party scholarships, federal work-study student employment, federal direct loans to students (subsidized and unsubsidized), and private student loans. This fund is externally restricted.

TRANSFERS – May be made between funds within a fund group or among two or more fund groups and may be either mandatory or non-mandatory.

Mandatory Transfers – Result from (1) binding legal agreements related to the financing of plant assets, including amounts for debt retirement, interest, and required provision for renewals and replacement of facilities not financed from other sources: and (2) sponsored program agreements with Federal agencies, donors, and other organizations to match gifts and grants.

Non-mandatory Transfers – Made at the discretion of the governing board to serve a variety of objectives, such as additions to loan funds, additions to quasi-endowment funds, general or specific plant additions, voluntary renewals and replacements of facilities, and prepayment on debt principal.



BP 3100 Organizational Structure

References:

NWCCU 2020 Standard 2.A.2

BP_7110 – Delegation of Authority, Human Resources

The ~~C~~college ~~P~~resident ~~shall~~ establishes organizational charts that delineate ~~the~~ lines of responsibility and ~~fix the~~ general duties of employees ~~within Rogue Community College, except as limited by law or the requirement of any operative Collective Bargaining Agreement.~~

Rescinds Policy Number: III.A.020

Adopted: March 19, 2019

Accreditation reference updated January 22, 2020



BP 3230 Protection of Human Subjects

References: 34 CFR 9c

The Board of Education is committed to upholding the highest standards relating to the protection of human subjects in any research activity involving Rogue Community College (RCC). In order to ensure this successful balance, the College President (or designee) will develop administrative procedures which address the protection of human subjects during any such research activity. These procedures are intended to ensure that college staff and students who may be affected by the research can be certain data collection and research practices are sound and do not violate board policies, college operating procedures, or federal regulations concerning protection of human subjects (Title 34, Part 97 of the Code of Federal Regulations; refer to <https://www.ecfr.gov/current/title-34/subtitle-A/part-97?toc=1>).

Rescinds Policy Number: V.B.060- Research on Human Subjects

Adopted: January 16, 2024

Revised: May 20, 2025

BP 5010 Admissions and Concurrent Enrollment

References:

34 Code of Federal Regulations Part 668.16(p) (U.S. Department of Education regulations on the Integrity of Federal Student Financial Aid Programs under Title IV of the Higher Education Act of 1965, as amended);
NWCCU 2020 Standard 1.C.4, 2.C.3
ORS 341.290(7)
ORS 341.481
ORS 340.005 to 340.330 (Expanded Options/Dual Credit Programs)

RCC shall admit students who meet one of the following requirements:

- Students 18 years of age and older.
- Students under the age of 18 who have graduated from high school or completed a [General Equivalency Diploma \(GED®\)](#).
- Students under the age of 18 who have not graduated from high school, nor completed a GED® but meet additional criteria.

The college reserves the right to approve or deny the request for enrollment by [international students and](#) underage students (ORS 341.481), and the Admission Officer, or designee, shall make the final determination. Admission to restricted enrollment programs, called [Limited Entry Special Admission](#) Programs at RCC, may be limited and may have separate application procedures and requirements.

See also: AP 5010 Admissions, AP 5011 Admission and Dual (Concurrent) Enrollment of High School and Other Young Students, AP 5012 International Students, BP/AP 5015 Residence Determination, and BP/AP 5020 Nonresident Tuition.

Rescinds Policy Number: VII.A.010

Adopted: January 21, 2020

Revised: July 21, 2020

[Revised: July 29, 2025](#)

BP 6250 Budget Management

References:

NWCCU 2020 Standard 2.E.1, 2.E.2, 2.E.3
ORS 294.305 to ORS 294.565 (Local Budget Law)

The budget shall be managed in accordance with Oregon Local Budget Law. Budget revisions shall be made only in accordance with these policies and as provided by law.

Rogue Community College's unrestricted budgeted reserves shall be no less than 5% of total budgeted operating funds revenue. Operating funds are General Fund, and the Intra- College Fund, ~~and Renewal and Replacement Fund~~.

Revenues accruing to Rogue Community College in excess of amounts budgeted shall be added to the College's reserve for contingencies. They are available for appropriation only upon a resolution of the Board of Education that sets forth the need according to the function classifications in accordance with applicable law.

Rescinds: IV.A.030, IV.A.020

Adopted: January 21, 2020

Revised: May 16, 2023

Board Policy Adoption – Revised Board Policy BP-3430 Prohibition of Harassment

Recommendation of the President: That the Rogue Community College (RCC) Board of Education (Board) adopt Resolution No. P5-25/26 approving adoption of Revised Board Policy BP-3430 Prohibition of Harassment.

Background Information: Pursuant to Board Policy BP-2410: Board of Education Policies and Administrative Procedures, the RCC Board has directed college administrators to assist the Board in reviewing Board policies at monthly Board meetings. Unless circumstances require immediate action, a policy will not be voted on at the first meeting during which it is discussed.

Oregon Community College Association (OCCA) provides general policy advice and guidance to all Oregon community college members as part of their current OCCA dues. OCCA works with college presidents, staff, and board members to analyze and help operationalize recently passed Oregon legislation and administrative rules. RCC is a participant in partnership with the Community College League of California (League) and the law firm of Liebert Cassidy Whitmore, and OCCA. OCCA provides subscribing Oregon community colleges access to the League’s national program designed for community colleges. OCCA’s Board Policy and Procedure Program includes: Board Policy (BP) and Administrative Procedure (AP) Samples; Legal Updates; a ListServ; and Workshops. The policy samples reflect federal and state law requirements as well as accreditation standards. The templates are customizable to reflect local community college practices and procedures. RCC’s policy committee is in the process of reviewing the policy samples and adapting to RCC policies and procedures.

The College President recommends the attached Revised Board Policy BP-3430 Prohibition of Harassment. The proposed version showing the language of the policy is attached (see Exhibit 1). This is the first reading.

Whereas, the Board has deemed it necessary to review and update established Board policy; and,

Whereas, the Board has directed RCC administrators to review and recommend revisions as needed to Board policy; and,

Whereas, the College President has reviewed and approved the adoption of Revised Board Policy BP-3430 Prohibition of Harassment; therefore, be it

Resolved, that the RCC Board adopts Resolution No. P5-25/26 approving adoption of Revised Board Policy BP-3430 Prohibition of Harassment as presented.

Board Action: Approved

Vanessa Jones, Chair, RCC Board of Education

Dated: November 18, 2025



BP 3430 Prohibition of Harassment

References:

Title VII of the Civil Rights Act of 1964, 42 U.S. Code Section 2000e-2
Title IX of the Education Amendments Act of 1972; 20 U.S. Code Sections 1681 et seq.;
Age Discrimination in Employment Act of 1967 (ADEA);
Americans with Disabilities Act of 1990 (ADA);
34 Code of Federal Regulations Part 106;
ORS 659A;
ORS 350.330
ORS 243.319

All forms of harassment are contrary to basic standards of conduct between individuals. State and federal law, and this policy prohibit harassment and Rogue Community College ("RCC") will not tolerate harassment. ~~This policy applies to all members of the [entity] community including Board of Education members, employees, students, volunteers and interns.~~

RCC is committed to providing an academic and work environment that respects the dignity of individuals and groups. RCC shall be free of all forms of unlawful harassment. Harassment is unlawful if it is based on any of the following statuses: race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, age, disability, or genetic information. ~~For the [entity]'s policy regarding sexual harassment under Title IX, see BP 3433 Prohibition of Sexual Harassment under Title IX and accompanying procedures.~~

RCC seeks to foster an environment in which employees, students, and other members of the campus community feel free to report incidents of harassment without fear of retaliation or reprisal. Therefore, RCC also strictly prohibits retaliation against any individual for filing a complaint of harassment or for participating in a harassment investigation. Such conduct is illegal and constitutes a violation of this policy. RCC will investigate all allegations of retaliation swiftly and thoroughly. If RCC determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any student, employee, or other member of the campus community who believes that they have been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3435



Discrimination and Harassment Complaints and Investigations and AP 3432 Workplace Harassment. RCC requires supervisors to report all incidents of harassment and retaliation that come to their attention.

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity. In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, evaluation, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities and compensation.

To this end the College President, or designee, shall ensure that the institution undertakes education and training activities to counter harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The College President, or designee, shall establish procedures that define harassment on campus. The College President, or designee, shall further establish procedures for employees and students, and other members of the campus community that provide for the investigation and resolution of complaints regarding harassment and discrimination, and procedures for students to resolve complaints of harassment and discrimination. State and federal law and this policy prohibit retaliatory acts by RCC, its employees, students, and agents.

RCC will publish and publicize this policy and related written procedures (including the procedure for making complaints) to students and employees, particularly when they are new to the institution. RCC will make this policy and related written procedures (including the procedure for making complaints) available in all administrative offices and will post them on the College's website.

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion.

Rescinds Procedure Number: AP – 047b, AP – 101

Adopted: January 21, 2020

Revised: September 22, 2020; September 17, 2024; Returned to 2020 Title IX Regulations February 18, 2025

Board Policy Adoption – Revised Board Policy BP-3433 Prohibition of Sexual Harassment under Title IX

Recommendation of the President: That the Rogue Community College (RCC) Board of Education (Board) adopt Resolution No. P6-25/26 approving adoption of Revised Board Policy BP-3433 Prohibition of Sexual Harassment under Title IX.

Background Information: Pursuant to Board Policy BP-2410: Board of Education Policies and Administrative Procedures, the RCC Board has directed college administrators to assist the Board in reviewing Board policies at monthly Board meetings. Unless circumstances require immediate action, a policy will not be voted on at the first meeting during which it is discussed.

Oregon Community College Association (OCCA) provides general policy advice and guidance to all Oregon community college members as part of their current OCCA dues. OCCA works with college presidents, staff, and board members to analyze and help operationalize recently passed Oregon legislation and administrative rules. RCC is a participant in partnership with the Community College League of California (League) and the law firm of Liebert Cassidy Whitmore, and OCCA. OCCA provides subscribing Oregon community colleges access to the League’s national program designed for community colleges. OCCA’s Board Policy and Procedure Program includes: Board Policy (BP) and Administrative Procedure (AP) Samples; Legal Updates; a ListServ; and Workshops. The policy samples reflect federal and state law requirements as well as accreditation standards. The templates are customizable to reflect local community college practices and procedures. RCC’s policy committee is in the process of reviewing the policy samples and adapting to RCC policies and procedures.

The College President recommends the attached Revised Board Policy BP-3433 Prohibition of Sexual Harassment under Title IX. The proposed version showing the language of the policy is attached (see Exhibit 1). This is the first reading.

Whereas, the Board has deemed it necessary to review and update established Board policy; and,

Whereas, the Board has directed RCC administrators to review and recommend revisions as needed to Board policy; and,

Whereas, the College President has reviewed and approved the adoption of Revised Board Policy BP-3433 Prohibition of Sexual Harassment under Title IX; therefore, be it

Resolved, that the RCC Board adopts Resolution No. P6-25/26 approving adoption of Revised Board Policy BP-3433 Prohibition of Sexual Harassment under Title IX as presented.

Board Action: Approved

Vanessa Jones, Chair, RCC Board of Education

Dated: November 18, 2025



BP 3433 Prohibition of Sexual Harassment Under Title IX

References:

Title IX of the Education Amendments Act of 1972;
34 Code of Federal Regulations Part 106

All forms of sexual harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sexual harassment and Rogue Community College ("RCC") will not tolerate sexual harassment. RCC is committed to providing an academic and work environment that respects the dignity of individuals and groups. RCC shall be free of sexual harassment ~~and all forms of sexual intimidation and exploitation including acts of sexual violence.~~

RCC seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission ~~—, and other individuals participating or attempting to participate in the [entity] RCC's education program or activity—~~ feel free to report incidents of sexual harassment in violation of this policy ~~and Title IX~~, without fear of retaliation or reprisal. Therefore, RCC also strictly prohibits retaliation ~~against any individual~~ for filing a complaint of sexual harassment in violation of this policy ~~and Title IX~~ or for participating, or refusing to participate, in a sexual harassment investigation. RCC will investigate all allegations of ~~Title IX~~ retaliation ~~swiftly and thoroughly pursuant to its Title IX procedures~~. If the RCC determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in ~~Title IX~~ retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission who believes that they have been harassed or retaliated against in violation of this policy should ~~immediately~~ report such incidents immediately by following the procedures described in AP 3434 Responding to Sexual Harassment under Title IX. ~~The [entity] requires supervisors to report all incidents of harassment and retaliation that come to their attention.~~

~~This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity. In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities, and compensation.~~

To this end the College President, or designee, shall ensure that the institution undertakes education and training activities to counter sexual harassment and to prevent, minimize,



or eliminate any ~~hostile environment~~sexual harassment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The College President, or designee, shall establish procedures that define sexual harassment ~~on campus~~. The College President, or designee, shall further establish procedures ~~for employees, students, and other members of the campus community~~ that provide for the investigation and resolution of complaints regarding sexual harassment in violation of this policy, and procedures to resolve complaints of sexual harassment in violation of this policy. ~~State and federal law and this policy prohibit retaliatory acts against all participants by the [entity], its employees, students, and agents.~~

RCC will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. RCC will make this policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on the College's website.

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion. Volunteers or unpaid interns who violate this policy and related procedures may be subject to disciplinary measure up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

Rescinds Policy Number: None

Adopted: September 22, 2020

Revised: September 17, 2024; Returned to 2020 Title IX Regulations February 18, 2025