

III. RECESS TO EXECUTIVE SESSION

motion to convene an executive session

Chairman Stone

Anna Scholes
Scott McClure
Jan Mittleider
Joshua Kern

III. RECONVENE REGULAR MEETING

Chairman Stone

4:00 p.m. Taylor Bldg Room 276

IV. APPROVAL OF MEETING AGENDA

REPORTS

Eric Harmon

communities

d Procedures

Eric Harmon
Eric Harmon

4 College Policies and

Proceedings of the

PROCEEDINGS



Chairman
President
Vice President
Secretary
Trustee

BOARD MISSION STATEMENT

Our mission is to provide a high-quality education to all students, regardless of their background or financial resources.

2015-2016

Unàwamān Stone

opportunities that meet the diverse needs of the communities we serve.

ADJOURNMENT

Board Mission Statement

Our mission is to provide a high-quality education to all students, regardless of their background or financial resources.

2015-2016

2015-2016

2015-2016

2015-2016

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APPROVAL OF AGENDA: The agenda was approved.

MINUTE: Minutes were approved.

RESOLUTION: A resolution was adopted regarding the proposed changes to the bylaws.

RESOLUTION: A resolution was adopted regarding the proposed changes to the articles of incorporation.

RESOLUTION: A resolution was adopted regarding the proposed changes to the financial statements.

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RESOLUTION: A resolution was adopted regarding the proposed changes to the articles of incorporation.

RESOLUTION: A resolution was adopted regarding the proposed changes to the financial statements.

5. Herrett Center Director Joey Heck presented a list of items that he recommended be accepted into the permanent collection of the Herrett Center. The Board approved the acceptance of:

1. Herrett Center

2. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

3. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

4. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

5. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

6. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

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14. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

15. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

16. Physical Plant Director Spence Carter updated the Building Maintenance Manual.

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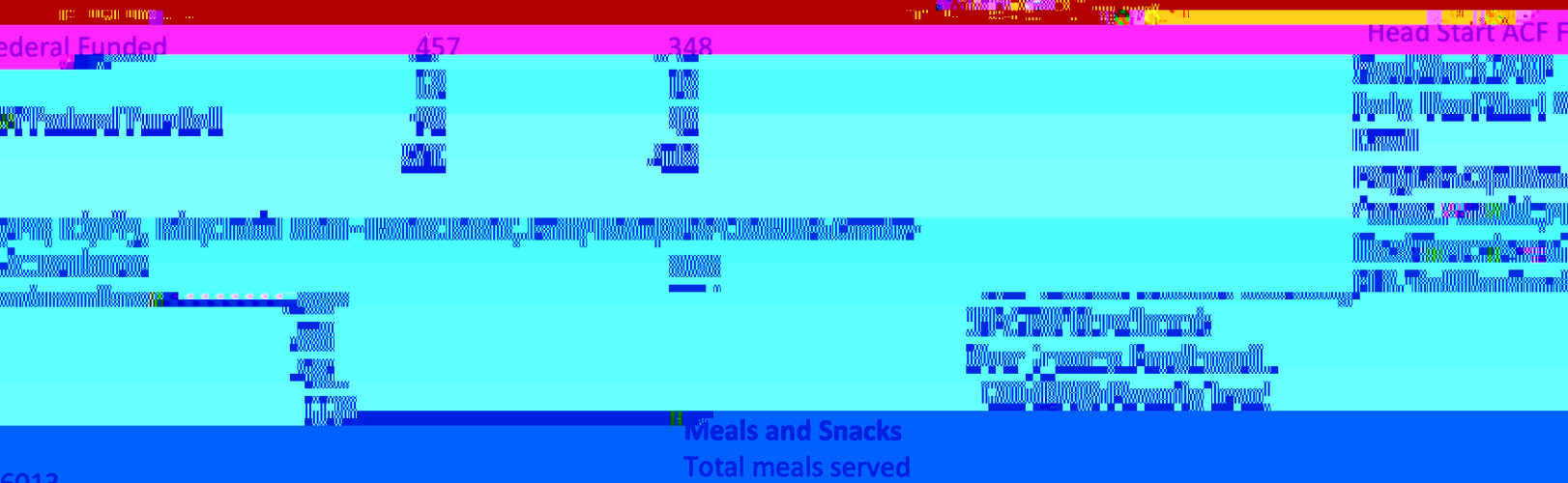
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Grand Total

ped

College of Southern Idaho Head Start/Early Head Start

Program Summary for May 2013



6013

Documents for Board Review and Approval: Board and Financial Report

Program Updates

The program received notification that we will receive a Focus Area 1 Monitoring

Review within the

...finances through

...Board involvement is needed

will send the link.

I am excited to report the program received no

...program is successful

January 1, 2023-December 31, 2023

COLLEGE

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1

2025 2024

REVENUE	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000
EXPENSES	200,000	200,000	200,000	200,000	200,000	200,000
NET INCOME	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
ASSETS	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
LIABILITIES	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
EQUITY	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000

REVENUE	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000
EXPENSES	200,000	200,000	200,000	200,000	200,000	200,000
NET INCOME	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000

REVENUE	1,200,000
EXPENSES	200,000
NET INCOME	1,000,000

REVENUE	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000
EXPENSES	200,000	200,000	200,000	200,000	200,000	200,000
NET INCOME	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000

Department	Head	Head Paid	Total the Month	Total Budget	Total YTD
Department	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000

REVENUE	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000
EXPENSES	200,000	200,000	200,000	200,000	200,000	200,000
NET INCOME	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000



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WELCOME

It is our privilege to welcome you to the College of Southern Idaho. We wish you every success in your new job, and we hope that you quickly feel at home.

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1. THE ORGANIZATION FOR WHICH YOU WORK

The College of Southern Idaho is a community college district of the state of Idaho, though it is not a part of state government. The Board of Trustees ("Board") serves as the governing body of the College, carrying out local legislative duties and fulfilling other obligations as

paragraph. In the event of any irreconcilable inconsistencies, the terms of this paragraph will prevail.

The College reserves the right to modify any of the policies, benefit offerings, and services

College employees. Changes may be made in the sole discretion of the Board, subject to the approval of the Board, and implemented prior to the review of the Board.

III. EMPLOYEE STANDARD OF CONDUCT

Employees are expected to conduct themselves in a professional manner that is both

consistent with the College's mission and values, and in compliance with applicable laws, regulations, and policies. This standard of conduct applies to all employees, regardless of their position or level of responsibility. The College reserves the right to take disciplinary action against any employee who fails to meet this standard of conduct.

A. General Standards of Conduct

1. Employees shall conduct themselves in a professional and ethical manner at all times, both on and off the job.

2. Employees shall maintain the highest standards of integrity and honesty in all their dealings.

3. Employees shall adhere to the College's policies and procedures regarding confidentiality and information security.

4. Employees shall avoid conflicts of interest and disclose any potential conflicts to their supervisors.

5. Employees shall use the College's resources responsibly and avoid any misuse of funds or equipment.

6. Employees shall maintain a safe and healthy work environment and follow all safety protocols.

7. Employees shall adhere to the College's policies regarding alcohol and drug use.

7. Not use work time or public property to promote religious beliefs to members of the public or fellow employees outside from private worship or recognized club activities.
8. Not use, reproduce, distribute, publicly display, or perform copyrighted materials in any fashion.
9. Not dispose of College property in a manner that financially or personally benefits the employee or that violates state law or College procedures.
10. Not have non-College employment, or serve on any board or commission, that conflicts with duties performed for the College in any meaningful way or is undertaken in a

Examples of violations:

- An employee using work time to attend a religious service at a church.
- An employee using work time to attend a religious service at a church.

• An employee using work time to attend a religious service at a church.

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• An employee using work time to attend a religious service at a church.

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• An employee using work time to attend a religious service at a church.

• An employee using work time to attend a religious service at a church.

• An employee using work time to attend a religious service at a church.

• An employee using work time to attend a religious service at a church.

• An employee using work time to attend a religious service at a church.

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• An employee using work time to attend a religious service at a church.

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• An employee using work time to attend a religious service at a church.

Allegations of sexual harassment or related retaliation that fall under Title IX will be

investigated by the Office of Institutional Equity, which is responsible for the University's Title IX process.

Legal Protections

There are several federal laws that protect employees in the workplace.

Legally protected class means a person or persons that is protected by law. This includes race, sex, age, disability, and religion.

When one or more persons in a **legally protected class** are

discriminated against on the basis of their participation in the workplace. Adversely affects the person's employment opportunities.

employment act
Title VII

Discrimination on the basis of sex includes sexual harassment and retaliation. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that creates a hostile or offensive work environment or affects the person's employment opportunities.

Sexual harassment
Title VII

Discrimination on the basis of race, color, or national origin is prohibited by Title VII of the Civil Rights Act of 1964.

Discrimination on the basis of age is prohibited by the Age Discrimination in Employment Act of 1967. This law applies to employees who are 40 years of age or older.

Discrimination on the basis of disability is prohibited by the Americans with Disabilities Act of 1990.

Discrimination on the basis of religion is prohibited by Title VII of the Civil Rights Act of 1964.

2. Supervisor Responsibilities

on **maintain a safe and sound working environment** in accordance with applicable laws and regulations.

on **provide a workplace free from discrimination** based on race, ethnicity, sex, religion, age, disability, marital status, pregnancy, or any other protected characteristics.

on **provide a workplace free from harassment**, including sexual harassment, and retaliation or hostile work environment.

on **investigate and resolve** discrimination, harassment, sexual harassment, retaliation or hostile work environment complaints.

on **investigate and resolve** workplace safety complaints.

on **investigate and resolve** workplace safety complaints, including workplace safety complaints, including workplace safety complaints, including workplace safety complaints.

2.2. **Investigate and resolve workplace safety complaints**

on **investigate and resolve** workplace safety complaints, including workplace safety complaints, including workplace safety complaints, including workplace safety complaints.

"The purpose of this policy is to provide a safe and sound working environment for all employees. This policy should be applied to all employees, including those who are not currently employed by the organization.

Employees who report workplace safety complaints should be treated with respect and confidentiality. The organization will investigate all complaints and take appropriate action to resolve the issue. Employees who report workplace safety complaints should be treated with respect and confidentiality. The organization will investigate all complaints and take appropriate action to resolve the issue.

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3. The Designated Official should promptly review the complaint and consult with legal counsel for the College and the Director of Human Resources.

B. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

C. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

D. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

E. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

F. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

G. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position. Because disciplinary personnel should be notified of any complaint, the Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

H. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

I. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

J. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

K. The Designated Official should follow the complaint procedure, if any, that applies to the complainant's position and the complainant's position.

1. The quality of the evidence (first hand knowledge) are

- If you have direct knowledge of the event, you are more likely to be accurate than if you are relying on second hand knowledge.
- If you are relying on second hand knowledge, you are more likely to be accurate if you are relying on a single source than if you are relying on multiple sources.

2. Memory quality

Memory quality is the accuracy of the information that is stored in memory. It is affected by a number of factors, including the nature of the information, the amount of time that has passed since the event, and the state of the individual's memory at the time of recall.

3. Memory quality

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of prescription drugs on college premises or at any time and any place during working hours.

Admission

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https://www.governors.edu/.../admission/

Admission is required for all students enrolling in any of our programs. Please visit [Admission](#) for more information.

We encourage you to conduct responsibly and appropriately at all times. All employees are expected to maintain a professional and appropriate mental and physical appearance.



Our employees are expected to maintain a professional and appropriate mental and physical appearance. This includes, but is not limited to, the following:

- Dressing in a professional and appropriate manner
- Maintaining good hygiene and grooming
- Avoiding excessive use of alcohol, tobacco, or recreational drugs
- Avoiding the use of profanity or offensive language
- Avoiding the use of cell phones or other electronic devices while working

Employees who do not meet these standards may be subject to disciplinary action, up to and including termination. It is the responsibility of each employee to maintain a professional and appropriate appearance at all times.

Professional Appearance

Our employees are expected to maintain a professional and appropriate mental and physical appearance. This includes, but is not limited to, the following:

- Dressing in a professional and appropriate manner
- Maintaining good hygiene and grooming
- Avoiding excessive use of alcohol, tobacco, or recreational drugs
- Avoiding the use of profanity or offensive language
- Avoiding the use of cell phones or other electronic devices while working

Relationships that can arise from or sub-personal relationships in the workplace. Such relationships in a change of employment roles.

Employees are prohibited from dating, pursuing a date, and having or pursuing a sexual relationship with a supervisor or subordinate.

Sexual Harassment

The College has a zero-tolerance policy for sexual harassment and sexual assault.

Sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that creates a hostile or offensive work environment.

Sexual assault is defined as any non-consensual sexual contact or conduct, including but not limited to, sexual intercourse, sexual touching, or sexual harassment.

Sexual harassment and sexual assault are prohibited by the College's policies and procedures. Any employee who engages in such conduct may be subject to disciplinary action, up to and including termination.

Employees who are victims of sexual harassment or sexual assault should report the incident to the College's Title IX Coordinator or the Office of Student Conduct.

For more information, please visit [Sexual Harassment and Sexual Assault](#).

opportunity.

3. Issue involving dishonesty, immorality, or criminal misconduct are the only issues that can be raised in this proceeding.

4. The grounds for the discharge are:

a. The employee was discharged for cause.

(b) (2)

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10/1/20

WEDNESDAY 10/1/20

valid reason. An employee who is discharged for cause is not eligible for unemployment benefits.

5. The employee's discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

6. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

7. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

8. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

9. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

10. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

Ex. The Labor Law

11. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

12. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

13. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

14. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

15. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

16. The discharge was not based on any of the grounds for discharge listed in section 402.10 of the Labor Law.

1. All discharge of employees shall be for cause, except as otherwise provided. Cause shall mean any of the grounds for discharge listed in section 402.10 of the Labor Law.

2. All discharge of employees shall be for cause, except as otherwise provided. Cause shall mean any of the grounds for discharge listed in section 402.10 of the Labor Law.

the hiring process can be hired and/or that no one related to an applicant within the

1359(5).

EMPLOYEE PERSONNEL FILES

A. Personnel Records

1. The o

2. **Of Union: Missouri Department of the**

3. **The employee's supervisor**

4. **the union. See**

5. **the employee's supervisor**

6. **the employee's supervisor**

7. **the employee's supervisor**

8. **the employee's supervisor**

Each employee will be provided an opportunity to contest the contents of his/her personnel file.

was a finding by the College that it is false or unfairly misleading. In general,

employee's written objection and explanation to provide a complete employment history. Any job applied for removal of information will be documented in writing and maintained

On reasonable notice, employees may request to be interviewed by the College to discuss their employment history. The College will conduct the interview and provide a written response to the employee's request. The College will also provide a written response to the employee's request for a copy of their employment history. The College will also provide a written response to the employee's request for a copy of their employment history.

III. Employment History - Request for a Copy of Employment History

1. The College will provide a copy of the employee's employment history to the employee upon request. The College will also provide a written response to the employee's request for a copy of their employment history.

IV. Employment History - Request for a Copy of Employment History

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(Employee's Request for a Copy of Employment History)

V. Employment History - Request for a Copy of Employment History

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VI. Employment History - Request for a Copy of Employment History

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(Employee's Request for a Copy of Employment History)

3. Part-Time Regular Employees

Employees who

- 1. are employed for less than five months
- 2. are employed for less than 1,040 hours
- 3. are employed for less than 1,040 hours
- 4. are employed for less than 1,040 hours

are Temporary

Employees, typically expected to be employed for less than five months

are Temporary



reduced or employees may be laid off by the President or his designees as necessary to meet budgetary constraints or as work needs change.

Partnership Agreement

Employed as a full-time employee (hourly) for purposes of complying with the Federal Fair Labor Standards Act and departmental compensation. Employees shall

1. General Provisions

The partnership shall be a partnership for all purposes under the laws of the State of Maryland and shall be organized and operated as a partnership.

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2. Management

The partnership shall be managed by the partners and shall be organized and operated as a partnership.

The partnership shall be managed by the partners and shall be organized and operated as a partnership.

The partnership shall be managed by the partners and shall be organized and operated as a partnership.

and shall be organized and operated as a partnership.

by a supervisor or the payroll office to correct mistakes must be acknowledged by the employee. Exempt employees may be required to document time worked or benefits

of pay, payroll deductions, etc., must communicate

Work periods

am. on Sunday of each week and concludes at 11:59 p.m. of the succeeding Saturday.

G. Payroll Procedures and Paydays

1. Employees are paid monthly throughout the year. Paychecks or direct deposit

11. Every

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called to serve as a court witness in matters specifically related to College

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A. Vacation Leave

1. Vacation leave is available to full-time regular employees who have accrued vacation leave. Vacation leave is typically accrued at the following rates:

at least 40 hours per week accrue vacation at the following rates:

the first 6 years of CSI service, vacation leave will be accrued and accumulated up to 7 weeks per year.

During

• During

the employee's first 6 years of CSI service, vacation leave will be accrued and accumulated up to 7 weeks per year.

typically work 40 hours per week. During the first 6 years of CSI service, vacation leave will be accrued and accumulated up to 7 weeks per year.

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the employee's first 6 years of CSI service, vacation leave will be accrued and accumulated up to 7 weeks per year.

F. Leaves of Absence

Up to 30 days of unpaid leave may be requested by the responsible supervisor.

Requests are written approval of the president.

F. Benefits for Temporary Employees

All temporary employees, including seasonal and low-paid/minimum wage workers,

are eligible for the same benefits as permanent employees. The benefits are provided by the College.

1. Temporary Employees Eligible for Benefits

Temporary employees who are eligible for benefits are those who have been employed for at least 90 days and are not on a probationary period.

Temporary employees who are not eligible for benefits are those who are employed for less than 90 days or who are on a probationary period.

The College will provide benefits to temporary employees who are eligible for benefits.

Temporary employees who are eligible for benefits are those who have been employed for at least 90 days and are not on a probationary period.

Temporary employees who are not eligible for benefits are those who are employed for less than 90 days or who are on a probationary period. The College will provide benefits to temporary employees who are eligible for benefits.

2. Transfer of Benefits with Employee Transfer

Accrued benefits continue when the employee transfers from one department to another within the College. However, upon such transfer, the employee is only eligible

to receive those benefits authorized for the final authorized position and employment status.

3. Examples

The following are examples of:

- 1. An employee who is employed for 90 days and is not on a probationary period is eligible for benefits.
- 2. An employee who is employed for less than 90 days or who is on a probationary period is not eligible for benefits.
- 3. An employee who transfers from one department to another within the College is eligible for the benefits of the final authorized position and employment status.

- 4. An employee who is employed for 90 days and is not on a probationary period is eligible for benefits.
- 5. An employee who is employed for less than 90 days or who is on a probationary period is not eligible for benefits.
- 6. An employee who transfers from one department to another within the College is eligible for the benefits of the final authorized position and employment status.

5. Professional leave and instructional release time, as pre-approved by the employee's supervisor.

10. Retirement System

not available until after 2017

2017-2018

child must be who has a serious health condition.

2. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period

30. The following are examples of conditions that require inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care:

- A condition that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.
- A condition that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.
- A condition that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

41. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

42. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

43. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

44. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

45. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

46. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

47. A "serious health condition" is a condition that - that requires inpatient care at a hospital, hospice or residential medical care facility, including any subsequent period of care.

requested, the College may require certification that the service member has actually been called to active duty.

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

make any changes in the size of the force or assignment of employees, the standards to be the

U.S. Civil Service Commission

Memorandum

Division of Personnel

Subject: [Illegible]

Reference: [Illegible]

Date: [Illegible]

[Illegible text]

[Illegible text]

[Illegible text]

[Illegible text]

indications, including an intent to resign, including a pattern of unauthorized absence of 3 or more working days in a row, or other reasons, if an employee's words or actions are unexcused or unauthorized.

[Illegible text]

APPENDIX "A"

ACKNOWLEDGMENT OF RECEIPT OF THE COLLEGE OF SOUTHERN IDAHO EMPLOYEE PERSONNEL

HERRETT

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THE PROSECUTION'S CASE

On 22 February 2002, the prosecution called its first witness, the

former head of the South African Police Force, General

Andrius Kruger. He testified that he had been in the

area of the stadium on the night of the shooting.

He testified that

he

was in the area of the stadium

on the night of the shooting. He testified that he

was in the area of the stadium

On 22 February 2002, the prosecution called its first witness, the former head of the South African Police Force, General Andrius Kruger. He testified that he had been in the area of the stadium on the night of the shooting.

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on the night of the shooting.

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on the night of the shooting. He testified that he was in the area of the stadium on the night of the shooting.

Donor: C

Object(s): Two pieces

Medium: Ink

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Two pieces of paper, one with a drawing of a landscape and the other with a drawing of a landscape.

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HERRETT



CLIP
CENTER

New Accessions Summary, 2023

2023

In January 30, 2023 Herrett Center Arts & Science Collections Committee met to review potential acquisitions to Herrett Center collections. The following is a summary of objects recommended for accession.

ACQUISITIONS COMMITTEE

Herrett Center Arts & Science Collections Committee

Herrett Center Arts & Science Collections Committee Meeting Minutes, January 30, 2023

RESOLUTIONS

Herrett Center Arts & Science Collections Committee, with approval of funding and staff, has recommended the following objects for accession:



DONOR: Keith Turner Family



2011-2012

2011-2012

2011-2012

2011-2012

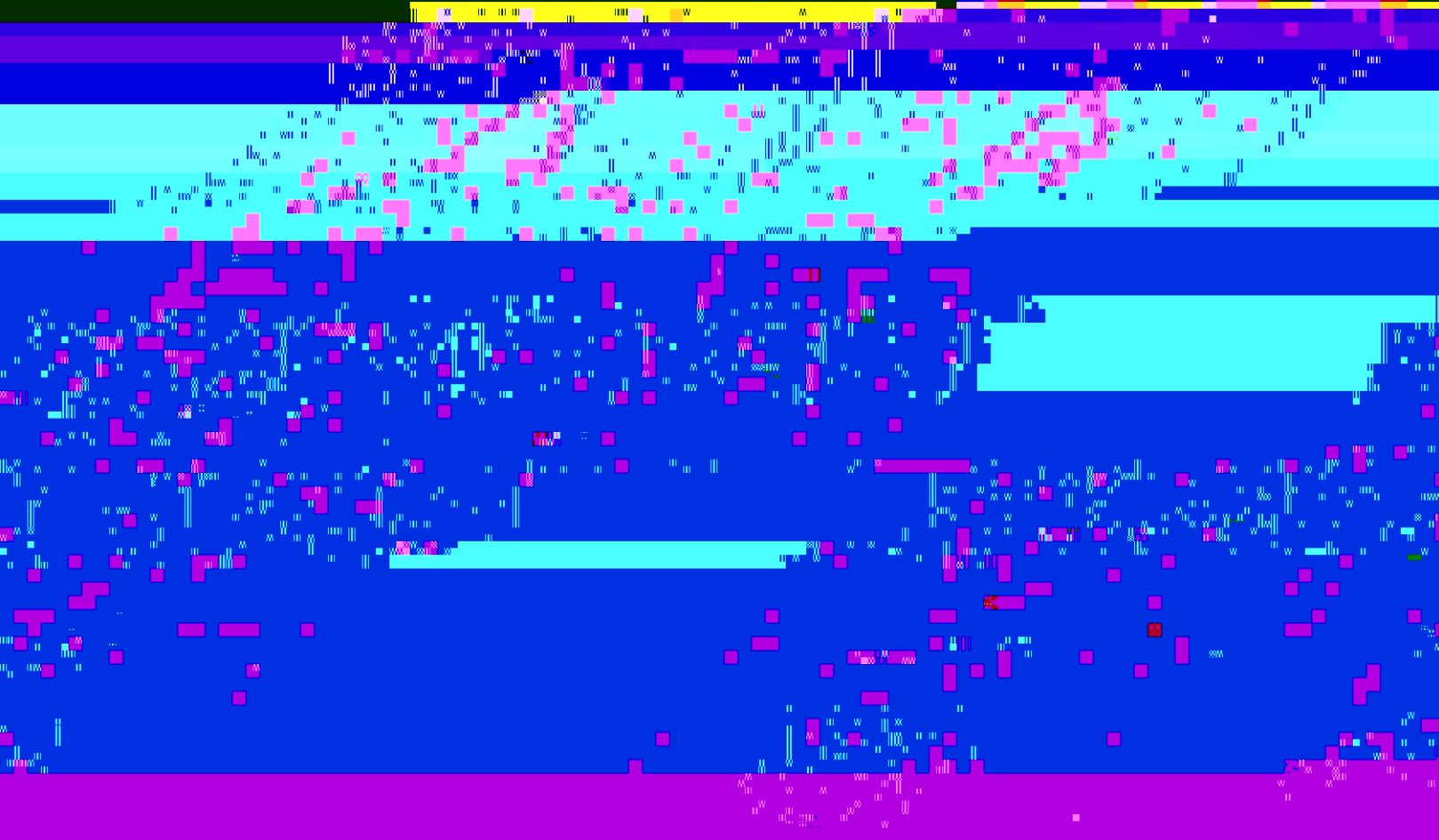
2011-2012

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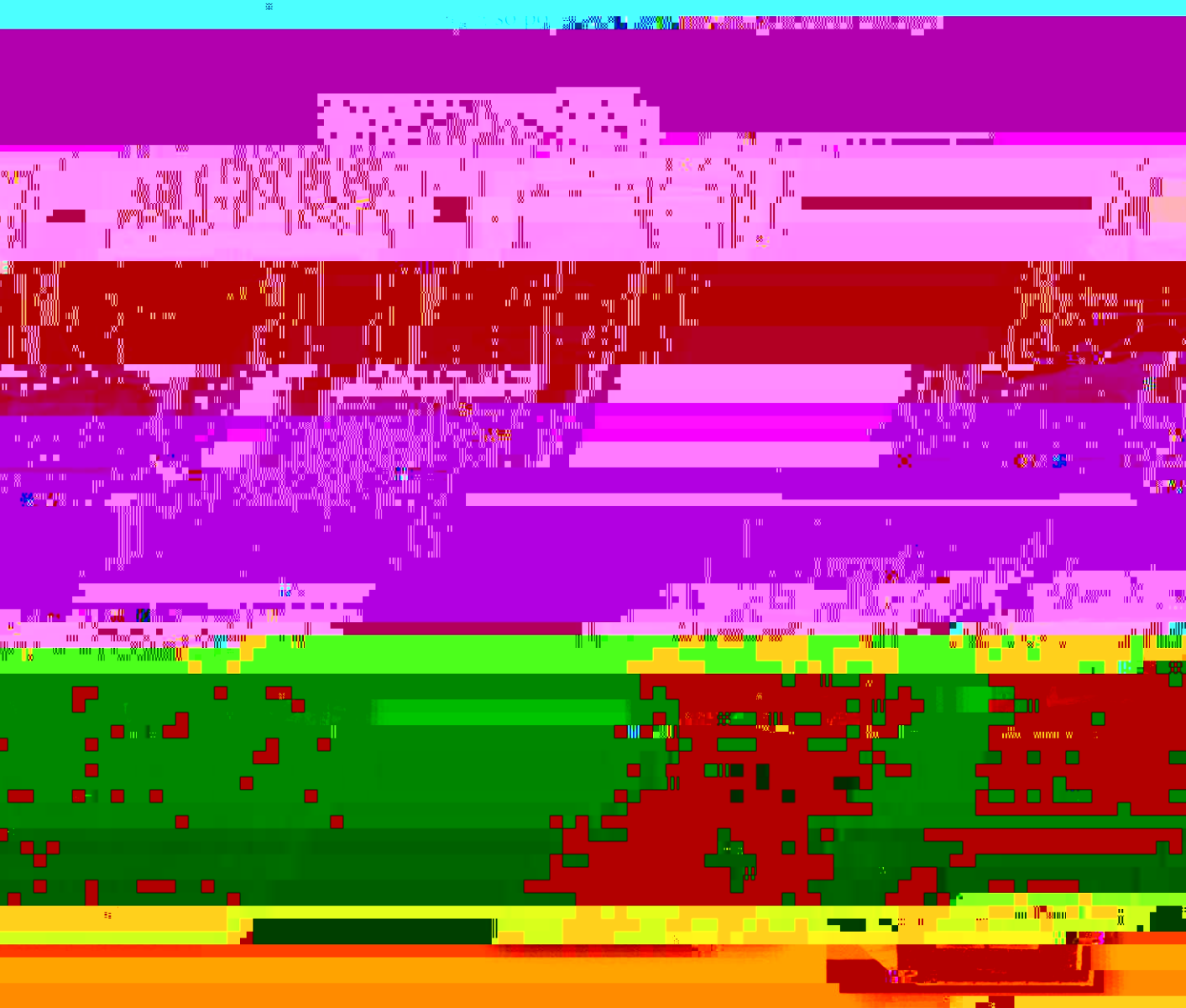
2011-2012



DONOR: Russ Hepworth

OPENING

representational in the collection. These mixed-media pieces are un-



DONOR: Colin Wilke

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BRUNNEN

BRUNNEN ist ein Unternehmen, das sich mit der Herstellung von hochwertigen Produkten beschäftigt. Die Produkte sind in verschiedenen Kategorien unterteilt, darunter...

